

December

Ontario Division

1990



Tom Gunn isn't wearing his hard hat these days. To find out why, turn to page 9.

*Harvest one Grand Award, three gold medals*

## Inco takes bite of Big Apple

Score one Grand Award and three gold medals for the Ontario Division at an international communications competition in New York City earlier this month.

That was the medal count as Inco walked away victorious from the fourth annual Mercury Awards competition.

At a black tie affair at the Hotel Inter-Continental, public affairs manager Jerry Rogers accepted one of 20 Grand Prize awards for excellence in professional communications for the Division's newest publication, Dedicated to Excellence.

"Inco's win was a total team triumph," Jerry said. "It was a Made In Sudbury production highlighting the achievements of Sudburians working at Inco. We were in competition with many of

largest international corporations in the world, companies such as Kraft, Mobil, IBM, Daikyo Incorporated and SEGA Enterprises of Japan, Novo Nordisk of Sweden, Xerox and Philip Morris. For all of

capture three gold in the prestigious competition. Chevron Corporation and Turner Broadcasting also won three gold.

Reni L. Witt, president of MerCom Inc., which sponsors the event, said the 1990 Mercury Awards had a record-breaking thousand entries from around the world.

"Internationally, we received a wide range of countries including Great Britain, Europe, Hong Kong, Af-

rica, India, New Zealand, the Philippines, Puerto Rico and the United States," Ms. Witt said. "Judges for the awards represented a group of the most illustrious creative professionals in the public relations industry. Twenty-two agencies

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Jerry Rogers shows a winning smile and the awards to go with it.

us who worked on the project, it was a triumph of quality over quantity."

While Turner Broadcasting Systems of Atlanta, Georgia was named the Best of Show for its lavish 1990 CNN media guide, Inco was one of just three companies to

was so surprised that we won the top float competition."

Shoestring budgets for the floats haven't curbed anyone's imagination. "We get cooperation and help from others as well, like Public Affairs and Freddie Eng of the Iron

Ore plant who did the banners for us."

It's the extra touches, like the Ninja song written, produced and performed by equipment operator Ray Boudreault, that make the annual Inco entry such a success.

Darl insists he hasn't a clue what the department will come up with next year, but he's certain it'll be a winner.

"We'll keep an eye on the kids," he said, "and just go with the flow. Whatever's hot."



The creative imagination of Inco's "Aggies" created another crowd-pleasing float.

## Christmas Wishes

Darryl, son of former Occupational Medicine Nurse Cindy Croteau, cuddles up to Santa at the General Office Christmas Party. We think we know what he wants for Christmas, and hope all his wishes come true. Darryl is courageously battling cancer. See story on Page 4.

## Ninja Turtle float a crowd-pleaser

# Aggies' Christmas spirit a shell game

*Cowabunga now awesome too  
Radical and party on dudes  
Pass the pizza, join in the fun  
Ninja Turtles love everyone  
Ninja Turtles in our town  
Helping Santa making his rounds  
On the second day of Xmas  
We're full of glee  
Two Ninja Turtles  
Here in Sudbury  
Ninja Turtles crawling out on the street  
Fightin' crime they just can't be beat!*

Robert Frost it's not. But anyone can plainly see that poets who can write lyrics like that should be in charge of building Santa Claus floats.

"Inco's entry in Sudbury's Santa Claus parade is becoming kind of a tradition in the department," said Agriculture Section ground specialist Darl Bolton. "It kind of helps us get into the Christ-

mas spirit a little faster."

This year's Ninja Turtle entry wasn't among the awarded floats, although insiders swear the thousands of kids who lined the streets loved our float the best.

"Politics," said one 'Aggie', faking a sneer. "Kids can pick 'em, but not the judges."

For Inco's Aggies, winning isn't the only thing. It isn't even the main thing. "We give ourselves a couple of weeks to get the float ready," said Darl. "We try to fit it in around our regular workload. I guess they give us the annual project because we are used to making the best out of what we have to work with."

And the department has an impressive record. The Inco float has been in the winner's circle for three of the past four years. "The first year Mike Sopko (former Ontario Division president) took us out to dinner because everyone



## Inco's "Aggies" pine for new growth

## Seeds of Christmas get a head start

The next time you get the urge to strike out in the snow-covered bush to chop down that perfect Christmas tree for the living room, think about Alex Gray's nerves.

Pine trees, 80,000 of them this year, get their beginnings as match-head-size seeds deposited individually into paper pots by the steady hands of Alex and company at the

Inco greenhouse in Copper Cliff.

"There are 200 (honeycombed paper pots) in a flat. We can do about 60 flats an hour," said Alex. "About 55,000 seeds have to go to the underground greenhouse at Creighton's Number Nine shaft in January and another 25,000 will stay here at the surface greenhouse."

Although it still takes a steady hand to place the seeds into the pots, Alex has managed to make the job a little easier by manufacturing an ingenious seed-planting device from a piece of copper and an old electric razor. He attached a copper chute for the seeds to the business end of the razor. When the razor is plugged in the chute vibrates and the tiny seeds bounce down the chute one at a time.

It's not just ordinary dirt that gives the seedlings their initial push. The trays are filled with a special forestry mix of peat moss, vermiculite, dolomitic limestone and soluble nutrients.

The seeds are specially prepared to boost germination. "We buy pre-cooled seeds," said Alex, "and we also pre-cool our own seeds after we remove them from pine and Spruce cones and clean them."

Precooling involves leaving the seeds in a freezer for 72 hours.

All this special preparation gives the Inco Greenhouse seedlings a much better start in life than their natural cousins in the wild.

"Almost every seed planted here will survive to the seedling

stage," said Alex. "That's much better than in their natural state."

Once planted on the surface, however, it's every seedling for itself.

Survival depends on many factors. Once planted, they take the same risk as those in the wild.

Inco's "Aggies" aren't into

hybridization, he said. "We want them to grow naturally. We leave it up to God to give them shape."

"These seeds will be Christmas tree size by the turn of the century," quipped Alex. "So if Inco ever gets into the Christmas tree business they could end up in somebody's living room."



Alex Gray at work at the Inco Greenhouse seeding trees.



## Splash of Color

Greenhouse technician Melissa LeBorgne tends Poinsettias purchased for decorations at Inco Christmas events. It's a good way to get into the Christmas spirit, according to Melissa.

## Is the Christmas spirit alive and well at Inco?



**Alex Hubert**, mechanic, Utilities: "It's not the same as it used to be. It's for the kids. I have no family here. They're in the old country. All I can do is send them a few bucks. But I have friends here and I'll visit them. I'll have a quiet Christmas."



**John Wierzbicki**, plateworker, Plate Shop: "Christmas has changed in a fashion that we can afford a bit more than our parents could. We can enjoy it more these days. Less hardship. But that all depends on the individual family."



**Alan King**, geophysicist, Exploration: "There's not as much snow around as there used to be, but I suppose that's because I'm taller than I used to be. I have three little kids and I think I enjoy Christmas through them more than I ever remember."



**Leo Pilon**, driver, Transportation: "It's not what it used to be. Too materialistic. Things are much more artificial than they used to be. But the Christmas spirit is still there underneath. My Christmases are still as good as ever."



**Eugene Kitty**, laborer, Transportation: "Christmas is supposed to be a spiritual event, a celebration of the birth of our Lord. Unfortunately, it's not that way anymore. Going to church as a family isn't as popular today."



**Mike Saari**, plant engineering, CCNR: "I think I have more Christmas spirit today than when I was a kid. That's because I have a girl 18 months old. I look at Christmas through her eyes. It's all new to her. Me? I have two days off. That's my Christmas."



**Aldo Manarin**, janitor, General Engineering: "You can't take away the Christmas spirit. What else would you have left? With all the problems and fighting around the world, the broken families, you can forget it all once a year."



**Bill Blanchard**, apprentice garage mechanic, North Mine: "I have the same Christmas spirit I always did. We visit friends and families, we share meals and spend time together. No matter what, there will always be that Christmas feeling inside."



**Garnet Phillips**, maintenance mechanic, North Mine: "Oh yeah. Just yesterday we put up the tree. It's there, same as always. It's not what you get, but what you give. Christmas brings families together. Most people make do with what they have."



**Gary Eadie**, surface vehicle operator, North Mine: "I get Christmas every Thursday and put it in the bank. Christmas isn't the same as it used to be. It's too commercialized today. We used to get one or two gifts, but kids don't appreciate the things they get anymore."



