

INCO Triangle

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Sudbury skiers like Sarah Oliver fought hard to bring the Inco Cup home. See Pages 8 & 9.



A Major Miner Achievement

These are the people who made Garson Mine the safest mine in the Ontario Division last year. The story of the Garson accomplishment and more pictures can be found on Page 11. Standing proudly around the All Mines Safety Trophy at the mine's 400 level are, from left (kneeling) Edmond Pellerin, Bernie Prevost, Howard Pacaud, Louis Laforest, Archie Chapados, Ivon Chaumont, Ivon Moore, Graham Ross, Gilbert Trepanier, Cyril Verch, Harvey Quackenbush, Randy Paris, Morris Lamothe, Lawrence Charbonneau, Denis Dallaire, Stew McGregor (rear) Roger Menard, Arnold Morris, Vic Gagnon, Bob Rowlands, Peter Smith,

Daryl Glenn, Klem Rothensee, Harold Fraser, Claude Lafortune, Cecil Munroe, Yvan Danis, Gerard Lapalme, Tom Hall, Ray Rasinaho, Norm Lalonde, Walter Lagace, Norm Grimard, Don Rivet, Claude Dorion, Norm Gaudette, Bill Dyck, Brian Vallier, Shorty Cole, Ron MacDonald, Ted Cameron, Ray Castilloux, Yves Quesnel, Phil Hay, Russ O'Neil, Floyd Laking, Ron Fraser, Stan Rice, Arnold Sten, Neil Gobbo, Mel Stevenson, Sylvio Methe, Marc Duchaine, Fred St. Jean and Bob Carriere. Ron Belisle and Clem Bigras were not present when the picture was taken.

Company, employees pitch in to help kidney fund campaign

Inco's assistant comptroller Armand Chartrand was all smiles when he passed an Inco corporate donation of \$2,500 to Kidney Foundation president Sylvie Gaskin during the kickoff event for the public portion of the foundation's Cycle for Life campaign.

Armand even got into the spirit of the Kidney Foundation's 24-hour cycling challenge, climbing on board one of six stationary bikes set up at the Dominion Trust office and peddling for one kilometre.

But unlike Copper Cliff North Mine foreman Bill Narasnek who spent the entire 24 hours on the exercise bike cycling the equivalent of 700 kilometres, Armand didn't get a chance to work up a sweat.

Inco's donation was part of a community response that saw donations nearly double the North eastern Ontario chapter's expected earnings from the event.

"We had hoped to get about \$12,400," said foundation executive director Gwen Doyle, "but we have received about \$20,000 so far and the pledges are still coming in."

In announcing Inco's pledge, Ontario Division President Bill Clement praised not only the work of the foundation but employees like Bill Narasnek who work on

behalf of the community.

Bill is president of the Sudbury Cycling Club and dreams about breaking the TransCanada Cycling Record of 13 days, 15 hours and four minutes this summer when he starts out on a 6,000 kilometre cross-Canada cycle trip July 5 at

Vancouver City Hall and finishes in Halifax July 17.

Along with shattering a record, Bill has offered to be a "surrogate kidney patient" and go the distance for kidney patients in Northeastern Ontario.

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Proving that Inco's finest can go downhill fastest are (front) Bill McCoy (centre), Bill Oldenburg, and (rear) Harvey Larson and Andy Brunet.

Inco team tops on skids

Nobody can say we're stuck in our tracks.

When Computer Service's "Nickel Bloomers" Corporate Challenge team found itself neck and neck with Falconbridge in the Snow Frenzie sledding event recently, the Inco team pulled out all the stops and took the fast

track... downhill all the way.

It was all accomplished in a sled built and manned by Andy Brunet, Bill McCoy and Bill Oldenburg of Computer Services and Harvey Larson of Office Services. The team finished just a little ahead of the Falco team.



Armand Chartrand gives a \$2,500 cheque to Sylvie Gaskin as Bill Narasnek takes a breather.

Common core programs enhance safety, training

With the growing emphasis on safety and training, Inco is working with others in the mining industry to establish common core programs that set safety standards and training programs in areas where there are similarities in equipment and processes.

The most recent joint effort is a Smelter Common Core program, and a preliminary list of recommended modules for training outlined by Inco has been endorsed by Kidd Creek and Falconbridge.

"The Smelter Common Core effort is just in the conception stage right now," said Superintendent of Divisional Training Don Nadorozny. "There are other common core programs already in place such as the one for the mines which was legislatively initiated."

"There are definite advantages in these programs," he said. "A consistency in standards is most important, allowing for easier movement of people in the job market."

Just as important, he said, is the exchange of information and gathering of data and experience in areas that will increase on-the-job safety. "This will mean a maximum of safety in the industry," he said.

Common core program design

has been undertaken by the Mining Tripartite Committee consisting of industry, labor and government representatives. Since the program began in the early 1980s, a common core mill program has been examined and is the latter stages of being established.

Although a unified standard is applied, each mining company does its own training.

In the new smelter program, a report to the tripartite committee states that although safety and training standards at Ontario smelters are among the most comprehensive in the Canadian mining industry and that the workforce is highly competent and professional in its regard for safe work habits and procedures, the industry is committed to improving safety even further.

"We support the objective of continuous improvement and value the benefits derived by collective problem solving," states the report. "To that end, we would like to participate with the Mining Tripartite Committee on the development of a basic common core training program for smelter operations personnel in Ontario."

The report also recommends that, given the distinct differences in technology, equipment and proc-

ess boundaries among smelters, common core training be restricted to the generic elements of smelter operations and avoid unique or special skills.

The report recommends training modules in the common core program include safety, hand and power tools, materials and designated substance handling, house-keeping, lifting devices and ladders and scaffolds.

The statement and list of recommended modules for training were the efforts of Inco personnel and have been endorsed by Falconbridge and Kidd Creek.

Government and labor representatives are also preparing input and recommendations for the design of the Smelter Common Core Program.

Cycling for life

Continued from Page 1

The goal of the Cycle for Life challenge is to raise \$160,000 for patient services and kidney research as well as to increase public awareness of the needs of kidney patients, the need for increased kidney research and organ donor awareness.



Bloomered Beaver

The fashion-conscious mascot of the Computer Department's "Nickel Bloomers" Corporate Challenge team toured General Office recently, handing out candy and eliciting smiles and more than a few surprised

looks from startled employees.

The Computer Department is silent about who is underneath the fur, a team spokesperson saying only that the Beaver's visit was an effort to gain a little publicity.

Are attitudes about blue collar work changing?



Guy Beland, specialist, Non-destructive Evaluation: "From what I hear, kids aren't even finishing high school to get white collar or blue collar jobs. You definitely need a couple of years of college to get into a decent trade these days. These days, the company has to hire and train them."



Wayne Akerman, quality control, Central Utilities: "Unless the attitudes of students changes and they realize that tradesmen are as critical in the workforce as the white collar worker, it will continue to be a problem. I can see a shortage of tradesmen in the future. Even now it's hard to get trained people."



Dave Baldwin, utility driller, Little Stobie: "Things are better for the blue collar worker these days. The atmosphere and working conditions aren't what they used to be. Everybody can't be a doctor or a lawyer. I think the general attitude of the public is improving. There's no choice. We need them."



Andy Brisebois, construction leader, Little Stobie: "The attitude seems to be changing, although the older workers seem to hang on to the old hang-ups about blue collar work. But today there's more respect for the tradesmen and that attitude will be passed on to the next generation."



Harold Holman, production miner, North Mine: "White collar jobs used to be considered safe, but not any more. Good tradesmen are always in demand and will continue to be in the future. I think the attitude about blue collar jobs is changing. Trades jobs are also becoming more computerized."



Ray Bhagrath, maintenance mechanic, North Mine: "There's more and more high technology in the trades these days. There's a better future in it, better pay and greater challenges in blue collar jobs than ever before. It seems that the attitude towards blue collar work is starting to change."



Charles O'Reilly, electrician, Central Utilities: "I don't think the attitude has ever been better. It feels good to go to work. I've got no complaints about how people see blue collar work. When you have a toothache you see a dentist. If the lights go out, you call an electrician."



Carl Rollo, pensioner/consultant, General Engineering: "I'm from the older school here and the attitude seems to be different depending on where you are. In the large metropolitan centres, the status symbol is still the white collar, but in smaller communities that idea is starting to change."



Wayne Manson, geologist, Inco Exploration: "The attitude is changing, perhaps because the money is better today, but also because much of the backbreaking type of work isn't there anymore. The lines between blue and white collar work are getting less and less distinctive these days."



Gary Loiselle, miner, Little Stobie: "I don't think that's much of an issue around here anymore. We have good tradespeople here and a good attitude about the work. I think the company has changed in the way they deal with blue collar people. It creates a different attitude."

Brighter workplace, less expense

Project puts Inco in the conservation limelight

Inco has a better idea. Lightbulbs are flashing all over the place.

"We're on our way," said Central Utilities' Andy Lemay following a meeting of representatives from all Inco Sudbury operations. "The preparation is over and now we're going to get the work done."

A year in the planning, the \$4.2 million new lighting retrofit will not only provide a major contribution to the Division's aim of a five per cent reduction in energy, but save the company millions in annual hydro bills.

The meeting marked the official start of scheduling the work.

"We're looking at about three megawatts of savings, or about \$1 million a year in hydro bill savings just in updating our lighting systems," he said. "That represents a 1.5 per cent reduction of the total 200 megawatts we use."

The amount saved represents the power demand of a small town.

The 20 Inco planners and four hydro representatives at the recent meeting were there to schedule about 600 separate lighting retrofit projects at Inco locations, from large mercury vapor switchovers to replacing a few incandescent bulbs.

It's actually the second time such a retrofit has been carried out.

"Back in the early '30s when mercury vapor lamps were invented we switched from incandescent, but that was to provide better lighting rather than energy conservation."

"Today, the retrofit is not only to improve lighting, but to save energy at the same time."

The emphasis will be on switching to high pressure sodium systems from mercury vapor lights, the replacing of incandescent lamps with compact fluorescent lamps, and the use of reflectors in fluorescent fixtures.

In four-tube fluorescent fixtures, for example, two tubes will be removed and a reflector installed. "That gives us 10 per cent more light on half the energy consumption."

He estimated that there will be 12,000 tubes removed in the retrofit. As well as conserving energy, there will be savings in maintenance and replacement of burned out tubes. "We consume about 24,000 of these tubes a year," said Andy.

During the last shutdown fixture modifications were carried out in a test area at the electrical engineering office at the General Engineering Building. "When people returned to work, they didn't notice any change. There isn't much incandescent lighting to be replaced, but what there is will be retrofitted with compact fluorescent bulbs."

The major retrofit will be the 11,000 to 13,000 mercury vapor lighting fixtures that will be switched to high pressure sodium.

A 400 watt high pressure sodium lamp emits about 45,000 lumens (a measurement of light),

while a 400 watt mercury vapor light measures 18,400 lumens.

The difference between the two types of lighting can be seen in the color of the light. Mercury vapor lamps give off a cold, blueish-white light and the new high pressure sodium gives off a warm, golden light that is more like sunlight.

Many plants have, over the past several years, installed high pressure sodium lights with success.