# Could Good King Whatzisname be wrong?

*Fond memories of Christmas. We all have 'em. Funny how that annual infliction of Christmas Spirit seems to play tricks with our minds.*

**By John Gast**

It's the Night Before Christmas, and all through our house, everybody is stirring.

A stocking, hung at the foot of the bed with care, has been gingerly removed with a pair of tongs and replaced with a clean sock (over the objections of an indignant youngster).

Me?

Under the Christmas tree again, this time making sure the tripod holds by nailing the legs to the hardwood floor.

It's a thing of beauty with its skinny, goo-covered, brown branches, shiny ornaments, tinsel and colored lights connected by a green wire. At its base is an ankle-deep blanket of green pine needles that gets thicker every time somebody slams the door.

I'll buy smarter next year, of course. I won't just go out and beat the snow off the third-last skeleton on the Christmas tree lot. In the future I'll beware of the dealer who sticks last year's leftovers in a bucket of water for this year's sales.

This year's tree, ailing or not, is nevertheless a small step for a man but a large leap for the forces of tradition.

The tree is real.

But last year, Christmas came in a 4x3x3 foot brown cardboard box and an enclosed instruction sheet stamped with the Number 14.

Always the traditionalist, sentimentalist and romantic, I had objected, of course, but my wife bought it regardless, threw it on the recreation room sofa and ordered me to erect it.

I slipped the knife under the restraining tape, pulled, and like a green jack-in-the-box scores of green bottle brushes bounced out along with two green broomsticks that clattered onto the recreation room floor.

Clutching one of the two

broomsticks, I glared at my wife. So where's the tree? I asked, and she told me I was holding onto a piece of the trunk.

I choked back a tear and I dreamed about that heavy smell of pine, the feel of the sticky ooze on the rough bark and the gentle rattle as the needles rained on the packages underneath.

No problems said my wife as she pulled a can of pine-scented aerosol out of her purse and began squirting indiscriminately here and there.

So with the room misty with "Essence of Pine," I screwed Trunk A to Trunk B and fastened it upright into a little cereal bowl marked "Stand."

I crawled around on all fours collecting what seemed like enough brushes to scrub 150 bowls, two flushes a day, for 10 years. They had color-coded, twisted wire stems, and I assembled them in piles of white tips, green, blue, orange and red, then began sticking them into notches in the green broomstick. Red first, then blue and so on until the entire structure took the shape of something you might expect to find in the Jolly Green Giant's toidy, propped up next to the bowl.

The family cat, always one for rejecting anything new or unfamiliar, added insult to injury by showing her immediate acceptance. She perched under one of the low-hung branches and

contentedly widdled on one of the brightly-wrapped parcels.

All that's a memory now, of course. Tradition won that time, but there

goings of old St. Nick if the kids are up and around all the time?

What's to explain. From experience I've found that any youngster who is going to believe that a bearded fat guy rides in an airborne sleigh behind eight reindeer, stuffs himself down chimneys and gives away toys without blowing his overdraft will surely believe that Santa popped in while he or she was upstairs on the potty.

Giving cash in lieu of goodies, particularly from relatives, is another modern-day innovation that irks me. A few bucks can't create the excitement of a new dart pistol or bucket of Legos. I know I can't wait to get my hands on all the stuff Visa has bought the kids this year.

Mind you, unexpected gifts can sometimes present a problem. Junior once got a Deluxe Houseburning Set from his grandma. The set was incorrectly called Deluxe Woodburning Outfit. Instructions that initials, designs and drawings should only be burned into pieces of wood that are not attached to the house were promptly ignored. Thank God grandmas can't buy

hand grenades.

Yuletide revisionism can sometimes result in an extreme case of the Humbugs, sometimes referred to as the Festive Flu, December Doldrums or Pre-Reindeer Rut.

The virus spreads around this time of year when everybody is frantically looking for the Christmas card lists they hid in a secure spot last year. How are you going to send cards to good friends and dear relatives if you can't remember who they are?

If the list can't be found, some people I know resort to a kind of last-minute reciprocity called MAD (Mutually Assured Delivery). You deliver one to my house and I'll retaliate.

Of course some people have given up sending them at all. I gave it up once, only to discover that it's hard convincing a tearful grandma that the annual Christmas card exchange is an exploitation of the public by the card companies.

I'm sending cards again, as mushy as I can get them.

Exorcising the Humbugs is often easier once they're recognized. As "common sense" and "maturity" creep into Christmas, the pure joy is often lost.

Case in point, the notion that gifts are only for the kids and adults should come to an understanding amongst themselves like "No gifts between adults; or keep gifts under ten bucks; or give only money so good money isn't wasted on 'bad' gifts."

Another Christmas humbug to be avoided is the gift "arrangement" where each picks out his own "gift", wraps it up and puts it under the tree, then pretends (for the kids) that it's a surprise.

Not for me.

I want to be surprised and I want to surprise. Call it childish, immature, unreasonable or old fashioned.

I'll call it Christmas.

## Christmas Tree, O Christmas Tree, (you're brown in barren beauty)

**By Cory McPhee**

Ebenezer Scrooge must have had a real Christmas tree.

With their aromatic scent and visual appeal, Christmas trees are the model for holiday happiness and the bane of New Year's clean-up.

How many of us have made early trips to the tree stand hoping to land the best baby on the lot? We paw and prod, snoop and shake, cast furtive glances at other buyers and snicker behind the backs of those foolish enough to choose a tree we've already deemed unfit. All this in the endless ritual of elimination that we hope will lead to our purchasing the perfect tree.

With the selection process complete, a difficult decision confronts the dedicated tree hunter. Do you cart your discovery to the cash and suffer the awkwardness and frustration of fumbling for your wallet while fighting off pine needles? Or do you leave the tree

unguarded to go and pay, knowing full well every other buyer on the lot covets it.

The conscientious buyer opts for awkwardness and avoids disappointment. After all, where would you ever find another tree like this one?

Now the adventure begins.

You stuff the tree into the trunk of your car snapping branches and spraying needles at an incredible rate, while promising yourself for the umpteenth time you're going to buy a truck.

Safely tucked away, the tree looks pretty good, even though the trunk won't close and you're 10 miles from home. "Never mind," you tell yourself, "the kids are gonna love it."

Safely home, the tree looks a little barer than you remember but none the worse for wear. Pulling it out of the car and into the house, your neighbor remarks on the layer of needles lining your trunk and

leading up the walk to your front door.

Recognizing his immense jealousy, you choose to ignore him. After all, he has an artificial tree, poor soul.

### That decorative touch

Erect and decorated, the tree looks better than it did on the lot. The kids do love it and the needles really weren't much trouble to clean up. You give yourself full marks for having the foresight to nab a tree three weeks early while the pickings were still good.

Now you can sit back and relax, nothing more to do until New Year's is over and the tree gets deposited at the curb.

Unfortunately, Christmas is never that easy for those of us who still prefer a real tree.

By New Year's Day, a strong sneeze or heavy step is enough to send dried out needles plummeting

to the carpet in numbers that eclipse the original fallout a hundredfold.

Subsequent showers of needles greet the removal of each ornament and those that survive the disrobing, drop in droves during the long walk to the door.

It's times like these that every tree hunter needs a friend like Ellen Heale.

Environmental co-ordinator with Inco, Ellen knows the best way to avoid a messy post-holiday clean-up is to handle things properly in advance and every step along the way.

"When choosing a Christmas tree, give it a good shake," she said. "The amount of needle drop will indicate freshness." This is not a good test to conduct for the first time on New Year's Day.

"When you are ready to bring the tree into the house, it is very important to re-cut the base of the stem. An angled cut will allow maximum water uptake. Place the

tree in a plastic pail or other suitable large container filled with fresh water.

"Glycerin, bleach, aspirin and sugar have all been suggested as additives to the water and commercial Christmas tree preservatives are also available," said Ellen. "The most important fact is to provide the tree with lots of fresh water every day."

Unfortunately for many of the tree hunting fraternity, advice such as Ellen's too often goes unheeded.

With the vacuum in the repair shop having needles removed, many of us spend the New Year staring forlornly out the window at a stick on the snowbank that vaguely resembles a tree we once owned.

Is it any wonder that New Year's resolutions are lost amidst the chorus of cries sent up by frustrated tree hunters everywhere?

"Next year," they vow, "we'll buy an artificial one."





# A Croteau Christmas lasts all year

*Cindy Croteau gives a broad grin as son Darryl climbs on her lap. The eight-year-old smiles back, shifts a bit, then snuggles a head, almost hairless from cancer treatments, against his mother's cheek. "He's a lot better this Christmas than last year," she said, "but even now I realize that this might be the last year we're together as a whole family. I don't take anything for granted anymore."*

*If there's to be a good Christmas anywhere, it'll be at the Croteaus.*

The Croteau family has been celebrating the Christmas spirit every day for some time now.

Darryl has been getting stronger and stronger. The color is starting to return to his face and just recently he's had a port-a-cath (a central venous line) permanently removed.

"That's a major step for him," said Cindy. "All the signs are positive. Things are a lot better now. Things almost seem normal... wait a minute, put 'normal' in quotation marks."

Cindy was a nurse at Inco's Occupational Medicine Department until earlier this year when she decided to leave to spend more time with Darryl and daughters Angela, 6, and Katie, 4.

She liked her work, and under different circumstances would have stayed at the full-time nursing job. "But some things are more important and your kids are one of them."

Today, Cindy works as a rehabilitation case worker out of her Lively home. "It gives me more time with the kids. Flexible hours.

You can take time off when you have to."

The lives of Cindy, husband Don and daughters are almost routine these days, at least in comparison with the way it was after Darryl was diagnosed as having cancer just over a year ago.

There was almost continual chemotherapy, radiation treatments, medicines, pills and needles. There was a three-month stint in the Hospital for Sick Children in Toronto. Cindy stayed in Toronto, while Don travelled to Toronto on weekends, sometimes bringing Darryl's sisters.

Once out of the hospital, Darryl was brought home but had to be taken back to Toronto regularly for treatment and examinations.

For Don, it was even worse this year. His brother was killed in a snowmobile mishap. "This year is something you wouldn't want to experience again," he said.

But the year also had its highs. Darryl took his dream trip to Disneyworld this year that was financed through donations by

friends in the community and fellow workers at Inco.

"He just loved it," said Cindy. "The support from everybody has been just wonderful. It helps to know people care."

There's much to smile about these days, however. Darryl is getting more confident. "He never complained about all the needles and treatments before," said Cindy. "But now that he's home and feeling better, he seems to be a little apprehensive about it. He sees himself as being okay."

The testing and examinations will never be over, she said, even after the five-year remission period doctors consider a cure.

Darryl rarely complains. "It's hard to tell what he's thinking," said Cindy. "He certainly doesn't take advantage of the extra attention he has to get. The girls have been bumped around a lot through all this, but they haven't complained, either. In fact, I feel the kids are much closer than before."

It'll be the second Christmas since the diagnosis and there's little doubt in the family that it'll be one to remember. "Last year he was let out of the hospital for a few hours for Christmas. Don brought the Christmas tree to the rented apartment and that's how we celebrated Christmas. Darryl was so weak that he had to rest after opening each gift."

Describing herself as having an "up disposition" to begin with, she nevertheless admits there were

down times. "It was hard sometimes, keeping yourself up. But you have to. Letting it get you down is not good for me and it's not good for Darryl."

"Am I stronger today? I don't know. Sometimes I feel strong and sometimes I don't. But as a fam-

ily? Yes, we're much stronger.

"We'll cherish every moment of Christmas this year, but then, we've been doing that all year. It's tragic that so many people don't do that until they face what we've had to face."



Cindy Croteau and son Darryl: Planning the best Christmas.

## New bonus plan: Santa's on the payroll

Employees in Salary Administration have a special Claus in their contract that allows them to ask the boss for anything they want once a year.

In most cases, however, they send their children to do the asking

for them.

Frank Grieve, supervisor of Salary Administration, has been played Santa Claus at the General Office Children's Christmas Party for nine years. It's a role he inherited from former co-worker Larry

Peyton, who carried the mantle of Santa Claus until his retirement in 1982.

It's a long commute from the North Pole to Copper Cliff, but Frank's merry alterego makes the trip willingly at least once a year.

"It's exhausting," he said. "But it's a lot of fun as well and it helps make the holiday season a little more enjoyable."

In his role as Santa Claus, Frank has been subjected to some of the most intense scrutiny and questioning imaginable. He's also come to realize that not all youngsters are comfortable with the jolly old elf from the North.

"You get varying reactions," he said. "All of the small children believe in Santa Claus but some of the very young ones are a little bit shy. They prefer to stay at arm's length in the safe embrace of mommy or daddy."

Children are an inquisitive lot and Frank's comings and goings have been questioned more than once, forcing him to tiptoe his way around potentially sticky situations.

One youngster asked the bespectacled Frank why he wasn't wearing his glasses when he saw him earlier at the mall. Another child wanted to know where the reindeer were parked.

In the latter case, Frank casually told the youngster his reindeer were on the roof. When the youngster left the party, she was dismayed to find the roof was empty.

Either Santa was lying or he was stranded.

"I learned a lesson from that one," laughed Frank. "Now when someone asks me where my reindeer are I indicate a spot I know they won't be able to search."

Last year, Frank was on the spot again when Santa broke a little girl's heart by failing to draw her name for a doll being given away as a door prize. "When she realized she hadn't won the doll she burst into tears," he said. "When she came up to sit on Santa's knee later she was still mad, so Santa doesn't draw for door prizes anymore."

Still, Frank's greatest fear is that which haunts everyone who has ever drawn on the black boots and red suit of Santa Claus — the fear of being exposed.

"When I put on my Santa suit I shove a pillow in there and hope it doesn't fall out. One of my biggest fears is that someone will get hold of my beard and pull it off."

Luckily, Frank has been able to successfully separate his Inco identity from that of Saint Nick. In the process, he's learned a lot about listening, children and what's a hot item on the average child's wish list.

"It's a pretty simple process," he said. "I ask them what they would like for Christmas and they tell me what they want. But sometimes they forget themselves."

"I had one boy who stood beside his younger brother and re-

peated his wish list for him. Every time the younger boy spoke his brother asked me 'Did ya hear that? Did ya hear that?' and then he proceeded to tell me what his brother wanted."

When there are no older brothers to translate for Frank, he is often left to his own resources in figuring out what the shy youngster with the low voice might be asking for.

"On one occasion the child was speaking so low I couldn't hear her so I just nodded my head yes," he said. "A few days later the mother asked me why I'd promised her daughter a pair of sharp, pointed scissors."

Being a single man, Frank finds it easy to get out of touch with what's hot and what's not for children so he has to listen close when a child asks for Nintendo or Teenage Mutant Ninja Turtles.

In past years, he has put on the blades and allowed the children to skate with Santa, before putting a chair in the middle of the ice and listening to their requests.

He has also taken his Santa Claus act to the Computer Services Department where he used to work and to the General Office Christmas Dance accompanied by elves Tim Egan, Rena Armstrong and Liz Salhani.

"You can get away with things you normally wouldn't," he laughed. "You can always say Santa did it, not me."



Santa Claus, in cognito at IncoGeneral offices.



## The evergreen litmus test

# Central Process Tech puts eye to the needle

For those of us who are romantics, traditionalists or just plain stubborn and don't want to put the gifts under a K-mart Broomstick-and-Bowl Brush plastic Christmas tree, it can be a Yuletide crap shoot.

Buying a Christmas tree - the real thing.

You pay for an evergreen, then leave most of it a green carpet in the trunk. More evergreen leaves a trail from the trunk to the front door and the few surviving needles shower the living room as the tree squeezes through the door.

And then there's sizing.

Looks about right, you say at the lot, but once home the only solution is making three separate trees or cutting a hole in the ceiling.

And then there's the crook who binds his trees with string for easier transport. You undo the string at home and the weirdest vegetation you ever saw springs to life. Kind of a coniferous Elephant Man. No matter how you turn it, there's more hole than tree.

Enter the people at Central Process Technology, millions of dollars in laboratory equipment and a keen eye for needling the ailments of Christmas trees.

"Actually, we do all kinds of vegetation analysis, including evergreens," said Analytic Services section leader Dave Maskery. "We get them from the Agriculture Department and we analyse them for such things as heavy metals content. We tell the Agriculture people the content and they look for the effects."