This project will greatly accelerate their retrofit.

The entire retrofit is scheduled for completion by January of 1994. Moving from the initial lighting audit to implementation of the retrofit in a year was quite an accomplishment for Inco.

"There were a lot of people, from plants, engineering, warehousing, safety and purchasing to Environmental Control, who in co-

operation worked hard to get this project on the road," said Andy. "Our job (Central Utilities) is to assist and co-ordinate the effort in the Division."

Hydro costs shouldn't be the only advantage to the company. Maintenance, replacement and operating costs in general will be reduced, and Inco's overall goal of energy conservation will be enhanced.



Andy Lemay at the office lighting conservation-test area: Nobody noticed the difference.

Coordinated co-op program helps company, students

More than ever before, industry, labor and educational institutions are working together to not only ensure a qualified and capable future workforce, but to provide young students with better information about their future vocation and career goals.

That's one of the main reasons behind a Divisional Training Department move to act as the co-ordinating agency for all future co-op placements at Inco under the Co-operative Work Experience Programs.

The need for coordinating the program at Inco was obvious, according to Divisional Training Superintendent Don Nadorozny.

"Sudbury secondary schools organized programs to try to give their own students the opportunity to be placed in an industrial environment. Besides earning credits toward their diplomas, the placements gave them some idea of the choices available in planning their future careers."

The problem was, he said, that each school went out and contacted industry to try and place their kids, often creating confusion, duplication and general inefficiencies.

"You would get some guy living next door to somebody at Inco trying to get his student a placement. Managers or foremen would be contacted and sometimes the student would be placed and sometimes he wouldn't. It was a scatter-shot kind of set-up."

Not only was the haphazard

procedure unfair to the student, it wasted the time of supervisors who would have to take time to interview students whenever a request came along with little idea about what was going on in other departments and plants.

"We've been participating in these kinds of programs for some time," said Don, "but it's been less effective than it could have been because of the lack of organization. In previous years, the number of students could vary from none to six. We didn't have a handle on it, and because of that, there were probably some students who were deprived of an opportunity to be placed here."

A way was needed, he said, to get the most mileage out of the program for the students.

Under the new Divisional Training Department program, much of the time-consuming initial organization and planning has been centralized. The Training Department has accepted responsibility for such things as all canvassing, arranging and administrative duties associated with the program. The department also ensures that proper declarations are signed and filed for each student.

The Training Department will take on the responsibility for initiating and filing of student assessment and work experience reports, as well as for auditing the overall program to determine benefits and disadvantages.

The department also will con-

duct a common core orientation program prior to Inco assignments, and will handle complaints and terminations.

Don said the local educational community has welcomed the new Inco procedure with open arms. Not only will it give schools and students a fair chance at all placements, but it will allow them the opportunity to look elsewhere in cases where Inco does not have openings.

"We've established contacts with four coordinators who are responsible for all of the schools in the Sudbury area," he said. "We met with them and asked them for a list of names of students who qualify for the co-op program."

"That's a lot better than 10 high schools calling us individually, each

one trying to place their students."

The response from Divisional management, he said, was phenomenal. "We got a list of 23 names from all sectors of the district and we circulated it to all departments and plants. We have calls showing interest at Inco in all but one of the 23. The interviews have been arranged. Whether they all are placed will, of course, depend on a number of considerations and factors."

Perhaps the most promising aspect of the new procedure is the ability to plan, in a unified way, Inco's future participation in the program.

"We will be able to identify problems and eliminate them."

General procedures call for the collection of names for dispersal to managerial areas twice a year, in-

formation that will include a brief synopsis on each applicant and the type of work experience preferred.

Managerial areas are asked to contact the training department if there is an interest in participation. Candidate/plant interviews will be arranged prior to any placement decisions. The department will also accept the responsibility for contacting the applicants about whether they have been accepted or not for the placement.

Work placements are usually twice yearly, in September and February. Work terms range from one to three months and are afternoon half days only.

Students receive no pay, but can earn credits toward an Ontario Secondary School Diploma for the co-op work term.



Co-op students attend an orientation before going for placement at Inco shops and offices.

New shape for old charge

More bang for the buck from

Cal Carmichael knew his gadget was a winner when, after initial tests were carried out, his telephone rang off the wall for more of the same.

Levack miners were having a blast with it.

"It takes half the time to use it and it's far more accurate than the old method," said the Levack industrial evaluator as he took the small funnel-shaped blasting charge out of a net bag. "It's been around for 100 years, but it's never been used for mining before."

Newly-adapted to replace the cumbersome, time-consuming sandblast method used for secondary underground blasting of large pieces of ore, the charge in Cal's hand is about the size of a coffee-maker funnel. The 1.7 kilograms of bright orange powder inside shows through the semi-transparent plastic.

What's unique about the charge, and what makes it ideal for mining use, is a small plastic holder moulded to the pointed end of the cone-shaped charge. Tube-shaped, the holder is like the fitting on a shovel where the handle is inserted.

"A blasting pole fits into the holder and the charge can be guided on the end of the pole to the exact spot where the blast is needed."

The geometrical design of the



Cal Carmichael directs the blasting charge, mounted on a pole, to where he wants it.

charge is such that the explosive force is directed into the boulder with a minimum of energy escaping in any other direction, hence avoiding damage to underground

installations such as airlines, water pipes and support screens which may suffer damage in ordinary sandblasting.

Secondary blasting involves

breaking chunks of ore from the initial blast that are too large to be removed.

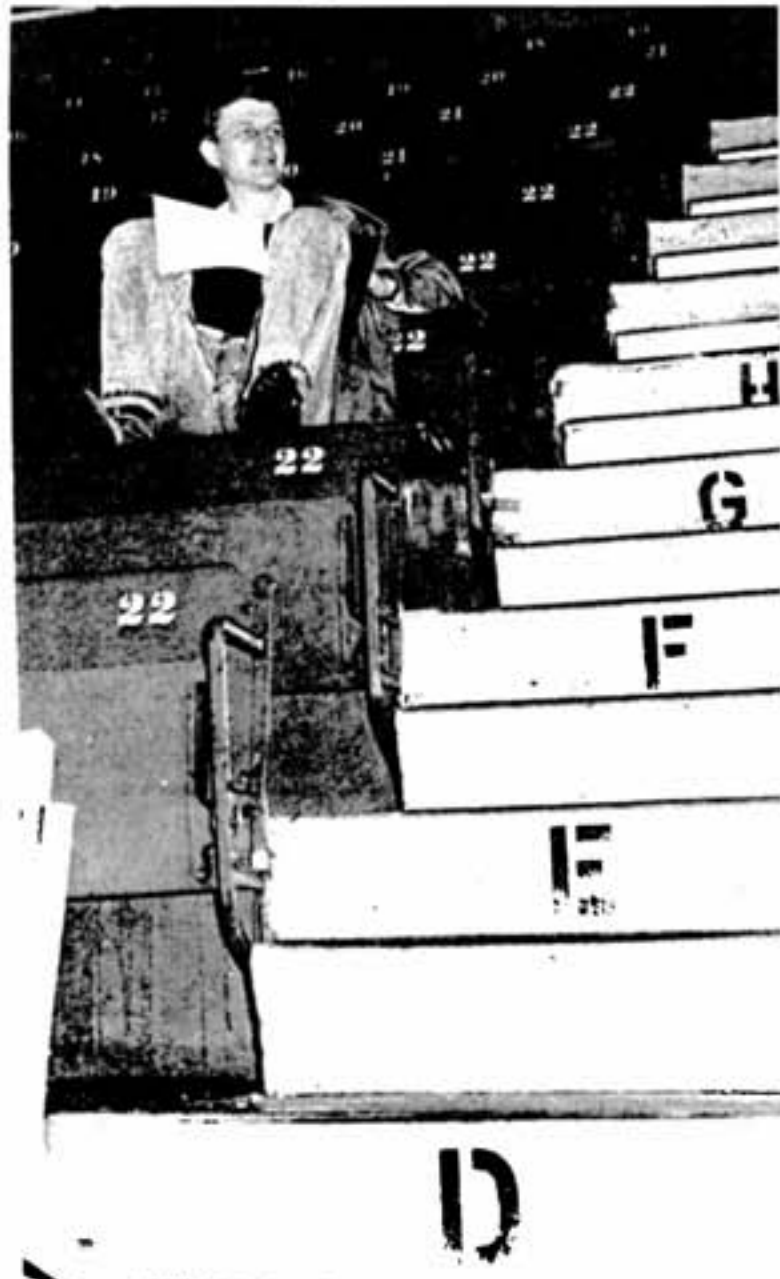
"Before, we had to stack explosives on top of the chunk, then

cover it with sand to keep the concussion down and direct the blast into the rock," said Cal.

Not only was the old method extremely time-consuming, but it

Tyke Development: A better recipe for minor hockey

Jerry Pawlowski trains miners at



Jerry Pawlowski watches the action on the ice.

We all know what happens when we first put skates on little folks who've only been motoring upright for three or four years. Pandemonium, right? Penguins in hard hats. Landings with all the grace of an albatross!

Slowly but surely, however, faltering steps turn into progressively smoother strides toward years of fun and achievement. That takes the help of some very special volunteers who have the patience of Job. Divisional Training's Jerry Pawlowski is one of them — and he's got a fresh approach.

For several years, Jerry coached

hockey at the Bantam and Midget levels—but there were a few things that didn't seem quite right. "I used to criticize the levels below mine," he admits. "Kids were coming to me without basic skills that could have been taught much earlier."

In time, Jerry came to believe that those basics should start, in a carefully programmed way, right at the very beginning with the Tykes.

Two years ago, the executive of the Sudbury Minor Hockey Association agreed with Pawlowski. Bill Ryan of Little Stobie, who is President of the SMHA, was instrumental in setting

the stage for the launching of the new Tyke Development Program.

In a letter to parents at the beginning of the current season, Jerry wrote: "The ... Program philosophy centres around development of skills through learning, and this learning can only be achieved through practice and repetition. Although other programs emphasize games over practice, it is our firm belief that our stated goals are not accomplished by such policies."

Essentially replacing the old Tyke and Squirt divisions, the new program has five levels for four- to nine-year-olds.



Young skaters learn the fundamentals, even if it means a spill or two.

Levack's new explosive idea



The cone-shaped charge, adapted to mining use by the pole holder on the apex.

lacked accuracy. "Often we'd have to reblast," said Cal.

A second method is known as block holing, called for drilling a hole in the chunk and packing it

with explosives. It was more accurate, but time-consuming and there was a lot of maintenance on the equipment used."

The cone directs the blast so

accurately that the pole, attached directly to the back of the charge, can be reused for several charges. Directing the blast to exactly where the miner needs it can make for an

unspectacular explosion if you're expecting flying rock, pulverized stone and a messy clean-up. Instead, the rock may remain in place with a few cracks. Move it and it will normally fall apart as the Cone-Pak has overcome the internal strength of the rock.

The cones are designed with a slight over-fill so that when the plastic cover (on the wide front end of the funnel shaped charge) is removed and the charge is placed against the boulder, the blaster may push firmly on the cone to adhere the explosive charge to the rock surface.

The holder allows the cone to be installed on hang-ups in blocked draw points as well. The same feature allows easy placement through grizzly chains to un-block ore passes.

Previously, a charge had to be wrapped to the end of the placement pole with detonating cord.

The cone comes pre-fabricated from Nordex, an explosives supplier who worked with Inco to adapt the cone for mining use. It comes with a length of detonating cord.

"All you have to do is insert the charge and hook it up to the blasting sequence and that's it," said Cal.

Over 30 years with Inco, Cal spent about 20 years underground.

He's not specialized in blasting, but he's aware of the problems involved. "That's one of the things that prompted me to go after this idea."

He said his predecessor Al Haaranen, now at Coleman Mine, did a lot of the initial experimentation. "But he couldn't find a manufacturer to go along with the idea."

Cal interested Nordex Explosives. He worked through Nordex sales representative Bob Park, a retired Levack engineer who was familiar with the problems and what Cal was trying to do to solve them.

"We worked on it for about a year and had a product ready to go last November."

Since then, about 1,500 of the charges have been used at Inco's Sudbury area mines. "That represents a lot of secondary blasting and a lot of time saved," he said.

Some mines are faced with more secondary blasting than others, he said.

"It depends on the rock structure in different locations. At Stobie and Little Stobie, they have at least twice as much secondary blasting to do than here at Levack."

"But reports have been good. There's little doubt that people are sold on it here at Levack."

"They wouldn't use anything else," he said.

work and minors on his own time

Level One is for beginners at ages four and five. Level Two is for second-year skaters, or children aged six and seven who are skating for the first time. Level Three includes third-year skaters, first-time eight- and nine-year-olds, and some repeaters who simply need a little more time. Only when they reach Levels Four and Five do the kids start to play regular league games.

Through this laid-out program, with specific criteria for movement from one level to the next, "the kids are getting what they need and in the order that they need it," Jerry insists, adding that "we take them through four difficult steps: Just skating, handling a puck, then skating with a puck, and passing the puck. It takes a lot of practice and repetition to learn those things properly."

But what about the fun?

The program sounds like more work than play, but Jerry has seen that "a capable, more confident child is less frustrated and has more fun. A sense of accomplishment makes them strive to get better. At the beginning, we had a few sceptics. Even some of the coaches were apprehensive. Parents were naturally anxious to see their kids get right into a game situation — but they began to see, by the end of the first year, that we were on the right track. The numbers speak for

themselves: We had 95 kids in 1990, and we have 135 in '90-'91. Next year promises to be even better."

Not a one-man show

Jerry's enthusiasm bubbles over as he discusses the program and shows the reams of sheets and charts he uses to monitor the children's progress. He spends around 40 hours a week as Tyke Development Coordinator, but quickly points out he's not alone.

Asked what happens to the program if Jerry Pawlowski loses an argument with a Zamboni or something, he laughs: "We have 26 coaches on 10 teams, and some

have been extremely helpful — people like Guy St. George, Eric McLeod, Ken Galerno, Rob Basso, Dean Nadorozny, and others.

"Of course," he said, "Bill Ryan has been very supportive. Don't worry, there would be continuity... someone would take over."

Long-range goals?

"To see more competent 14 and 15-year-olds," Jerry replies. "I mean, I'd like to see 10 accomplished players on a team of 12, instead of just three or four stars. We'll give them the skills to become good hockey players and then they can choose how competitive a brand they wish to play."



The action on the ice isn't the fastest, but it's a lot of fun.



Creighton Complex manager Ron Aelick helps son Peter, one of the youngsters in the program, take off his skates.

Hugh Ferguson trains miners . . . and himself

When Hugh Ferguson visited Disneyworld in Orlando, Fla. last year, he stood out somewhat from the average tourist. But then, so would anyone else who swam, cycled and ran his or her way through one of the world's most famous tourist attractions.

In fact, Hugh, a general foreman in Mines Training at Inco, wasn't alone as he raced through Disneyworld on that muggy September day. He was one of hundreds of athletes from across the globe competing in the world triathlon championships.

In the last few years, Hugh has developed into one of the top triathletes in the world in his age group, as evidenced by his 10th-place showing at last year's championships in Florida.

At 53, he is trim and fit and says he is in the best shape of his life. Certainly, he is a far cry from the man who smoked a pack a day 20 years ago.

"I noticed that when I quit smoking way back when, I was gaining weight," says Hugh, a 32-year veteran with Inco.

"So I became more active. Eventually, I noticed I could do more in everything I was involved in. I could work harder, I had more energy for my social life.

"You can do so much more when you're fit and active. I know

some people don't believe it, but it's true."

To say that Hugh is fit is an understatement according to most people's standards. He likely is in better condition than most people half his age.

His adult fitness program began with jogging in the '70s. Eventually, he progressed to the point where he was competing in marathon races.

In 1983, he learned of a unique event being launched in Sudbury — the Beaton Classic, which combines running with cycling swimming and canoeing. He couldn't resist the challenge. That first year he took a spill on his bike and tore a rotator cuff.

While that would have been enough to convince most middle-aged men to join the ranks of the couch potatoes, Hugh was back the following year. He teamed up with his 18-year-old son Peter and won the two-man competition.

The next year, he came back to place third overall in the solo category, outdistancing many surprised teenagers.

"I still see one or two of them around today," he laughs. "They haven't forgotten."

By 1986, the sport of triathlon — which generally calls for a 1.5-kilometre swim, 40-kilometre cycle and 10-kilometre run — was growing by leaps and bounds, and

it captured Hugh's imagination.

"I entered a few triathlons in Michigan, southern Ontario and in this area, and I really enjoyed it," he says.

The big break for triathletes seeking recognition for their sport came when real estate giant Royal LePage decided to sponsor an annual triathlon series in Canada.

By then, Hugh was hooked. He entered several competitions and established himself as a top Canadian in his age group (50-54). He won events in Toronto (twice), Guelph and last year's Ontario championships in Niagara Falls and Canadian championships in Montreal.

Despite his successes, Hugh maintains that he doesn't enter a race "with the ultimate goal of winning."

"The true satisfaction for me is in competing and doing well, improving from the past year."

But he admits that his competitive spirit rises a notch when his kid brother Ron is in the same race.

"There's a lot of competition between my brother and I. His goal is to beat me, which he hasn't done since our fights as young kids," he says with a chuckle.

Ron Ferguson, who lives in Ottawa, finished immediately behind his older brother at last year's Canadian and world championships.

For Hugh, a rigorous exercise program is "part of a complete, healthy lifestyle for me and my wife (Maureen). We have a healthy diet and we go swimming, backpacking and canoeing together."

But training accounts for only about eight hours a week and his life doesn't revolve around it, he says.

"Certainly, my family comes first, and my work. I enjoy my work. There are priorities and work comes before the triathlons."

But Hugh also conceded that retirement may not be far off and when the time comes he plans to enjoy more triathlon competitions.

"I'll never give it up," he says. "I've seen people in their 70s and 80s in triathlons. I'm looking at early retirement and the reason I'm looking at it is because I want to do this and travel."

Although he doesn't preach to others, Hugh says he is living proof that regular exercise and a sensible diet are beneficial at any age, and



Hugh Ferguson: at 53, in the best shape of his life.

it's never too late to start.

"I'm not recommending that people do what I do," he says. "But

people should get into a good exercise program and eat properly. The benefits are enormous."

Association annual meeting promises to be one of best

The Mines Accident Prevention Association of Ontario will hold its 60th annual meeting and technical sessions in Toronto at the Holiday Inn-Downtown from May 29 to May 31.

To celebrate the organization's 60th anniversary, this year's meeting will feature a wider selection of workshops.

More social events than ever before are planned for this year's annual meeting.

The organization will also in-

vite high profile keynote speakers. Full details of the line-up and

activities have not yet been finalized.

Panel wants miners' views to help create new strategy

The National Advisory Panel on Advanced Industrial Materials is seeking the views of the mining industry on issues affecting the development and application of materials science and technology in Canada.

The responsibility of the panel

is to advise the federal Minister of Industry, Science and Technology on material science, technology and related business issues.

Its mission is to develop an advanced industrial materials strategy to strengthen Canada's international competitiveness.



Hugh Ferguson: Switching a pack a day for miles a day.

At 17, he's a contender in bodybuilding circles

Troy's no gangly, awkward teenager



Troy Thompson works out in the gym to get in shape for bodybuilding competitions.

When Troy Thompson stepped onto the stage in his first bodybuilding competition, a gasp from a female member of the audience drifted throughout the auditorium: "My God, he's just a baby."

Many in the crowd at Laurentian University were shocked to learn that a 17-year-old high school student was entered in a competition against veterans several years his senior.

But from that first contest last September, Troy proved he belonged in this man's sport, finishing fourth and narrowly missing third spot against bodybuilders from Sudbury and across Northern Ontario.

A soft-spoken Grade 11 student at Lo-Ellen Park Secondary School, Troy was still in elementary school when he first became interested in bodybuilding.

"I walked into a convenience store and there was a muscle magazine on the shelf and I said to myself, 'That's

what I want to look like," he recalls.

"So, I went home, took out this little barbell set that I had — it was about 15 pounds — and I started from there.

"As soon as I started my goal was to compete in bodybuilding," says Troy, whose proud parents are Inco employees. Mom Linda is a process clerk at the Nickel Refinery and his father, Frank, works in the Transportation Department.

From the outset, Troy's enthusiasm for bodybuilding was unbounded and most of his spare

time was spent in workouts. But as he read more about the sport and joined a health club, he found he was getting ahead of himself.

"I walked into a convenience store and there was a muscle magazine on the shelf and I said to myself, 'that's what I want to look like.'"

time was spent in workouts. But as he read more about the sport and joined a health club, he found he was getting ahead of himself.

"At first I trained every day, for hours, but I didn't know too much about it back then. I was overdoing it."

Now a member of The Gym in Sudbury, Troy trains four times a week, with intense, one or two-hour workouts. But as he prepares for his next

competition — May 18 in Cornwall — his training will intensify. "I'll be starting to train six days a week and I'll be on the strictest diet," he says.

Abstaining from foods such as juicy steaks, butter and egg yolks is one of the sacrifices for a serious bodybuilder, he points out. Much of his diet consists of fruits and vegetables, chicken and fish, potatoes, rice and egg whites.

Troy speaks with confidence and anticipation as he looks ahead to the May competition. Although

it will be only his second contest, the anxiety and nerves that come from being a newcomer to a sport seem to have disappeared.

"I'm really looking forward to it," he says. "I was very nervous my first time last year, but as soon as I got on stage I felt right at home."

For Troy's mother, seeing her young son displaying an imposing five-foot, 10-inch, 205-pound frame on stage is taking some getting used to.



Troy Thompson: A bodybuilding veteran at 17.

"The first competition was very exciting, but it was hard to believe," says Linda. "When Troy first started with this, I thought it was just another phase for him like the guitar and drums, but he's really stayed with it."

"He works hard at it. It's great to see for a teenager, because you see so many kids who don't stick with things."

Linda says she is particularly proud because Troy's progress has been accomplished without the use of drugs, such as steroids.

While he concedes that steroids can provide an advantage during training, Troy is dead-set against their use. Along with concerns about adverse side effects, he views the use of drugs as dishonest and not necessarily helpful in the long run for a bodybuilder.