He said the on-going periodic check has found little heavy metal content. "It's a precautionary thing," he said, "so we can catch any adverse effects before they can create a problem."

Vegetation can be affected via

airborne agents or through the soil.

For the chemists at Central Process Technology, the job of analyzing a tree is more detailed than the Christmas tree shopper who runs his hands over the needles and checks for overall appearance.

Dave admits that barring a lab full of equipment, there's not much the average shopper can do to see if he gets his money's worth. "Check if it's green and not yellow or brown."

It's more detailed than that at the Inco laboratory. "We dry the needles, grind them and then dissolve them in acid. Then the solution is analyzed and the results recorded. There's no microscope work involved."

There's even pine needle standard reference material, certified for many trace elements by the National Institute for Standards and Technology.

"It gives us a standard to measure samples by," said Dave, as he placed a small bottle containing a light brown powder on the desk. The bottle is marked "Pine Needles."

The laboratory also examines drilled cores removed from trees that provide a general, overall history.

It takes one or two people to do the testing, perhaps providing just a little extra Christmas spirit.

"Who knows," said Dave. "Maybe the tree we're testing that day may be somebody's Christmas tree in the future."

"In a way you could say we're Santa's helpers," quipped Senior Analyst John Lemon. "Use your imagination."

"It's interesting work. It's investigative work, like a detective. You never know what kind of results you will uncover."



Dave Maskery hams it up with a Christmas tree. The examination revealed it's plastic.

## Port photographer inspires Inco Christmas greetings

Sharing, giving and getting together is what Christmas is all about.

This year, people from two distant and distinct Inco operations worked together to produce and deliver a message of holiday cheer to company contacts. Now, they're just a little bit closer in spirit.

Inco's Public Affairs office in Toronto didn't have to look far for an appropriate Christmas card to send to people on their extensive mailing list this year.

They had the help of another Inco employee.

After seeing some of Adolph Pelzer's stunning photography in the Triangle earlier this year, manager of corporate public relations Bob Purcell asked the Port Colborne Refinery employee for permission to use one of his winter shots on the front cover of this particular Inco department's

1990 Christmas cards.

The 1,500 cards were printed on recycled material, of course!

"The (March, 1990) Triangle article inspired us to do something with the picture," Purcell said.

"Dave Allen (head of public relations) and I were particularly taken with the red sun superimposed over the pine tree. We thought it would make a good public relations motif."

Other Inco employees feel the same way.

"Two of our executive vice-presidents are using them and tapping our supply," Purcell chuckled.

Pelzer took the pictures while on assignment to Inco's Thompson, Manitoba operations in 1981-82. This particular picture, "Lonely Pine", won an honorable mention award in 1988 at an international slide show competition.

A credit for the Port Colborne photographer appears on the inside of the card.



John Lemon examines liquid pine needle sample.



Process Technology superintendent of technical services Sam Stupavsky carries son David while Internal Audit auditor Glen Lyle serves as a mount for son Steven as the youngsters battle for the balloons at the General Office Christmas Party.



Rehabilitation nurse Donna McNamara's youngsters, Ian and Katie, show some heavy, tongue-tied concentration during artwork at the General Office Christmas Party.



What's a Sudbury Christmas Parade without Nick Nickel?



Jasmine, daughter of General Office's Victor Therlault, shows her enthusiasm.



Everybody got in line for the Froot-Stoble-Garson Complex skating party at the Sudbury Arena.



Rumor has it that Sudbury's Santa Claus Parade special guest (above)

## Merry Ch

(A slightly rewritten o

By Coj

'Twas the night before Christmas, when down in the shaft  
A trio of miners were plying their craft;  
Their work socks were hung in the lunch room with care,  
In hopes that St. Nickel-lust soon would be there.

With most of their co-workers tucked into bed,  
Awaiting arrival of Santa in red,  
The threesome of Kensington, Konrad and Kirk,  
Had just settled down for a long night of work;

When out by the cage there arose such a clatter,  
They sprang from their seats to see what was the matter;  
Away down the drift with astonishing speed,  
They rounded the corner with Kirk in the lead.

The dull glow of light on the overhead rock  
Did little to mask their confusion and shock;  
For what to their widening eyes should appear,  
But a spritely old elf with a cage full of deer.

He spoke to his charges and sounded so cross,  
They thought for a moment he might be the boss,  
But his eyes flashed a smile as he tried to be stern  
And he swore to himself, "Won't these animals learn?"

"Now Dasher, now Dancer, now Prancer and Vixen  
You're stepping on Cupid and Comet and Blitzen!  
Get off the damn cage and stop making a fuss  
Or I'll fire you all and start taking the bus."

As dry, barren tailings ground riddled with strife,  
With revegetation will spring back to life,  
So the reindeer recovered their underground nerve  
And filed off the cage showing style and verve.





goes under the alias of Little Stoble surveyor Marcel Legault.

# ristmas!

e to Inco's finest)

McPhee

And then in a twinkling they started to walk,  
Away down the drift on a highway of rock,  
With St. Nicholas leading the tightly knit bunch  
They arrived in the room where the miners have lunch.

From his cap to his socks he was dressed all in red,  
And a visitor's hardhat sat snug on his head.  
He opened the sack that lay close by his feet  
And he looked like a miner preparing to eat.

His eyes how they twinkled! His dimples how merry!  
His cheeks they were hidden his face was so hairy.  
His droll little mouth poked a hole in his beard,  
And the men found his outfit a little too weird.

The stump of a pipe he held tight in his hand,  
Till Kensington told him that smoking was banned.  
He said in his years hopping rooftops and towers,  
He'd never encountered a chimney like ours.

A chubby old soul, he sat down at the bench,  
And surveyed the room for the source of the stench.  
When he noticed the work socks stood up by themselves,  
He wished he'd enlisted the help of his elves.

Alas, he said naught, as he silently rose,  
And filled all the stockings while holding his nose.  
Then turning to face his assortment of deer,  
Said, "Turn on your lamps boys, cause Rudolph's not here."

In a flash they were gone down the tunnel of black,  
But the miner s heard Santa's voice echoing back,  
"In each of your socks men I've left you a gift,  
Just remember that Christmas starts after your shift."



Andrea and Derek Solski, children of PT Inco clerk/stenographer Helen Solski and South Mine electrician Brian Solski, feel at home on Santa's knee at the General Office party.



Jessi Millan, daughter of Copper Refinery accountant shipper Shirley Millan performs.



Ontario Division President Bill Clement shares a joke with old family friend, Murray Dennis of Sudbury at the President's annual Christmas party.



Amber Guenette, granddaughter of Frood-Stoble-Garson Complex warehouseman Bill Drury finds an easier way to skate at the complex skating party.





## In your yard...

### "To plant in a tray"

By Ellen L. Heale, P.Ag.

Bonsai is an art form, using living material. It originated in China and was adopted by the Japanese during the 11th or 12th Century. A 'finished' bonsai creates an image, evokes a spirit of nature. It is not a miniature of a full-sized tree although training does create mature characteristics. What a bonsai suggests, what it seems to be is more important than what the plant is or how old it is.

To produce the desired effect, control and training of the tree is required throughout its life. An appreciation for the environmental forces that shape its growth and development is also needed. As a tree matures its trunk thickens and tapers towards the top, lower branches droop down and roots increase in size as surrounding soil erodes.

The art form has precise standards. Basic is the triangle form - the lowest point symbolizes earth, the midpoint man and the highest point heaven - to create an asymmetrical triangle. A blending of the elements creates an overall balance (not symmetry). Bonsai has a front and a back side. The front line of the trunk should be visible nearly to the top of the tree.

There are 29 different styles or categories of bonsai that are recognized. The first is by size. Measuring from the base of the trunk to the top of the tree, large bonsai are 66 to 100 cm, medium - the most popular in Japan are 30 to 66 cm, small 18 to 30 cm - the commonest in North America, and 'mame bonsai', less than 18 cm tall and the most difficult to maintain. Six basic styles of bonsai are formal and informal upright, cascade and semi-cascade, windswept and leaning or slanting. Further categories are trees with one trunk, two or multiple trunks, for example with dogwood, mugho pine and Japanese holly, a clump of trees from one or separate roots using Chinese elm, European white birch, fir or oak, those with twisted trunks, windswept trees, clinging to or growing over rocks or octopus-style trees. Cascade species include azalea, fig and ivy. Colors of foliage, flowers or fruit, unusual or attractive bark and leaf size provide additional categories.