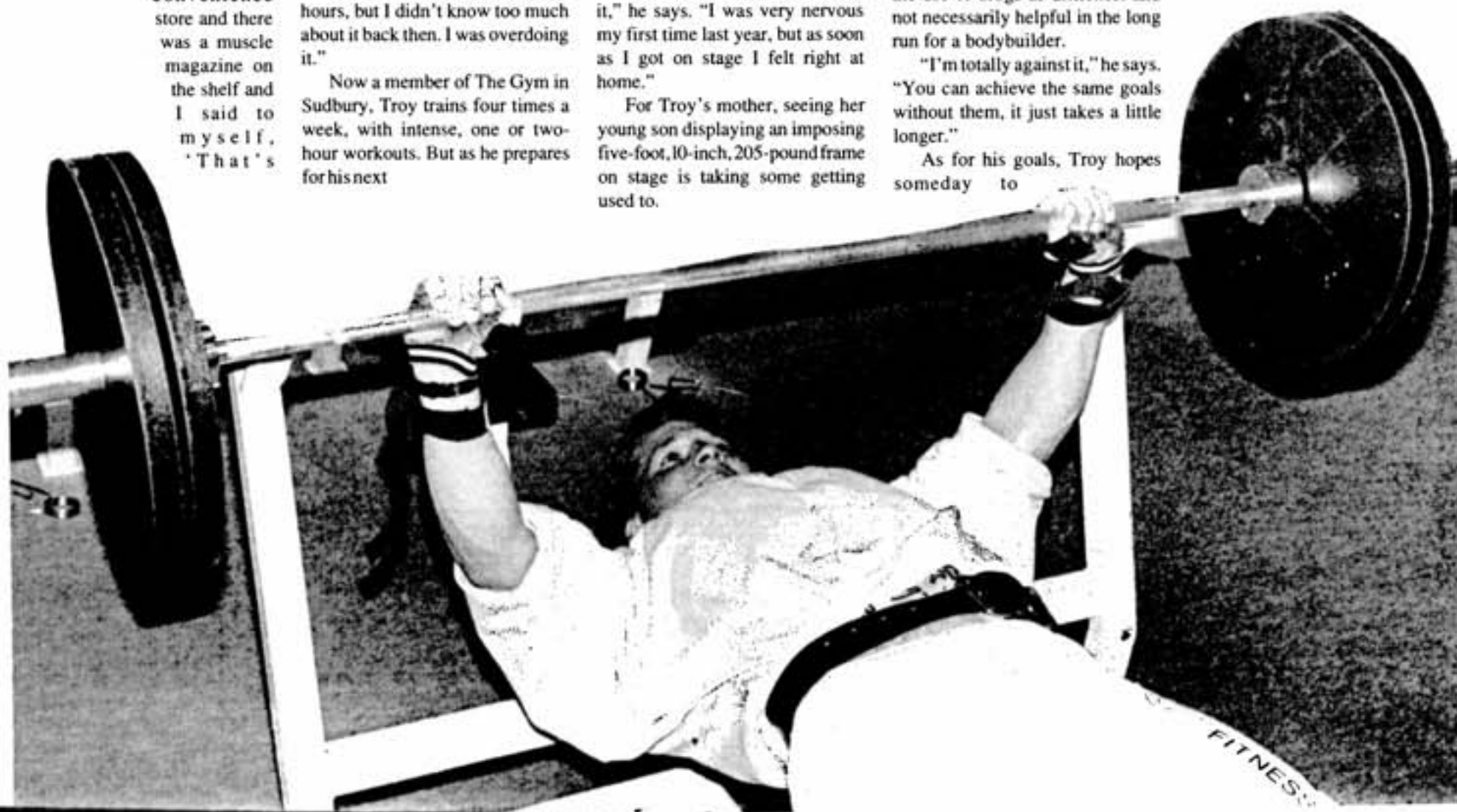
"I'm totally against it," he says. "You can achieve the same goals without them, it just takes a little longer."

As for his goals, Troy hopes someday to

progress to the professional level in bodybuilding. And he's under no illusions about the commitment it will take.

"It's probably going to be another four or five years," and another 50 or so pounds of muscle, he says. On dreary days where a gruelling training session is less than appealing, that long-term goal provides the motivation to persevere, he says.

"Sometimes I don't really feel like going to the gym, but I think that if I stay home, my dreams aren't going to come true, so I jump in the car and go."





David Grieve, son of Senior Environmental Analyst Jeff Grieve, gives his best for Adanac.



Creighton maintenance foreman Tom Tario delivers hot apple cider to Inco Cup volunteers at the gates.



Michael Rodney, son of Wayne Rodney of Inco Exploration, gets a good start.

Inco Cup ski competitions wind



Lively skier Monica Susil, daughter of Hanna Susil of Central Process Technology, watches the action on the hill.

Sudbury's Adanac/Laurentian Ski Club emerged as the powerhouse on the Northern Ontario ski circuit this year, wrapping up the team title in the Inco Cup alpine ski racing series and capturing the coveted trophy for the second year in a row.

Adanac/Laurentian coaches Joanelle Mateu and Rob Ellen wore big smiles as they picked up the top award for their young skiers at the 19th annual awards banquet hosted by Inco at the Copper Cliff Club.

To make success even sweeter,

Carol MacCallum of the Adanac club earned the women's champion title.

Men's champion was Stephen Roch of the Sault Ski Runners Club of Sault Ste. Marie.

Winners were determined during the final day of racing at the Adanac Ski Hill in Sudbury. Rain on the following day meant the cancellation of a fun day of dual slalom races. Races were also held earlier in the season at Mattawa, Timmins and Sault Ste. Marie.

World champion skier Jeff

Dickson was guest speaker at the banquet and young skiers who hadn't finished in the winner's circle heard how the skier redoubled his efforts after losing the use of his left arm and lower left leg in a car accident to become a four-time gold medalist at the 1990 World Disabled Ski Championships. Mr. Dickson is pursuing a dream of representing Canada at the 1992 Olympic Games for physically disabled athletes.

According to Chief of Race Jeff Grieve, the growing calibre of skiing and the increased respect

given northern skiers are just two signs of the prestige the Inco Cup race series has earned its 19 year history.

"There's no doubt that the skiing is getting better and better," said Jeff, a senior environmental analyst with Inco's Occupational Health department. "We have skiers that were on the divisional team last year as well as some Ontario provincial team members. That all serves to bring up the calibre of skiing in the event."

Ironically, the winning Sudbury club doesn't have easy access to



Adanac/Laurentian ski team coaches Joanelle Mateu (right) and Rob Ellen (left) beam during the presentation of a banner for their team victory in the Inco Cup competitions. Karen DeBenedet of Public Affairs (centre) made the presentation. With the group is world class disabled skier Jeff Dickson, the guest speaker at the Inco-hosted banquet.



Male champion Stephen Roch of the Sault Ski Runners, top team Adanac/Laurentian club, and Female Champion Carol MacCallum



From a rock outcrop, competitors watch their teammates take on the Adanac hill.



Matthew Conroy of the Lively Ski Club gets airborne on his downhill run.

North Bay gold medalist Gord Culbert pitches in with the chores, transporting gates used to set the Adanac course.

Up at Adanac . . . and so does the trophy

ski slopes as some of the other clubs do.

"We may not have the ski hill to practice on," said Jeff, "but I think we have the coaching, the organization and the heart."

Just under 100 skiers between the ages of eight and 18 competed this past season, and Jeff said there's been a surge in participation from Timmins and Kirkland Lake clubs.

He said Inco's substantial contribution to the annual athletic event is only one reason for its success.

"All of these kids have to put a lot into it," he said. "They have to

work hard with both the ski training and their school work."

Many of the young skiers have to adjust their school schedules and studies to accommodate the hours of

training demanded to pull their weight as members of the ski teams.

In an effort to promote Northern Ontario skiing as well as the Inco Cup races, Inco advertised

each of the four races prior to the event, resulting in a higher profile than ever before with both the public and the media.

"We support Inco Cup," Karen

DeBenedet of Inco's Public Affairs Department told the young skiers at the banquet, "but you are the reason this program really works."



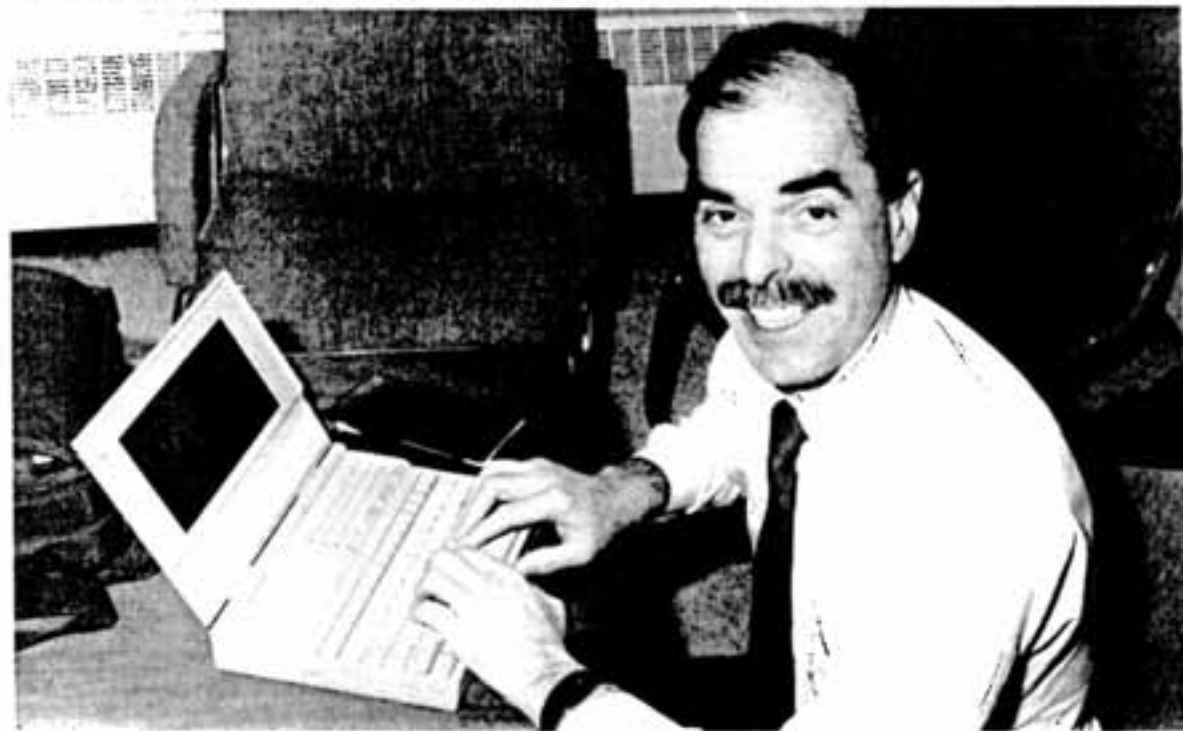
Coach Joanelle Mateu of the Adanac.



The Inco Cup team championship went to Adanac/Laurentian Ski Club of Sudbury for the second year in a row. Team members are, from left; (front row) Shelly Simmons, Sarah Oliver, Kristen Wallace, David Hunt, Alex McDougall (second row) Greg Ellen, Stephanie McDougall, Kristi Washchuk, coach Joanelle Mateu, Holly Hyland, Kristi Leore, David Grieve (rear) Mari DeMarco, assistant coach Jeff Laberge, Carissa Prosperi, Jamie DeMarco, John Prosperi, Erik Thorsteinson, Mike Rodney, coach Rob Ellen, Erin Simmons, Sarah Hunt, Carol MacCallum, Sara Laamanen, Maggie Dale, Kim Leore and Paolo Pasutto.

Audit enhances environmental efforts

Environmental audit: Ensuring we pass the test



Ed Kustan takes environmental stock on his portable computer.

Ed Sirkka sat in the South Mine boardroom flipping through his datebook.

To a mine superintendent, time is a valuable commodity and the man at the front of the room had just requested a large chunk of it.

Sirkka had a mine to run, and the Environmental Audit Team was there to make sure the operation met environmental standards. This meant meetings - late in the afternoon every day for a week.

Tucking his datebook back in his coat pocket, unable to unearth any suitable openings in his schedule, Sirkka addressed the auditor.

"This has to be done," he said. "So you set the time and I'll be there."

Similar scenarios in mines, plants and offices around the Ontario and Manitoba Divisions prove that issuing a policy statement on the environment was easy.

Following it up is the hard part.

In 1989, 7,000 employees at company operations worldwide received copies of Inco's Environmental Impact Policy. A framed declaration of Inco's commitment to sustainable development, some wondered whether the policy was anything more than "window dressing."

Today, they need wonder no more.

An extensive Environmental Audit Program highlights an agenda that has thrust Inco to the forefront of industry on environmental issues.

"The environment is a multifaceted, complex issue," said Roy Aitken, Inco's Executive Vice-President in charge of Environmental Affairs. "It's come from a fringe issue 20 years ago to a central public policy issue today."

The Environmental Audit Program was implemented by Inco in the fall of 1989 with assistance from the Arthur D. Little corporation. Pilot audits were conducted at Copper Cliff and Thompson, Manitoba before the program began in earnest last May.

The core Environmental Audit Team consists of a manager, two permanent auditors and an Arthur D. Little consultant. Depending on the size of the audit, other Inco people can be added.

The team assesses the environmental status of Inco's operations through a process of interviews and

observations. Modelled after the internal financial audit, its objectives are to ensure legislative requirements are met, company policies are followed and systems are put in place to maintain that compliance over time.

The audit timetable is broken into an exhaustive three-phase schedule that will take the audit team to all Inco operations worldwide by 1993. The first phase ends this year with a schedule of 20 audits encompassing all facilities in the Ontario and Manitoba Divisions.

agement is involved on a daily basis.

"We're all Inco people and we have a job to do just as they have a job to do. One of our jobs is to give corporate management assurance that the job is being done correctly from an environmental standpoint."

An 18-year veteran of environmental affairs, Kustan worked as an environmental manager in the resource field before joining Inco in October of 1989.

In May of 1990, he was joined on the Environmental Audit Team by Ontario Division veterans Gerry Martyn and Jim Middleton, who

ity's point of view it looks like somebody is looking over your shoulder and criticizing," he said. "But after we explain what we're all about they realize we're really there to help them."

"It's not uncommon for people to be apprehensive when we come into a facility. You can feel it. But by the time we leave they are extremely positive."

Jim Middleton concurs. A metallurgical engineer, he joined Inco in 1971 at the Copper Cliff Smelter. Following a two-year stint in Internal Audit, he returned to the smelter where he spent the last 10 years as section leader and supervisor of a group looking after several environmental programs.

"The Environmental Audit Program has been very interesting so far," he said. "Generally, people are very receptive to us and I think the way we conduct our audits dispels a lot of fears. I don't think anyone likes to be audited but there are ways to reduce the fear and trepidation."

Serious business

"The Environmental Audits are conducted for a reason. Laws are getting stricter and the audit itself is a form of due diligence - it shows we mean business in fixing those areas that need to be fixed."

Environmental audits cover the preceding calendar year and the

- Industrial Hygiene
- Spill Prevention and Emergency Response
- PCB Management
- Product Movement
- Underground Storage Tanks.

The Environmental Audit Team issues its final report 10 weeks after the audit is completed. Facility management then has four weeks to produce an Action Plan addressing all concerns identified in the report. Implementation of the Action Plan is monitored on a quarterly basis by the Ontario Division's Environmental Control Department and on an annual basis at the corporate level.

"The process is a very good one," said Ron Aelick, manager of the Creighton Complex, including South Mine where the first audit of 1991 was conducted.

"I'm encouraged by the fact that independent people are looking at our operations - independent of the work site and independent of the company (A.D. Little consultant). This makes for a totally unbiased and very thorough audit."

"I'm also encouraged that it causes us to focus on the environmental aspect of our business and gives us a chance to measure our performance. Mine management was very positive towards the audit because it gave us the opportunity to show we can meet and in some cases exceed existing legislation."

Marty Puro, superintendent of Copper Cliff Mill, reclamation and water management, has been through two environmental audits - once at the mill and again at the Copper Cliff tailings area. He recognizes the importance of an independent review in ensuring things run properly.

"The environmental audit process is very helpful and very necessary," he said. "You may not like having someone come into your house and point out your problems but they may be able to find things you inadvertently overlooked. It's very helpful to have someone show us whether we're doing things the way we hope we are."

That kind of attitude on the part of facility management pleases Kustan, who recognizes that Inco's Environmental Audit Program is a leader in Canadian industry.

"The times are changing," he said. "We'd rather be part of those times than be dragged along by them."

• There are currently about 100,000 chemicals in commercial use and that number grows by about 1,000 every year.

• The world produces 350 million tonnes per year of hazardous chemicals.

• 'Good planets are hard to find.' (Graffiti spraypainted in a park in Washington D.C.)

• When the Mount St. Helens volcano erupted in Washington it put more sulphur into the atmosphere in a day than Sudbury does in a year.

• Canadians each year throw away six times more oil than the amount spilled by the Exxon Valdez in Prince William Sound.

• Seventy per cent of the earth's surface is water and Canada has 20 per cent of the world's fresh water supply and nine per cent of the world's river flow.

• The projected temperature increase attributed to global warming is anywhere between 0 and 4.5°Celsius over the next 50 years. If a 4.5°Celsius increase were realized, the ice caps would start to melt and coastal cities such as Boston and New York would be in serious trouble.

• In Canada, 26 million people produce more than 30 million tonnes of garbage per year - more than anyone else in the world on a per capita basis.

• There are more blue boxes (for

recyclable goods) in Ontario now than there are people who voted in the last election.

• Polls indicate that 93 per cent of Canadians believe there's a health hazard in the environment, 89 per cent believe they've been personally affected and 73 per cent believe the hazard is cancer.

• Measurable radiation from the Chernobyl nuclear accident in the U.S.S.R. circled the world in 11 days.

These facts and figures are taken from Inco Executive Vice-President Roy Aitken's video 'Inco: Environmental Responsibility.'

now serve as permanent auditors.

"It's challenging and it's interesting. You learn something new every day," said Martyn, a 31-year Inco employee. "The environmental audits provide assurance to top management people that things are in order the way they should be. With penalties, prosecution and jail terms awaiting environmental offenders, everybody's trying to keep things in order."

With eight years in Mines Engineering, 10 years in the Personnel Department and 13 in Environmental Control, Martyn saw the audit team as a natural next step in his career. The interviewing skills he picked up over the years have served him well in his new role.

"From the facil-

period up to and including the time of the audit. When conducting an audit, team members concentrate on eight specific areas:

- Air Pollution
- Water Pollution
- Solid and Hazardous Waste Management



Gerry Martyn, consultant Patricia Cohen and Jim Middleton on the job.

Safety is the light at end of Garson tunnel

As the photographer peered out at the sea of orange and yellow before him, he suspected the light from his flash might bounce crazily off the reflective colors.

What posed a small problem to the picture taker spoke volumes for his subject.

The 60 employees of Garson Mine, grouped proudly around the 1990 All-Mines Safety Trophy, were sporting the same fluorescent vests they wear underground every day of the year.

Intended to increase underground visibility, the vests provide a small but shining example of the wholesale commitment

to safety among Garson Mine employees. That commitment, put into practice, makes the mine a worthy recipient of the award recognizing the safest mine in the Ontario Division as well as an additional Manager's Award.

In 1990, Garson had the best record of 24 underground mines tracked by the Mines Accident Prevention Association of Ontario. Their medical aid injury rate was an incredible 3.9 per 200,000 employee hours worked.

The provincial average was 12.6.

Medical aid injuries are those serious enough to see a doctor but not resulting in lost time. Garson recorded no lost time injuries in 1990.

Despite their sterling record, safety is only half the story at a mine which has earned a reputation around the company and throughout the industry for quality second to none.

"Traditionally, the All-Mines Safety Award has been given for end results in terms of medical aid

frequency and lost time frequency," said Gerry Marshall, Vice-President of Mining for the Ontario Division. "The Garson people certainly excelled in those areas but what is particularly pleasing about their achievement is the way they do their work."

"You can go into their work headings and see the quality and high standards to which everyone at Garson works. The ground con-

ditioning, the conditioning of the ramps and the care they take in blasting combine for a better achievement in all aspects of performance - including, and most importantly, safety."

men coming up. They were picking up stones off the ramp by hand and throwing them into a vehicle to cart away. Some people don't keep their homes that clean."

Proof of the respect afforded Garson is the fact that last year the Ministry of Labor took photographs of drifting work at the mine as a means of showing others how to do the job properly.

Garson's 60 member workforce includes those in engineering, geology, safety and maintenance.

Superintendent Ivon Chaumont credits them all, as well as the Occupational Safety, Health and Environment, and Fail Safe Committees, for contributing to Garson's enviable work and safety record.

"The emphasis at Garson Mine has always been on quality performance and safety," he said. "The two go hand-in-hand."

"Everything that is done at Garson is a team effort. The men are like a big family and everyone goes out of their way to help their fellow employees. They're receptive to each other and receptive to good ideas, especially ideas involving safety."

"It's self-policing to a certain degree and the fluorescent vests are a good example of that. If someone goes near an underground work site without his vest on the other workers are sure to let him know."

Garson employs a modified Vertical Retreat method of mining that utilizes a "slot and slash" technique to reduce ground vibration and damage. This allows them to successfully extract ore from previously mined out areas - some dating back as far as the 1930s.

There is also a lot of development work underway at the mine with workers ramping down to the

"One day I was walking down the ramp at Garson and I met two men coming up. They were picking up stones off the ramp by hand and throwing them into a vehicle to cart away. Some people don't keep their homes that clean."

conditioning, the conditioning of the ramps and the care they take in blasting combine for a better achievement in all aspects of performance - including, and most importantly, safety."

Graham Ross has been at Garson Mine off and on for more than 30 years. As manager of the Froot-Stobie-Garson Complex and a former manager of Safety and Health, he attributes Garson's success to the high level of employee pride in the workplace.

"The Garson miners are a very serious, very senior group of people," he said. "As a workforce goes I don't know where you could go out and find that many years of experience in a group."