#### Woody or semi-woody plants

The best plants to choose branch well and have small leaves, flowers or fruit. Traditional favorites include ezo spruce, Japanese black pine, mugho pine, Sargent's juniper, Hinoki false cypress, flowering cherry, Kurume azalea, Japanese or Chinese wisteria, maidenhair tree, Japanese and trident maples and the sawleaf zelkova. Species recommended for beginners include cotoneaster, dwarf hemlock, juniper and pyracantha. Some trees do not adapt well to bonsai due to their growth habit, extra large leaves, fruit or flowers, such as American mountain ash, willow, eucalyptus or magnolia.

#### Not a houseplant

A bonsai is not a houseplant. As a tree it requires a seasonal growth cycle, water, light and good air circulation. However, extremes should be avoided. If you wish to cultivate a bonsai choose a species hardy in your area. For display, a bonsai may be brought indoors for a day or two but no more. They do not tolerate the heat and dryness in a house and when placed outdoors again the change must occur gradually, over a couple of days. Most species require a dormant period. In winter do not

keep them in a greenhouse. Instead construct an insulated coldframe for protection.

Bonsai may be obtained in a variety of ways. There are pros and cons for each. Propagating may be done by seed or from cuttings, grafting, layering or division. Training must begin as soon as roots are established. Plants may be collected from the wild. However, they do not usually transplant well and training may be delayed for up to two years until plants are well established. Another potential source is nursery stock.

Whether creating your own or purchasing an established bonsai look for the following characteristics. The tree trunk gives the bonsai character. It should be tapered with one or two gentle curves (never curving towards the front). Aged, weather-beaten characteristics are prized. There should be relatively few branches carefully directed and spaced (that do not cross over or rub). As a guide-line, the height of the tree should be six times the width of the trunk's base.

The foliage should compliment the trunk and branches, not hiding the structure. Flowers and fruit should be allowed to develop in proportion to the tree. The appearance of the roots is also important. You should be able to see the crown - where the roots join the trunk (slightly mounded) with fanning out of the surface roots from the base of the trunk and sloped down slightly. The base of the trunk should be off-centre, except in the formal, upright style.

Your bonsai will be in its container for life and will not be repotted as a larger specimen as it grows. The container, glazed or unglazed should harmonize. It must have drainage holes. Traditionally bonsai containers have feet to elevate them slightly and color depends on the tree species. The depth of the pot equals the width of the trunk at the base, its length two-thirds the height of the tree or the height of the tallest trunk if the bonsai has multiple stems. For cascade bonsai the container should be several inches deeper to maintain a sense of balance. Soil for the bonsai must approximate the trees' natural environment and support shallow root growth. Different sieves will be required to sift dry loam, clay, sand and humus. The exact mixture will depend on the individual plant. Ordinary potting soil is not suitable. Coarse granules are placed in the bottom of the container with the tree held in the desired position. This is followed by soil worked in and around roots and the finest soil used as a top-dressing. The tree may need to be initially secured with wire. Moss or stones on the surface of the soil should look natural and established.

#### Maintenance

Bonsai require regular, seasonal care. This includes watering, fertilizing (one-quarter strength liquid plant food four or five times during the growing season), weeding and checking for insect pests. Critical to a bonsai's training and maintenance is pruning and root pruning of established bonsai. Pruning is important for size and controlling new growth. There should be no signs of human intervention i.e. visible pruning scars. Proper pruning techniques must be used. Wiring is another training technique. It should be done at specific times and left on for 3 to 4 months or up to a year depending on the species. Tender bark must be protected and branches must be shaped in their new positions gradually. Training or shaping is also done by tying, bracing, wedging, weighting, leaf stripping and trunk thickening. Root pruning and soil replacement are necessary every year for flowering and fruiting trees, 2 to 3 years for deciduous species and every 3 to 5 years for evergreens.

Additional information on the art of bonsai is available from your local horticultural or bonsai society and library books such as the Reader's Digest Illustrated Guide to Gardening in Canada, a Sunset publication - Bonsai, Illustrated Guide to an Ancient Art and The Royal Horticultural Society Wisley Handbook on Bonsai.

Do not be intimidated by the ancient traditions and rituals or the mystique surrounding bonsai. An enthusiastic amateur will be rewarded with the creation of living art.

## Inco Cup set to start

The Inco Cup ski racing competition, the longest running corporate sponsored sporting event in North America, begins its 19th year with three days of racing at Mt. Antoine, Mattawa on January 10 through 12.

The second series of races will be on February 2 and 3 at the Kimiscotia Ski Club in Timmins and the third series will be February 21 through 23 at the Searchmount Ski Resort, Sault Ste. Marie.

The final days of racing will be right here in Sudbury, at the Adanac Ski Hill on the first two days of March.

## Company sets vacation break

Inco Limited has announced normal summer vacation shutdowns for its Canadian operations in 1991.

In the Company's Ontario Division, the smelting and refining plants at Sudbury will start a five-week vacation shutdown July 1. The mining and milling operations will begin a four-week vacation shutdown July 8. Inco's Port Colborne Refinery will close for five weeks beginning July 8.

The Ontario Division employs approximately 8,400 people.

At Thompson, the summer vacation shutdown for the Company's Manitoba Division - announced earlier - is scheduled from July 15 until August 11. This will include all mining and processing operations.

Approximately 2,000 people work in Inco's Manitoba Division.

No vacation shutdown is planned for P. T. International Nickel Indonesia, where Inco's 1,800 employees will holiday according to their individual schedules.

## Inco support appreciated

On behalf of the Board of Directors, staff and Foster Parents of the Sudbury & Manitoulin Children's Aid Society, I would like to extend our sincere gratitude for your recent contribution. Your donation was used directly towards the Foster Parents' Recognition Banquet held on Oct. 26. This event was a tremendous success and the gifts which Foster Parents won were warmly received.

Your establishment has significantly acknowledged the contribution of the Foster Parents of our community. Once again, please accept our appreciation for your generosity.

Yours in fostering,

Jacques Martel  
Managing Director  
Sudbury and Manitoulin  
Children's Aid Society

**Editor's Note:** Inco donated four coffee table books as prizes for the banquet.

# LETTERS

## TO THE EDITOR

## Inco's help in greening Region lauded

On behalf of Regional Council I would like to take this opportunity to express our appreciation for your generous support toward the Region's Land Reclamation Project.

As you know, the success of this program has resulted in the

Region receiving several awards for outstanding environmental achievements. The most recent was presented to us, on Oct. 24, 1990, in Toronto by the Lieutenant-Governor, the Honorable Lincoln Alexander. A copy of my address on this occasion is enclosed

for your perusal.

It is only through the collaborative efforts of so many of those involved in this important project that this program has been so successful. Its recognition as an international case study brings great pride to all who have participated.

The continued support of Inco Limited in this environmental achievement is greatly appreciated.

Yours very truly  
T.M. Davies,  
Chairman,  
Region of Sudbury



## Gunn's guide to good Christmas eats

## The Weight-Watching Is Not For Christmas Guide

## Cocktails

## CHRISTMAS FRUIT PUNCH

- 4 c. cranberry cocktail
- 4 c. pineapple juice
- 12 oz. can frozen orange juice
- 12 oz. can frozen lemonade
- 10 oz. pkg. frozen raspberries (unsweetened)
- 10 oz. pkg. frozen strawberries (unsweetened)
- 2 large limes, sliced finely
- 2 qts. ginger-ale
- ice cubes

Combine all of the ingredients except the ginger-ale and ice in the punch bowl and refrigerate until serving time. Add ginger-ale and ice prior to serving and stir until ice-cubes are partially melted. This makes 8 qts. The recipe can easily be halved and either raspberries or strawberries used alone.

## Appetizer

## PARMESAN AND WALNUT BRUSHETTA

Makes 24

- 3 oz. parmesan cheese, about 3/4 cup grated
- 1/2 cup chopped walnuts
- Salt
- 3/4 cup olive oil
- 1/2 loaf narrow French bread (about 2-1/2" diameter)

Heat broiler. Grate cheese. Combine 1/2 cup of the cheese, 1/4 cup of the walnuts and 1/4 tsp. salt in a food processor. Whir until finely chopped. Add 1/4 cup of the oil and whir until fairly smooth. Cut bread on the diagonal into 1/2" slices. Brush both sides with remaining 1/2 cup oil. Toast bread under the broiler, about 30 seconds per side. Spread 1 side of each slice with walnut and cheese mixture. Sprinkle with remaining 1/4 cup of the cheese. Press remaining 1/4 cup walnuts on the top. Broil until the cheese begins to melt, about 30 seconds.