"They are also people who want to be there. Garson Mine is their home and they have an incredible loyalty to it that's reflected in the way they do their job. Everything they do is to enhance the quality of work life at their plant and it all has to do with pride."

"One day I was walking down the ramp at Garson and I met two



Roger Menard at the 400 level bulkhead, a dam built under budget, ahead of schedule and without injuries.

600-foot level in order to access new ore bodies.

In March of 1990, open pit operations were completed at Garson and employees spent a portion of the year rehabilitating the pit area - filling it in and sloping the walls in preparation for hydroseeding and revegetation.

"Employees at Garson wear many hats," said Ivon. "They go from a mining mode to a construction mode without difficulty. It's a very diversified crew."

"The quality of perimeter blasting done at Garson is second to none and it's success has underlined the quality of our screening and bolting patterns."

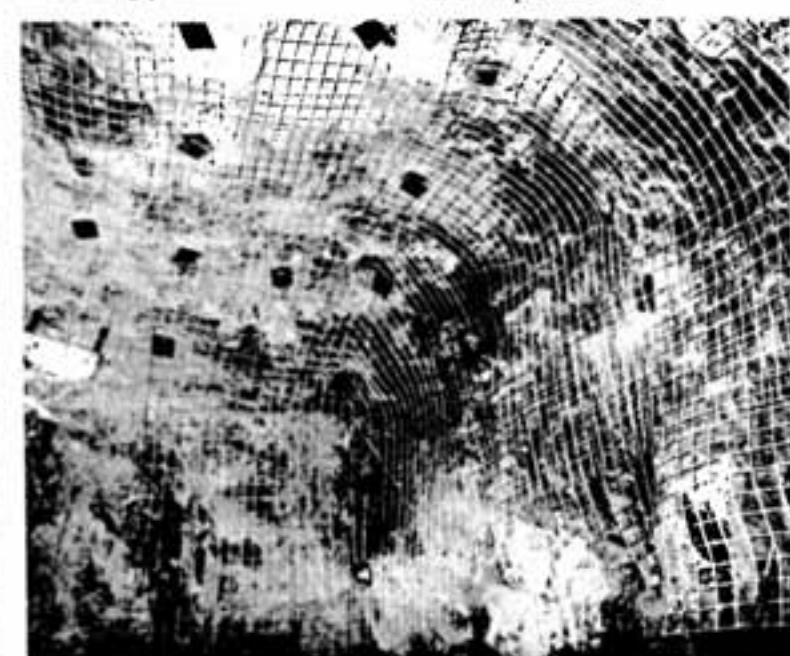
"From a construction standpoint, the crew built a massive bulkhead last September at the 400-foot level that took 60 yards of concrete. It was completed under budget, ahead of schedule and without injuries."

That kind of performance makes Garson Mine a fitting address for a trophy honoring safety and the quality of work that leads to its achievement.

"The winning of this trophy harkens back to the way they approach their work," said Gerry. "The thoroughness, the care, the attention to detail and compliance to standards. They certainly do set an example at Garson."



A vehicle transports men and equipment down the Garson ramp.



Care is evident in Garson screening and bolting patterns.



Coffee Table Gardening

By Ellen L. Heale, P.Ag.

This month's column features a review of randomly selected gardening magazines available in Ontario bookstores, through magazine distributors and at your local library. Each review outlines a summary of departments and features, the current price and ordering information.

Horticulture The Magazine of American Gardening is published 10 times a year at \$2.95 per issue from P.O. Box 51455, Boulder Colorado, 80323-1455. In the March 1991 issue, one article highlights information on easy-to-grow annuals (such as nicotiana, spider flowers, verbena, delphiniums and dahlias) to enhance the perennial border. Advice is also given on caring for wood and metal in the garden. Paints and stains are recommended, depending on what the object is made of, where it is placed and how it is used, also how to apply and comments on pressure-treated lumber. The Massachusetts Horticultural Society's library is one of the world's great special collections, a history of horticulture in America. One of the suggestions in outlining elements of design is "the first thing to do when beginning a garden is to do nothing at all. Attend acutely to the site that is before you. Learn its patterns of light and shade, its windy spots... Come to know the site."

In a subsequent article, did you know that the key to growing tasty turnips is cool weather, regular watering and rapid growth? A pictorial layout displays the Texas bluebonnet or 'buffalo clover' a member of the Lupine family. Other articles in this month's issue feature a step-by-step guide to planting strawberries - roots are shallow, cannot compete with weeds and are easily damaged by hoeing; designing a mixed border with trees, shrubs, bulbs, vines, perennials or annuals - shrubs with golden or variegated foliage can brighten dull corners... when each shrub is placed so that its strengths are emphasized, the mixed border is strengthened as well. Low-growing ornamentals for a neat attractive border edging include chives, sea pinks (*Armeria*), yarrow, sedum and dwarf asters. The pest and disease column details the nematode.

Tauton's Fine Gardening is published bimonthly by The Tauton Press, 63 South Main Street, Box 5506, Newton Connecticut, 06470-9956. This glossy magazine, with colorful photographs, retails for \$5.95. Hardy magnolias, zones 5 to 9, are ideal in the Port Colborne and Toronto areas. Different varieties and their attributes, such as species for large and smaller gardens and evergreen magnolias are detailed in the March/April 1991 issue, as well as cultural information on planting, transplanting, watering and pruning. Techniques for dividing and transplanting perennials, including timing, are outlined and illustrated for such easily-divided plants as yarrow, columbine, false spirea, chrysanthemums, forget-me-not and primrose. Designing and building terraces, choosing the appropriate plants and maintenance are demonstrated in an article on designing a hillside garden.

Growing raspberries lists cultivars and their characteristics and requirements for optimum growth (planting, spacing, care, harvesting, trellising and pruning). Raspberries prefer deep, sandy-loam, but will grow in almost any soil as long as it has a pH of 6 to 7. Berry colors range from red, purple, black to yellow. Another article features what you need to know before you buy a home greenhouse... attached or freestanding, the ideal location and structural features. Need advice on getting rid of gophers - all 33 species of them! Gophers feed on annuals, perennials, vegetables, shrubs, trees and grass. There are ways to make your garden gopher proof. Monardas are easy-care perennials, they are 0.6 to 1.5m tall, depending on the species and attract bees and hummingbirds. A primary guide for fertilizing trees is based on soil test recommendations. Deficiency symptoms and fertilizer types, rates and applications are outlined for trees.

Further articles feature detailed information of gardening on bedrock (granite); daylilies - dependable, colorful perennials; garden construction with pressure-treated lumber and required safety precautions, and gardening in a woodland setting. Notes from gardening in the Soviet Union share experiences - "we spent an entire day in Moscow searching for a rake - without success".

Canadian Gardening is a relatively new magazine, published six times a year (\$3.95 per issue) from 130 Spy Court, Step 210, Markham, Ontario L3R 9Z9. The Gardener's Journal in the February/March 1991 issue features the yucca as flower of the month; municipal composting; the citronella-scented citrosa plant (a genetically engineered cross between a tropical grass and a geranium species) and scented geraniums. Columns provide information on synthetic versus organic fertilizers; light exposures; designing a salad garden and composting on your apartment balcony. A garden should be every bit as appealing at night as it is by day... advice and how-to information is outlined in a series of feature articles - night sight (lighting), sound and smells. Water gardens are very popular this year and add an

important dimension to night time in the yard. However, check bylaws first, in some municipalities, a pond more than 45 cm deep requires a fence and a gate that can be locked. Plant perennial candytuft, peony, mock orange, evening stock, lilies and hydrangea (pale flowers in white, cream, pink and yellow) around the patio, terrace or deck for night fragrance.

The garden of the month features the Crocker Hill gardens in New Brunswick. The attributes of hardy and unusual succulents are noted, along with instructions on how to set up a 'desertscape'. Information on the Heritage Seed Program is available from Uxbridge. A project, complete with illustrations, details how to construct a willow chair. This rustic style of furniture flourished in England during the 16th century. Finally, 7 common-sense steps to the perfect Prairie rose.

Flower and Garden The Home Gardening Magazine is published bimonthly by KC Publishing, Inc., 4251 Pennsylvania, Kansas City, Missouri 64111. At \$2.50 Canadian, March features a special issue on new plants for 1991. These include 'Pink Parasol Surprise' peony, 'Golden Crown' Watermelon and 'Orange Pixie Hybrid' tomatoes - lots of new varieties to whet your appetite. Imagine 'Raspberry Parfait' dianthus, 'Pink Champagne' clematis and 'Mint Fudge' lilies - sounds good enough to eat. Exotics and favorites for all tastes.

Tips are included for growing giant pumpkins; building a cold frame with plastic window-well covers; spring woodland perennials; growing protein beans along with recipes for preparation; a checklist for new mower buyers and how to sharpen a lawn mower blade yourself.

National Gardening is also published bimonthly, except for one special issue in January, by the National Gardening Association, P.O. Box 51106, Boulder, Colorado 80321-1106. The editorial column comments on CARE, the international relief and development organization, projects will not include pesticides classified as hazardous by the World Health Organization. A foolproof fencing system to keep raccoons and other four-legged pests out of your garden is detailed. Information on leaf miners describes the "etchings" caused by the burrowing action of the leaf miner larvae. They attack all vegetables (especially spinach), annuals and perennials (chrysanthemums and columbines), lilac and birch - to list a few. One article features carrots. They are sweetest when they mature in cool weather.

Analysis, availability, soil reaction, origin and comments for nitrogen from a variety of sources (from ammonium nitrate to alfalfa meal) is assessed. Mesclum means 'mixture' - beautiful, tasty and simple-to-grow specialty salad fixings (for example argula, claytonia and tatsoi). Cool weather and hot weather greens are suggested as well as techniques for growing and preparation. High performing perennials include achillea, rudbeckia, coreopsis and shasta daisy. In the market for a shredder? Study comparison testing and comments for four light duty electric garden chippers and shredders.

New fruit introductions for 1991 are highlighted, as well as 'Belgian White' heirloom carrots. Seed search and swap letters and inquiries, and comments on the ergonomics of shovelling and shovel design complete this publication.

Organic Gardening is published nine times per year from Organic Gardening Box 3, Emmaus, Pennsylvania 18099-0003. The February 1991 issue retails for \$2.75 and features the Kitchen Garden. A kitchen garden brings together vegetables, flowers, herbs and fruit. Varying cultural and climatic conditions are adapted to create beautiful, non-specialized gardening beds. The 'four-square central layout' allows convenient rotation of crops; an enclosure fence, hedge or wall with perimeter beds along the interior; spaces for potting and composting and structures to provide shade and shelter from inclement weather. A well or fountain often stood at the centre of this classic garden design which originated in Italy in 1545.

One regular column details the latest research for gardeners - water conserving landscape techniques (mesiscaping); high yield cucumbers for pickles; a new generation of potted plants, etc. Techniques and varieties are outlined for harvesting ripe tomatoes "sooner than you thought possible". Growing tips for peas are noted. Did you know that peas are nature's reward for making it through the winter! Trellising tips and pruning plans are illustrated for grapes, along with different varieties and their characteristics.

If your order of bulbs and bare-root nursery stock has arrived all at once, one article outlines proper storage and handling techniques. Prevent tree surgery 'malpractice' with proper pruning, avoid such common mistakes as topping, roundover heading and overthinning. The pros and cons of soil testing kits are discussed. In conclusion, instructions on how to build a weather-resistant cedar mat - just what every gardener needs at the back door.

Many of these gardening magazines share common features. These include basic recipes; reviews of new books and publications; a column on questions from readers and subsequent answers and current product and equipment information guides and sources (most are available by mail order). Check out two new Better Homes and Gardens Creative Magazines on Garden Ideas and Outdoor Living, Spring 1991 for \$3.95 and Garden Product and Planning Guide, 1991 for \$4.95. Letters from readers are also an excellent way of sharing information and concerns and picking up handy tips. The calibre of authors tends to be excellent, with expert advice from internationally-noted gardeners, designers and dedicated amateurs. Inspiration, whatever your gardening pleasure.

LETTERS

Ads boost awareness

On behalf of the Sudbury Chapter of the Heart and Stroke Foundation, we thank you for co-sponsoring the advertisement on the second last page of the Sudbury Star February 19, 1991.

We are especially grateful and appreciative for the support you have demonstrated in promoting the Heart Smart Nutrition Conference. It is through excellent advertising, such as the ad you supported, that we are able to increase our awareness in the community and gain support for our programs.

We would like you to know that the Foundation is supporting over 200 research projects across the province: Two-thirds of all heart and stroke research is in Ontario.

Your generous support will go a long way to help us achieve our goals. Please accept our sincere thanks for all your support and encouragement.

Sincerely,

Julie Ann MacDonell
Area Coordinator
and
Graham Murphy,
Director of Communications

Thanks, Inco

I would like to take this opportunity to thank Inco for the generous donation of hockey tickets to the Salvation Army Addiction and Rehabilitation Centre.

The fellows on our program very much enjoyed the games and it provided a good outing for them. The tickets were divided between the last four home games with an equal amount of fellows going to each game.

I do hope that you might find it possible to continue your generosity.

Thanking you in advance,

Ronnie MacDonald,
Captain
Executive Director,
Salvation Army

Thanks lots for rocks

I have written to you to thank you for all the materials you made us. For instance, all of the rock and copper kits Inco got us, and all the pamphlets you got us. They were all good. We asked you to do this because a Grade 6 Class asked us to bring information about Canada. All this will be sent to Marion, Iowa. I hope I hear from you sometime. Thanks for everything.

Yours truly,

Karen McKinley
Grade 6
C.R. Judd Public School
Capreol.

Central Mills curling bonspiel swept with annual enthusiasm

Three years ago the Central Mills Athletic Association had to search for teams to curl in their initial curling bonspiel. Many teams had to be filled with people from outside Central Mills.

Today, it's first come first served.

The third annual curling bonspiel for hourly and staff employees of the three mills saw a full roster of 28 teams take to the ice at the Copper Cliff Curling Club.

In fact, organizers say that if the enthusiasm keeps growing at the rate it has over the past two years, the event may have to be expanded

to accommodate the additional teams.

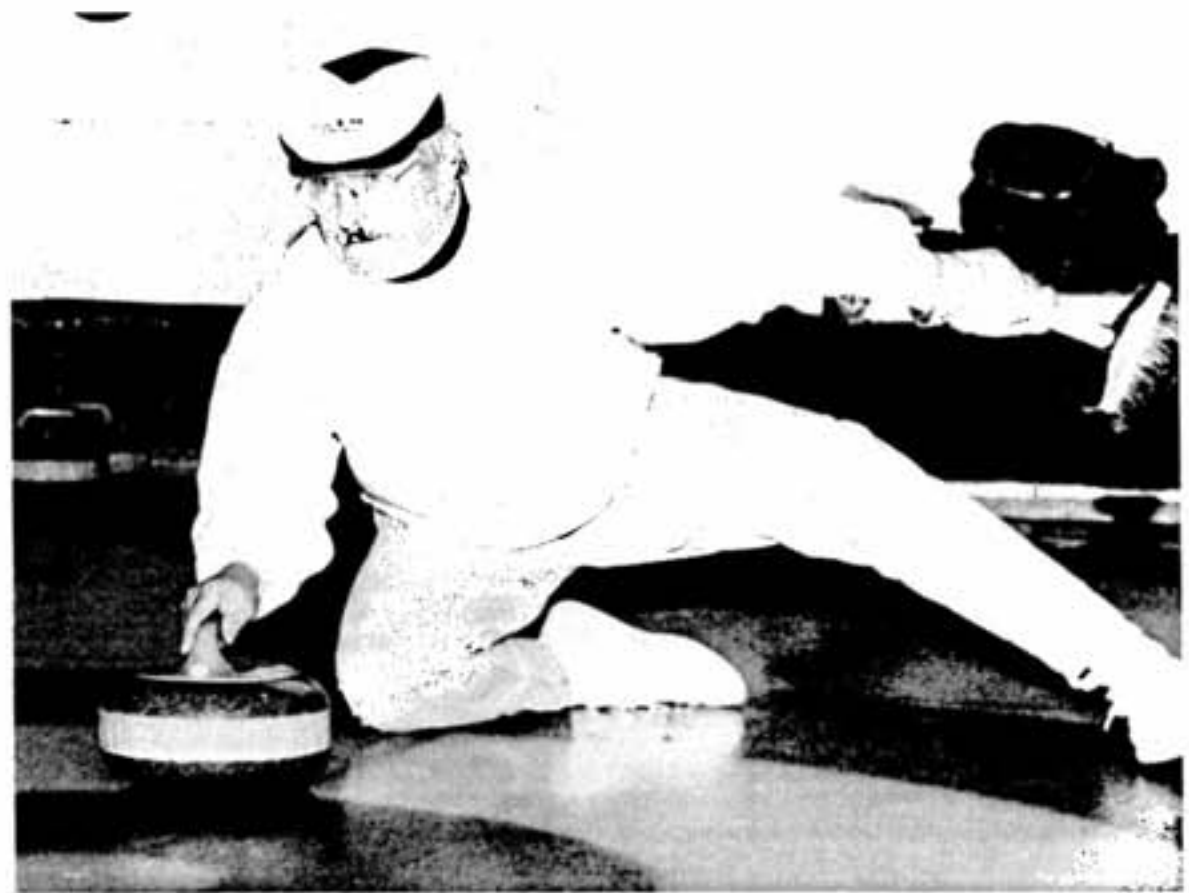
As well as providing a social activity for more than 500 people who normally see each other only at the workplace, the bonspiel also serves as a good way for people to see friends and co-workers who they haven't seen for some time due to postings to other jobs, shifts and locations under the Mills umbrella.

Events like the bonspiel build morale, say organizers, and improve the relationship not

only between fellow employees and co-workers, but also the atmosphere between employees and supervisory staff.

A dinner at the Canadian Legion in Copper Cliff followed the event.

Dennis Salem of Central Mills Training chews nervously on his cigar as he guides the next rock.



Clockwise, from above, Judy Gilbert of Accounts Payable lets a rock go; Copper Cliff Mill project foreman George Whitman shows his winning style; South Mine miner Bob McGhee prepares his rock; and Mill assistant Norah Spicer, boom truck operator Don Ley, and flotation operator Susan Benoit keep the records straight. Susan organized the tournament.



Volunteers needed for wildlife survey

Cleaning up the environment is a 'loony' business

General Engineering project coordinator Dieter Schoenefeld is very enthusiastic about his em-

ployer's efforts to reduce Sulphur Dioxide emissions. More so than most.

In their spare time, Dieter and his wife Marlies are Regional Coordinators for the Canadian Lakes

Loon Survey, and they will be among the first people to witness the effects of improvements in the environment.

Promising signs

"The idea of the survey is to study loon reproduction and how it is being affected by acid rain," said Dieter. "From what we are seeing now, our loon population seems to be holding its own."

That's a good sign, he said, since lakes in the region are even more susceptible to acid rain damage than elsewhere, not particularly due to Inco operations here, but because of the terrain, rock and soil type in the region.

An avid birdwatcher and outdoorsman and a member of the Sudbury Ornithology Society, Dieter and his wife have been involved in the study here for the past 10 years.

As the regional coordinator for the survey, Dieter is looking for volunteer observers to help with the study.

"A lot of Inco people are outdoors people and a lot of employees and pensioners live on area

lakes," he said. "It would be great if we could get volunteers from Inco to help."

There are about 50 lakes surveyed in the district. He and his wife survey 10 of them.

"It begins as soon as the ice is out. The loons return from the eastern seaboard of the United States. First you observe if a pair of birds have returned to the lake."

Ironically, around mid-June, one of the birds should be conspicuously missing. "If you know there are two on the lake and suddenly there's one missing, it's a good bet that it's nesting."

A month later and one or two chicks will prove that the guesses have been right. "If the young birds are still alive by mid-August, it's a pretty good bet that they've made it. The most critical time is the first six weeks."

Lake acidity affects not the birds, but their food source. "Young loons get fed on small fish," he said. "Fish populations drop off with increased acidity."

The loon provides an attractive target for the study. Not only is it the official bird of Ontario, but it's distinct, haunting evening call has put many a camper and outdoorsman to sleep.

"In some areas of the United States, it is on the verge of disappearing," he said. "These studies tell us what is happening here."

Inco volunteers

Funded by the Canadian Wildlife Service, the study counts on many volunteers to help. Dieter said about 30 volunteers have helped out in the past, some of them Inco people.

"But we need more, as many as we can get, and Inco people are an ideal source of volunteers."

For the Schoenefelds, the study allows them to get out into the wilds they love so much, and at the same time, do something to preserve it. "We started back when we had a cottage on Lake Onaping," said Dieter.

Today, the couple have purchased a home on McFarlane Lake, closer to the scenery they love so much.

A solarium overlooking the lake allows them to do some of their birdwatching right at home.

The Schoenefelds also canoe, backpack and photograph wildlife. But the survey isn't only about outdoor activities, said Dieter. "It can tell you about more things than just birds. It gives you an idea about the entire ecosystem."

A growing commitment

"I believe that interest in the environment is growing everywhere. People are committed to do something about it. Inco's emission reduction effort is a good example, a step in the right direction."

He encourages everybody to take action. "It's very easy to attack a large single source, but we all have to do our part as well."

If you are interested in taking part in the survey, call Dieter at 522-3085 after 6 p.m.



Dieter and Marlies Schoenefeld watch for birds from their McFarlane Lake home.



HERITAGE THREADS

No tokens these

by Marty McAllister

What other women of the age wanted and marched for, Carrie Van Brunt went ahead and took. Society wasn't ready for either.

An 1890 article in the Ladies' Home Journal declared that "the great fault of the girl of today is discontent. She calls it by the more magnificent sounding name of ambition, but in reality she is absolutely restless and dissatisfied with whatever may be her position in life."

How appalling that she might dare have a mind of her own!

A father's dare

Born in 1860 to one of Brooklyn's fine old Dutch families, Carrie Van Brunt could easily have taken a comfortable, more socially acceptable path through the 'electrifying eighties'. Instead, her interests lay across the newly-opened Brooklyn Bridge, in the financial district of Lower Manhattan. Invention of the telephone, adding machine and typewriter had given women and girls job opportunities that were vastly preferable to those in the textile mills of New England. Correctly identifying a way she might break into the male-dominated business world, Cornelius Van Brunt dared his tall, handsome daughter to learn shorthand.