## Main Course

## ROAST TURKEY

with Italian-sausage, stuffing and pan-roasted sweet and red potatoes

10 servings

- 12- to 14-lb. turkey
- 8 cups Italian-sausage stuffing
- Salt and pepper
- 1 Tbs. oil
- 2 lbs. sweet potatoes, about 6
- 1-1/2 lbs. small red potatoes, about 10
- 2 Tbs. chopped fresh dill, optional
- 3 Tbs. flour
- 3-1/2 cups Turkey Broth

Fill turkey neck and body cavity with cool stuffing. Pull neck skin over stuffing and twist back wings to hold in place. Tie turkey legs together or truss if you like. Rub turkey with oil and sprinkle with salt and pepper. Put turkey in a roasting pan. Tent loosely with foil and roast. Cut red potatoes into chunks. After turkey has cooked 1-1/2 hours, add potatoes to roasting pan and toss them with pan juices. Peel sweet potatoes, cut into chunks and toss in after an additional half-hour cooking. Sprinkle potatoes with

Continue roasting, basting occasionally, until potatoes are tender and a meat thermometer stuck in the inside of the

thigh registers 180°, about 3-1/2 hours in all. Uncover for the last half-hour. Remove potatoes and toss with dill. Keep potatoes warm. Transfer turkey to a carving board. Skim fat from pan juices. Dissolve flour in 1/2 cup of the broth. Stir into pan juices and add remaining broth. Bring to a boil, stirring, scraping up any browned bits from bottom of pan. Boil 1 minute or until thickened. Taste for seasoning and add salt and pepper as needed. Carve turkey and serve with gravy and roasted potatoes.

We used Tom Gunn of Inco's Safety Department in this picture because he was the closest in general shape to Santa Claus



Peel sweet potatoes, cut into chunks and toss in after an additional half-hour cooking. Sprinkle potatoes with

## Salad

## MIXED GREEN SALAD

Preparation time: 15 minutes  
Makes: 10 servings

- 2 large heads romaine
- 1 bunch watercress
- 1 English cucumber
- 2 green onions, thinly sliced, or 1/4 cup snipped fresh chives
- 1/2 cup peanut or sunflower oil
- 2 tbsp red wine vinegar
- 2 to 3 tsp Dijon mustard
- 1 small garlic clove, crushed
- Generous pinch of salt
- Freshly ground black pepper

1. Rinse and dry romaine and watercress. Break into bite-size pieces and place in a large bowl.

2. Slice cucumber into 1/4-inch-thick rounds. Then cut rounds into 1/4-inch-thick strips. Add to bowl along with green onions or chives.

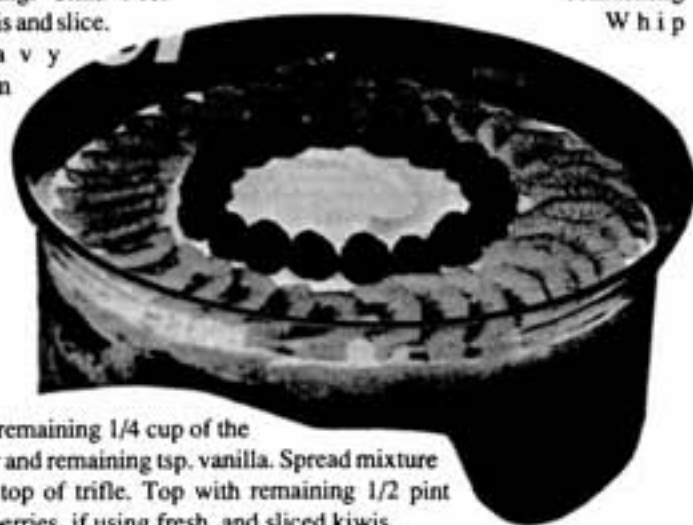
3. Make dressing by whisking remaining ingredients together in a small bowl. Toss with salad just before serving.

## CHRISTMAS TRIFLE

12 servings

- 2 Tbs. cornstarch
- 2-1/2 cups sugar
- 1/8 tsp. salt
- 5 egg yolks
- 3-1/2 cups milk
- 5 tsp. vanilla
- 1/4 lb. butter
- 6 eggs
- 1-1/4 cups flour
- 1 pint fresh or 10-oz. pkg. frozen raspberries
- 5 kiwis
- 5 Tbs. rum
- 2 cups heavy cream

Combine cornstarch, 1-1/4 cups of the sugar and the salt in a saucepan. Beat in egg yolks. Slowly stir in milk. Cook over low heat, stirring constantly, until mixture boils and thickens, about 10 minutes. Pour through a sieve into a bowl. Stir in 2 tsp. of the vanilla. Press plastic wrap directly onto the surface of this pastry cream to prevent the formation of a skin. Refrigerate. Heat oven to 375°. Butter and flour a 12" by 17" jellyroll pan. Melt butter and let cool. Beat eggs and 1 cup of the sugar until mixture has approximately tripled in volume, 8 to 10 minutes. Beat in 2 tsp. of the vanilla and about half the flour. Pour in the butter and add remaining flour. Bake until golden and a toothpick stuck in the center comes out clean, about 15 minutes. Cool on a rack. Peel 3 of the kiwis and chop. Cut cake into 2 rounds to fit into a 4-qt. glass serving bowl. Reserve scraps. Put a cake round in bowl and sprinkle with 1 Tbs. of the rum. Add 1/3 cup of the raspberries, 1/3 of the chopped kiwis and 1/3 of the pastry cream. Top with cake scraps, sprinkle with 2 Tbs. of the rum and repeat layering. Top with remaining cake round and sprinkle with remaining 2 Tbs. rum and repeat layering. Chill. Peel 2 kiwis and slice. Whip



with remaining 1/4 cup of the sugar and remaining tsp. vanilla. Spread mixture over top of trifle. Top with remaining 1/2 pint raspberries, if using fresh, and sliced kiwis.





# HERITAGE

## THREADS

### The December Letter

by Marty McAllister

It would really be stretching it to call this a Christmas story, but the Yuletide spirit may well have had something to do with the outcome.

In 1914, world production of nickel was about \$70 million pounds. Fully half of that came from International Nickel — from its Sudbury mines and its refinery at Constable Hook (Bayonne), New Jersey. That had been the arrangement when the big new company was put together in 1902, and Inco had seen no good reason to change. They were too busy pumping money into new mining and smelting facilities around Sudbury. Others, however, were not as content with the refining status quo.

#### Only in Canada

Truly, the debate over refining nickel in Canada had been brewing since the first successful smelting began at Copper Cliff in 1889. As we can read in the report of the Royal Ontario Nickel Commission (1917), "This agitation has at times been very active and at times less so, but has always been alive."

The outbreak of The Second World War raised the issue to a prominence that wouldn't be denied. Emotions ran high. With the United States insistence upon remaining neutral in the conflict, Canadian public opinion cried out for control of refining on Allied soil. The desire was to see a refinery in Ontario — or somewhere in Canada — or, as a final choice, at least somewhere in the British Empire.

While the public outcry continued, and while the new Royal Commission was getting itself organized during the final quarter of 1915, private steps were quietly being taken to resolve the matter.

#### Dear Santa

Sudbury's own Frank Cochrane was then a member of the federal cabinet. 'Silent Frank' knew mining people and he knew the mining industry. He'd even made a speculative dollar or two. Anyway, that December he was asked to draft a very special letter — to Ambrose Monell, President of International Nickel. It was sort of a "Dear Santa, please bring me a nickel refinery" type of letter. Sir Robert Borden adjusted the wording a bit, signed the letter, and dispatched it on December 29. (PMs weren't as big on deadlines then as they are nowadays.)

In the offices at 43 Exchange Place in New York, the letter wasn't exactly received with a "Ho! Ho! Ho!" but Monell replied to the Canadian Prime Minister in only nine days: "We will grant your request and erect in the Dominion of Canada, at such point as seems in our judgement to be the most economical for operation, a plant for the refining of nickel."

Six months later, The International Nickel Company of Canada, Limited was created as a subsidiary that would control all Canadian operations, including the new refinery.

#### A well-kept secret

I guess this is as good a time as any to tell you that the whole thing had been well in hand for two years. Rumors and news reports to the contrary, International Nickel had been opening its New York books to

Canadian government officials every month since the declaration of war — with results being communicated directly to the Prime Minister and to the British War Office in London.

Why didn't they tell and take some of the heat off? Because, as long as the U.S. remained neutral, what they were doing was a bit of a no-no. So, they were caught between the proverbial rock and a hard place — guided, in the final analysis, only by what they believed to be right.

But what about the German submarine Deutschland, reported in May of 1916 to be heading out of Baltimore with a load of nickel — or was it gold? — or condensed milk? Think about it. How much of anything could one 'merchant' submarine carry?

In truth, the Deutschland episode was a tempest in a teapot, but feelings were high and the Canadian public needed little to fuel its temper. As far as they were concerned the "hated nickel trust" was at it again.

#### The vulnerable port

Finally, ending months of speculation, the company announced publicly on August 2, 1916 that it would immediately commence construction of its new refinery at Port Colborne, Ontario. So, with the announcement made, everyone lived happily ever after, right?

Not quite.

As a matter of fact, some folks were downright upset about the choice of location. In September of 1916, the 'Nickel Commission' was hearing submissions at Cobalt, Ontario. One of the speakers was Lieutenant-Colonel R.W. Leonard, of St. Catharines: "I am very strongly opposed to locating such an industry, which is so essential to munitions work, so close to the international boundary as Port Colborne."

That same month, the same Leonard wrote in the Canadian Mining Institute Bulletin: "Port Colborne is on the shore of Lake Erie at the south end of the Welland Canal. It is within long range gun fire of United States territory and especially vulnerable from Lake Erie, and of course equally vulnerable to bombs dropped from dirigibles, aeroplanes or hydroplanes, and most accessible to raiders over the border."

Boy, they sure didn't get over the War of 1812 in a hurry!

#### Out with the old, in with the new

On September 15, 1918 — more than a year after the U.S. had joined the Allies and less than two months before war's end — the first nickel was produced at Port Colborne in 50-pound ingots. Power was turned on at the electrolytic tanks on August 8, 1922 and the first good sheets were pulled about October 15.

Also by 1922, demolition of the old Bayonne refinery was pretty well complete. The foundry and research lab continued to operate for many years.

Christmas of 1918 was memorable for everyone — and even extra special for the people of Port Colborne. May they, and all of you, find Christmas of 1990 to be full of Peace and Joy.

Especially Peace.

### Inco booklet wins major awards

Continued from Page 1

from around the country and Canada representing more than 200 professionals participated."

She said each entry was reviewed at least three times by separate preliminary panels of judges. Their scores were then tallied and the average score determined. Gold, Silver, Bronze and Finalist rankings were not automatically awarded in each category since a certain minimum score had to be achieved to win.

Elements that figured in Inco's three golds included how effectively the material met its goals and how well it communicated to its audience, use of imaginative and original solutions and the overall expression of the message.

"Dedicated to Excellence was the right publication for us in the Division at the right time," Jerry added. "We had fantastic co-operation at all levels at Inco and were able to produce a publication that was also regarded as successful by others in the communications field. That was the icing on the cake."

Jerry, who wrote and edited the publication, credited photographer Bob Chambers who is documenting the progress of the \$500 million Sulphur Dioxide Abatement Project for a future Inco film and Sudbury advertising firm, Lakehill Advertising, for their creative contributions.

"Bob is one of the best feature photographers in the country who brought a remarkable empathy to the project while Dave, who hails from Sudbury and once worked for Inco, gave the dramatic, graphic edge to the book," Jerry said.

Inco copped golds for writing, photography and design and was recognized for a Grand Award in photography in head-to-head competition with the Tennessee Valley Authority which won two golds in photography.

In presenting the awards, syndicated New York columnist Cindy Adams said the awards were a tribute from communications peers and recognized the creativity, originality and talent of the individuals involved and to whom the awards ceremony was dedicated.

### Assault centre's largest single contribution

## Inco donation signals help to troubled teens

Christmas came early for the Sudbury Sexual Assault Crisis Centre this month in the form of a \$1,000 donation from Inco.

The money, the largest single donation in the centre's history, will be used to set up a group counselling service in Sudbury for teenage girls.

"We are overwhelmed at the donation because we don't get much financial help," said sexual assault crisis centre coordinator Louise Nikodem in a Northern Life article earlier this month. "This is the biggest single donation we've

ever gotten from anybody."

The service will help teenage victims of sexual assault and incest to pick up the pieces and get on with their lives. Nikodem said the program is desperately needed in Sudbury because of the growing number of teenage girls reporting such incidents to the centre.

"The number of teenagers who come in to talk about date rape and incest is unbelievable," she said.

"Date rape, for one, is widespread. Sometimes teenagers don't even realize they've been raped because they believe all the myths

about rape which are so widespread.

"The money from Inco is quite a sizable donation. It helps us to get the group started four or five months earlier than we would otherwise have been able to. Without the money we might have had to wait until May."

Inco had some extra funds in its donations budget and was looking for an agency to give it to, said Jerry Rogers, manager of Public Affairs.

"Violence against women is a major social issue in this country and this seemed an appropriate

place to put the money and help out," he said.

The Sudbury Sexual Assault Crisis Centre receives its funding from the provincial Ministry of the Solicitor General. The centre offers a 24-hour crisis line, volunteers to accompany victims to the police station, hospital and court, one-on-one counselling, and an incest support group currently being reorganized.

The number of women reporting cases of sexual assault has risen 25 per cent this year, said Nikodem. "Reports of sexual assaults are

going up but I don't think the incidence is going up — it's always been there. It's just that the issue is more publicized now and people are more aware of the services available."

Nikodem said the Sudbury Sexual Assault Crisis Centre fills a void in the quantity and quality of services being offered in the area.

"Family services offered by some other agencies have a three to eight month waiting period," she said. "With us, they can walk in and sometimes receive counselling immediately."



# Minding the store while Inco celebrates

As you cosy up to the supper table for a meal of Christmas turkey this year, be sure to raise a drumstick in salute to the dedicated men and women on the job.

While Christmas for most of us is a day of family, feasting and frolic, there are others in the Ontario Division who will spend December 25 ensuring things run smoothly at their place of work.

At various plants throughout the Sudbury area, circumstance necessitates that someone keep an eye on things while most of their co-workers are off enjoying the holiday. It's a fact of working life that many Inco employees have come to accept as simply being part of the job.

"I can't recall when I was off at Christmas," said Sonja Ferlotte, a pump operator in the Copper Refinery Tankhouse. "In 17 years with Inco I've worked through quite a few Christmases already."

Sonja will be operating the computerized pump controls in the tankhouse from 7 a.m. Christmas morning to 7 p.m. that evening. She's been working 12-hour shifts for five years now and the extended day agrees with her.

"I love the 12-hour shifts," she said. "It's a long day but I'm busy for the full 12 hours so it goes fast. I love my job, I really do."

"On Christmas Day I'll be looking after the plant, doing a routine run-through and just making sure everything's operating okay. There'll be three of us working, a circulator, a foreman and myself.

We'll all be keeping an eye on things."

Married a year-and-a-half ago, Sonja's husband Allan is a maintenance mechanic at the Copper Refinery with five days off over Christmas. Between the two of them, they have 10 children (five each) - Sonja's oldest is 28 and her youngest is 19.

Having to work on a day normally reserved for family hasn't dampened her holiday spirit.

"I really don't mind having to work," she said. "I come home after my shift and my Christmas is spent in the evening. That's my custom - I'm a Finlander. My Christmas is actually over by Christmas Day because we celebrate the night before."

"When I'm dayshift, Christmas dinner is late. When I'm nightshift it's early. No matter what shift I'm working I'll have my Christmas so it really doesn't bother me."

Dan Canapini admits there are places he'd rather be, but working on Christmas Day isn't all that bad.

"I can't really complain," said Dan, a process foreman in the control room at Clarabelle Mill. "I've got a good New Year's schedule and you can't really have both. We work 12-hour shifts so it works out that you either get a good schedule for New Year's Day or a good schedule for Christmas."

A 14-year Inco veteran, Dan will be in the Clarabelle control room from 7. Christmas morning to 7. that evening.