We don't know what maiden office experience Carrie acquired elsewhere, but we do know she was eventually hired to work at 37 Wall Street, the first offices of the Orford Copper Company. She was to be the secretary to Colonel Robert Means Thompson — the president and slightly overextended owner of the Orford company, the man that the New York Press would later call "the greatest hustler that ever was."

The first Inco female executive

There was nothing unusual about a woman working in a New York office, even the office of a metal refining company. What made Carrie Van Brunt unique was her determination to learn as much as possible about the whole company — and the nickel and copper business in general. Thus her own world became focused into something of a triangle, from her home on Brooklyn's Greene Avenue, to the Wall Street office, to the infamous, sulphurous Orford works across the harbor at Constable Hook (Bayonne), New Jersey.

They soon moved two blocks north, to better quarters at 99 John Street, where Carrie continued to deal with men of money and metal, surrounded by samples of ore and refined product, and with ready access to a growing library of technical books and periodicals. She put her heart and soul — and a substantial investment of her own money — into the business. By century's end, the New York World could describe

as "an expert in metallurgy" this ambitious woman who had become a shareholder, a director and corporate Secretary of the Orford company. She was then 40.

Also in 1900, a young man named Charles Lawler started work as an office boy for the Orford company. In a 1956 interview, Charles recalled his first boss: "No story of the early days would be complete without describing Miss Carrie Van Brunt... Without any particular business schooling (apart from the shorthand), she became the highest paid girl in the country at one time. She was an outstanding business woman when a female on Wall Street was pretty much of an oddity. She was a large woman, with a manner that demanded respect. Her word was law around the office and well it might be, for she knew the business inside out, right down to the last ounce of nickel or copper on the three lighters (harbor craft for moving product) we owned. She was rough and ready and knew how to handle all manner of men."

As if to corroborate Lawler's story, the "C Van Brunt" signature on an old sales contract bespeaks strength, neatness, consistency and a natural disdain for wasted effort — but also hints at the artistic flair that would emerge in Carrie's later years.

Carrie also had opportunity to prove her mettle in public and government relations. When all the fuss was being made over the effect of Orford's fumes on Staten Island neighborhoods and on navigation in the harbor, it was Carrie who convinced Congress not to pass an act against the company. It was also likely she who convinced Colonel Thompson to build the big stack to alleviate the problem and avoid future agitation.

And then came the Inco years

When the Orford Copper Company became a crucial component of International Nickel in 1902, Carrie remained Orford's Secretary for several years. At the beginning, when Inco common stock was worth very little, the magnanimous Colonel Thompson was wont to give it away to his staff like cheap gift certificates. There can be little doubt that these playful gifts, when added to her other substantial investments, later contributed to the wealth that allowed Carrie to enjoy a retirement of travel and the pursuit of hobbies.

Carrie Van Brunt never married. She and her younger sister Jessie acquired a home at 212 Gates Avenue in Brooklyn, around 1912, and resided there for the rest of their lives.

Jessie was a renowned designer of stained-glass windows that were shipped to churches, museums and missions all over the world. When Carrie died in 1940, while vacationing in Colorado Springs, Jessie designed a special window and dedicated it in her sister's memory. It was installed in The Little Church Around The Corner, at 1 East Twenty-Ninth Street in New York City.

Epilogue

Against Herculean odds, Carrie Van Brunt proved nearly a century ago that a determined woman could do just about anything. Inco women like director Judy Erola, like New York's Cecelia Widup and Toronto's Joan Babij, like Copper Cliff's Gail Assmann and Thompson's Janet Johnson — like those young women daring to be first in an untried work area — are still proving it.

Special Olympics for handicapped get boost from Inco volunteers



Divisional Shops' Anti Suosalo heads out with trail marker.

While many Sudbury area residents were still asleep on a mild and lazy Saturday morning last month, Brian Brownson was up and about, checking the condition of cross-country ski trails at the Lively Golf and Country Club.

After considerable work and planning by a dedicated group of volunteers he had put

together, Brian was intent on ensuring the success of an event that has become dear to his heart in recent years.

As president of the Walden Cross-Country Ski Club, Brian was co-ordinator of a winter edition of the Special Olympics, which attracted some 120 developmentally-handicapped

athletes from northeastern Ontario.

The Feb. 2 competition marked the fourth consecutive year that the cross-country ski club has held the Special Olympics crosscountry skiing and snowshoeing championships. As in past years, Inco employees such as Brian played major roles in the organization.

A foreman at the Nickel Refinery and a 28-year veteran with the company, Brian said he and his fellow volunteers look forward to hosting the Special Olympics each winter.

"I first got involved four years ago because I thought it was a worthwhile event, to have something like this in Sudbury," he said, adding that the experience has been a rewarding one from the outset.

"It really is a great feeling to work with these people. I've been in Lively since 1964 and I've been involved in a lot of community activities and I'd have to say the Special Olympics has given me the

most satisfaction. These people are so appreciative of your efforts and you can see that they're all winners."

Indeed, while the desire to win was alive and well during the event, the 120 athletes from the Sudbury area, North Bay, Manitoulin Island, Sturgeon Falls and Parry Sound simply relished the opportunity to compete with their peers and themselves.

"It's got nothing to do with winning, really," said Larry Sheppard, coach of the Sudbury team. "These people love to compete, they compete with themselves, they strive to improve each time out."

"Just about everybody gets a ribbon and they all make new friends. At the end of the day their self esteem is so high they'll be up for a week."

The athletes' efforts during the competition reflect the Special Olympics motto: "Let me win, but if I cannot win, let me be brave in the attempt."

One of many shining examples of that spirit was shown by competitors in a gruelling 800-metre snowshoe race. Throughout the race, all three athletes had to contend with snowshoes which repeatedly fell off, sending them sprawling into the snow. But not one gave up.

Race winner Jim Mills of Sudbury said he persevered "because I like the competition. I practised every Sunday for this. I wanted to do my best. This is my first year on snowshoes and every year I want to get better."

"I'll be back next year," he said. "I've made a lot of friends."

The joy of competing, a sense of accomplishment and the

camaraderie shared by friends is what the athletes look forward to most, said Mary Waitowich, chairperson of the Sudbury chapter of Special Olympics.

An analyst at Inco's Copper Refinery, Mary is a longtime volunteer with Special Olympics. Her son Edward, 24, has been a Special Olympics athlete for several years.

"It's a year-round sports program that he's involved in," said Mary. "He really enjoys it, the friendships that he has made and experiencing the ability to better himself in different sports."

Fellow volunteer and Special Olympics parent, Shirley Erkila, said the event was a growing experience for her daughter Carol, 17, a skier participating in her first competition.

"There were kids from her school here and she was very nervous, but she really enjoyed it," said Shirley, a process clerk at the Nickel Refinery and secretary of the Special Olympics Sudbury chapter.

"It made her want to improve, it helped her realize that she is good at something and that she's part of something."

Organizing last month's competition "was a community effort," made possible only through the contributions of numerous volunteers, including many Inco employees, said Brian.

Along with Brian, Mary and Shirley, Inco volunteers included Ron Schell (Creighton), Mel Chomiak (Computer Services), Brian Lyons (Copper Cliff mills), Gord Cuthbert (Nickel Refinery), Matti Jousi (Engineering), Bob Williams (pensioner) and Anti Suosalo (Creighton).



Shirley Erkila, Brian Brownson and Mary Waitowich helped with the officiating.



Systems Analyst Mel Chomiak (centre) helps coordinate the athletic events.



Nickel Refinery retiree Ed Geoffrey helps one of the athletes with his equipment.

Represent 400 years of accident free work

Central Mills group honored for safety achievement

It was a relatively small group, compared with the usual lunch hour gatherings at the Copper Cliff Club, but the 13 employees of the Copper Cliff Mill, Tailings and Water Management operations represented almost 400 years of accident free work.

"These guys do the kind of work that demands full attention, all the time," said Gord Annis, coordinator of the Central Mills safety program. "All 13 have never had a reported injury of any type."

"These employees work right in the operation, repairing and working with heavy equipment. This kind of safety record would not have been possible if these guys had not kept their wits about them."

Three of the 13 received plaques for working more than 35 years without an accident. Water treatment plant operator Ingmar Anderson, stationary engineer Marvin Miller and loader operator Jim Secord have worked safely for 38, 36, and 35 years respectively.

Ten others were honored at the safety recognition lunch for outstanding safety records that stretched from 25 to 34 years. They were: Stationary engineer George Janonis, 34 years; stationary engineer John Adam, 31 years; Mill foreman Ray Campbell, 31 years; Utilities laborer Bert Gervais, 29 years; mechanic Barry Vanhorne, 29 years; flotation operator Bill Penton, 26 years; tailings systems

operator Ron Quenville, 26 years; mechanic Phil Dumont, 26 years; water treatment plant operator Don McIvor, 26 years; and electrician Al Valentini, 25 years.

Gord is encouraged by his group's overall safety record. "There are many who are approaching the 25 year safety record. There are many others who may have had a mishap early in their careers with Inco but who have never had an accident since."

There are about 265 people in the group.

"Our people work at a wide variety of jobs. I think we've proved here that a high level of safety can be achieved no matter what kind of a job you do. There's no doubt that

our people work well together, look out for each other and have a high level of safety awareness."

Portraits of all employees reach-

ing the 25 accident free level will be mounted in a Gallery of Achievement at the main employee entrance at the mill.



Copper Cliff Mill, Reclamation and Water Management superintendent Marty Puro was on hand at a special lunch to honor 13 employees with at least 25 years of accident free work. Attending the lunch were: (front) Jim Secord; (centre) Marty Puro, Phil Dumont, Ray Campbell, Ron Quenville, Don McIvor; (rear) Bill Penton, Bert Gervais, and Ingmar Anderson. Absent are Marvin Miller, George Janonis, John Adam, Barry Vanhorn, and Al Valentini.



"P-s-s-s-t, Triangle!!"
Hear the one about the miner who . . .

The **Triangle** is always interested in hearing from any employees or pensioners who have story tips or suggestions for future issues. It won't be possible for us to acknowledge all story ideas, but you will be contacted if we need more information.

Cut out the form below and send it to Public Affairs or give us a call at 682-5428, 682-5429.

Our address is Inco Limited, Triangle, Public Affairs Department, Copper Cliff, Ontario POM 1N0

News Tip

Name _____

Address, plant, office _____

Phone Number _____

Environmental manual now available from OMA

The Environmental Legislation Manual for the Mineral Industry in Ontario is being made available by the Ontario Mining Association.

The reference and training manual was designed by the OMA Environmental Committee to assist member companies in meeting the requirements of environmental regulations and guidelines.

The OMA will hold a series of seminars to train operating personnel in the use of the manual.

It was by updated on an annual basis by the Environmental Committee.

Copies for association members are available for \$150 plus tax and non-members can pick one up for \$550 plus.

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Manager Public Affairs
Jerry L. Rogers

Publications Editor
John Gast

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Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario POM 1N0. Phone 705-682-5428