"I'm mostly there for fire pa-



Dan Canapini will be on the job on Christmas Day but that won't ruin his Christmas.

trol," he said. "We'll have a few pumps operating - we'll be pumping water through our product pumps, our concentrate line, our pyrrhotite line and our tailings line - so I've got to keep the flows up in those and make sure the pumps don't kick out."

"Somebody's got to be there. If something kicks out it could freeze the line."

Having to work Christmas Day has forced Dan and his wife to sit down and figure out a timetable for Christmas dinner.

"We're working on that now," he laughed. "It looks like it's going to be the weekend before Christmas. I'm off the Monday before so we'll probably be at my mother's on Sunday and her mother's on Monday."

Juggling his holiday dinner plans is something Dan expects to get used to for the next few years.

"I've been lucky," he said. "For a long time I've had Christmas off. We're on a four-week rotating schedule and I guess I've had Christmas off the last five years."

"Now that it's my turn to work I'll probably be working Christmas Day for the next four or five years."

Ken Thurlow has worked a lot of Christmas shifts in his 36 years with Inco. This year, the veteran plant protection officer will be stationed at the Parker Road gatehouse from 6 a.m. to 6 p.m. Christmas Day.

"I think I've worked most Christmases," he said. "We just follow our regular schedule, we don't do anything special for the holidays. I'd prefer to be off, of course, but if I'm booked I've got to be there."

Experience tells Ken that things will likely be very quiet during his Christmas shift. He'll have to handle whatever traffic there is at the gate, but doesn't expect his first aid skills to be called upon with virtually no one else around.

"It'll be very quiet," he said.

"They seem to cut things back quite a bit at Christmas. I expect most of the contractors (who normally use the Parker Road entrance) will clear out of here the Friday before Christmas Day."

If working Christmas Day has affected Ken's holiday schedule or his outlook a great deal, he certainly doesn't let on. He said he's finally used to the 12-hour shifts and he knows that his schedule

allows him one week off every four weeks.

This year, holiday dinner will be on Christmas Eve, with his wife, two daughters, a son and their families.

The next morning, it's off to the gatehouse.

"I've had Christmas Day off before," said Ken, "and I know that when it's my time to work I have to work."



Ken Thurlow is manning the gates while his workmates eat turkey.



Sonja Ferlotte at home. On Christmas Day, she'll be working.



# Christmas with camels while Inco eats turkey

Over in the Power Department, Marilyn Harper has a special reason to be more than a little apprehensive about the coming Christmas.

As the holiday approaches, Marilyn keeps one eye on the calendar and the other on newspapers describing the confrontation in the Persian Gulf.

Her daughter, Mary Catharine, lives and works in Dubai in the United Arab Emirates.

Expensive mother/daughter chats have grown a little more frequent since August, allowing Marilyn to cheerfully report: "Mary Catharine says life in Dubai has changed very little and that they don't feel much increased tension. She did say, though, that they see more military activity, more visitors . . . and more Kuwaiti license plates."

## Too close for comfort

Right on the Persian Gulf, Dubai is about 500 air miles from Kuwait City. "The international airport," Marilyn says, "is really busy now. (Even normally, 49 airlines use it.) Flights that might have gone to Iraq or Kuwait now land at Dubai. It's also become kind of a home base for all kinds of journalists and television crews from all over the world. From there, they take helicopters to the war zone."

The May, 1988 National Geographic gives a quick comparison, showing the United Arab Emirates as about one-fifth

the size of Iraq with about one-tenth as many people. It has about the same oil reserves, at 100 billion barrels, which it only began producing in 1965 and nearly ten times the per-capita income.

It will soon be five years since Mary Catharine began work as a respiratory therapist in the UAE and three years since Marilyn's visit to the small but oil-rich land of 1.8 million people.

## Home away from home

It would simply be untrue to say that Marilyn and her daughter and son-in-law Paul are unconcerned about the military build-up in Saudi Arabia right next door.



Mary Catharine Bayliss

"The Canadian Embassy used to be in Kuwait," Marilyn explains, "so it's inaccessible now. But because of Paul's English, they've registered with the British Embassy and have instructions on what to do if things get nasty."

In their own way, Paul and Mary

Catherine Bayliss are doing what they can to make life a little more pleasant for Canadian service personnel in the Gulf. Marilyn describes how that worked: "They were approached by the Canadian Embassy, from its temporary quarters she guesses, and were asked if they would be host to someone. They agreed, and are just waiting now to make contact."

In spite of the perfect weather at this time of year and the relative calm in Dubai, the young couple are drawing their own line in the sand. "They're starting to make plans to come to Canada, but it's a slow process."

Marilyn tries not to show her excitement at the prospect of having Mary Catharine home again soon. She seems to work even harder than usual as if to make time pass more quickly.



Marilyn Harper reads a letter from her daughter.



Mary Catharine's Christmas will be camels and sand. Just like this picture she sent home.

## Kits, information distributed

# Employees urged to join Inco in Hydro blitz

While Christmas lights twinkle across the city, Inco is entering the New Year with a firm resolve to cut energy costs and consumption wherever possible.

Employees in the Ontario Division's Sudbury operations will soon be receiving an energy awareness kit courtesy of Inco, Ontario Hydro and Sudbury Hydro.

Each kit contains about 15 sealers for electrical switches and outlets, a faucet flow restrictor to reduce hot water use, enough shrink-wrap window film to do one window.

The kits will also contain a number of brochures outlining effective ways of managing your electricity.

The first of these kits was handed out to Ontario Division president Bill Clement at a joint Inco/Hydro press conference December 17.

The remaining packages will be distributed to employees at their regular weekly safety meetings.

"Everyone gets one from the topdog to the underdog," said Andy Lemay, part of a Central Utilities team spearheading the energy management program.

"We're hoping that by making the employees aware of energy efficiency at home it might rub off in the workplace," he said.

"There has been concern over the quantity of hydro able to be

produced in Ontario. In answer to that concern, Ontario Hydro came out with a master plan for the province to eliminate energy waste. I was asked to look around Inco to see if there was any way we could reduce energy consumption. The answer was yes and it had to have a corporate directive.

"In February, 1990, Mr. Clement issued a directive to cut the energy load by five per cent division-wide this year."

Inco is the largest single customer of Ontario Hydro, with monthly bills averaging \$6 million, said Andy. "Our energy load is one per cent of the load for the entire province."

The Central Utilities team set out to find ways of cutting the energy consumption level at Inco. Andy's areas of concern include the employee awareness program, high-efficiency motors, compressors and a \$4.2 million lighting retrofit.

The latter is scheduled to begin January 1 and is expected to save the Division more than \$1 million a year. Over a two-year period, all mercury vapor lights will be replaced by more efficient high-pressure sodium lights.

"In a nutshell you could say we are looking at everything at Inco as a possible means of saving energy costs - from light bulbs to employee washrooms."

According to Andy, the major flaw in past energy campaigns was the emphasis on doing without. "The thrust of this campaign is to have everything you've had before but to use your energy more efficiently and reduce waste."

Andy illustrated his point with an experiment he carried out during the annual summer shutdown. In a test area of the Engineering Building, he cut existing fluorescent lighting by 50 per cent and put reflectors behind the light panels.

"We had the same amount of light in there or more," he said. "I didn't tell anyone and nobody noticed. I was able to get rid of two bulbs and one ballast per fixture."

Ways in which everyone can save energy at home include purchasing energy-efficient lightbulbs, timers for such items as automobile block heaters and weatherstripping for areas of draft around windows and doors.

"We want to make employees aware," he said. "The less energy we use without having to do without, the less the environmental impact of such things as generating plants and transmission lines."

In addition to the employee awareness kits, Central Utilities has five racks of pamphlets and literature on reducing energy consumption that will be moved around from plant to plant throughout the year.

There is also an 11-minute video on reducing energy consumption in the home that is available to foremen who wish to show it to their employees.

"If anyone has questions on how to make their home more energy efficient, I urge them to call Ontario Hydro or Sudbury Hydro," said Andy. "They have programs, literature and people who are willing to share their knowledge to

help residents save energy."

He also encourages Inco employees to use the Suggestion Plan if they have any new ideas they think the company could use to reduce energy consumption in the workplace.

"The awareness kits each employee will receive are a start," he said. "Everybody will be getting one because reducing consumption is everyone's responsibility."

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Inco Limited, F  
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