



A sign of the changing times gets planted on Inco property. See Page 11.



25th Anniversary Greeting

Charlie Farquharson, alias Don Harron, and Catherine McKinnon helped welcome the approximately 1,000 people at this year's gathering of the Inco Quarter Century Club. The event was held on two nights for the second year in a row because of the heavy influx of new members. Mr. Harron was invited back after his successful first appearance at the 1990

celebrations. His wife Catherine McKinnon, a well-known singer and comedienne in her own right, also gave life to her alter ego, Valeda Farquharson, spouse of Charlie. As well as a dinner and the entertainment, a dance was held to round out the night. See Pages 6 through 9 for more pictures and stories.



Soo couple dies when wall collapses

Inco vacationers' Mexico trip turns to tragedy

It was a vacation over a year in the planning, yet Charlie Hebert and his wife Carmen would pay anything to have missed it.

Charlie, a technician in the Audio Visual Department, still gets visibly upset as he recalls how he and fellow Inco vacationers fran-

chised at a pile of rubble on a Mexico beach in a futile attempt to rescue two of their group from under a toppled resort hotel retaining wall.

Peter Wilson and his wife Margaret of Sault Ste. Marie, two of a group of 14 vacationers, were killed April 22 in Cancun when a

beach strip hotel retaining wall toppled and sent tons of rock, sand and concrete onto the beach.

A third person, an American vacationer, was also killed. There were several people injured.

"We were all crying," he said.

"The women were in tears from the start and I guess the guys were still hoping that there was a chance they were still alive. Then we uncovered them. By the injuries we could see, we knew right away that they were dead. Then everybody was crying. It was the worst thing that ever happened to any of us."

Four others in Charlie's group were Inco employees. Gaits Bedard of the Nickel Refinery and his wife Diane, Frank Champagne of Copper Cliff Mill and wife Linda, Bob Renaud and Norm Charbonneau of Stobie Mine and their wives Brenda and Yolande had joined the Wilsons and Penetang businessman Kevin Dorion and his wife Michelle for the trip to Cancun, Mexico.

"We're all friends, so when two couples initially made plans to go, everybody said they wanted to come along as well," said Charlie. "It was supposed to be a good time, but today none of us wants to remember it."

Five of the couples had been in

Cancun for a week when the Wilsons and the Bedards joined them for the last week of a two week holiday.

"Most of us had vacationed together before," said Charlie, "but we never had that many people in one group before. We waited for the two couples to arrive before we planned to do most of the sight-seeing, so we stuck around the hotel most of the time and stayed on the hotel beach."

The two couples joined the party on Saturday, April 20 and Sunday was set aside for relaxing and planning activities.

On Monday, the party went for an afternoon swim at a hotel they were told had "the best beach in town."

"We got there about 2 p.m., placed our beach gear, towels and other belongings in piles in the shade of the hotel beachfront retaining wall. It was maybe 80 feet back from the water, about 14 feet high and 100 feet long," said Charlie. On top and behind the wall was a terrace with a swimming pool and lounging area, he said.

"We were swimming for about 10 minutes when Peter and Margaret got saltwater in their eyes and went for their towels to dry off.

They spread their towels in the shade of the wall and laid down. Diane Bedard, bothered by the salt water in her eyes, also got out of the water. After drying off she also laid down, but spread her towel in the sun farther away from the wall.

"All of a sudden we heard a crash," said Charlie. "When I turned around to look, I saw Diane running toward us. Her back was all covered in cuts and bruises and she was bleeding. The retaining wall was gone. There was nothing but a pile of rubble left. Everyone was

yelling and screaming. The people who were on the terrace behind the retaining wall had slid down the rubble.

Kevin Dorion was looking toward the beach when the wall collapsed and he began yelling that Peter and Margaret were buried under the rubble.

"All of us started digging at the pile where Kevin said he last saw them. We were yelling to Peter and Margaret that we were coming, that they would be okay. We were all

Continued on Page 2



Charlie Hebert



The Cancun beach where the tragedy occurred. A section of the stone wall (centre) is now boarded up.

Photo by Charlie Hebert

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Vacation tragedy

Continued from Page 1

hoping that maybe there was an air pocket or something, that they could breathe."

Margaret Wilson was uncovered first, and Charlie said they could see from her injuries it was obvious that she hadn't survived. Five minutes later they uncovered Peter. He was also dead.

"Up to that point we still had hopes for a miracle, but when we saw they were both dead we just broke into tears. Everyone was hanging on to each other, crying."

The group stayed at the site for two hours, at times screaming at the hotel people for what they considered callous treatment of the bodies of their friends. "They just dragged them away and left them there. We screamed at them to at least cover them up with a blanket. Eventually they did. They didn't seem to care."

The hotel's security staff's attitude didn't improve. Dressed only in bathing suits with all their clothes, money and other personal items buried under the rubble, the men wanted to get their wives back to their own hotel about 12 miles away. But it was only after threats, pleading and yelling that they were provided with \$6 in cab fare to get them back to their hotel.

"They offered us nothing. They told us they weren't responsible. They just wanted to get rid of us."

The men stayed at the site after the wives left to ensure that the

bodies were treated properly and that an investigation would be started. After the bodies were taken away the men were interviewed by Mexican police.

"They spoke little English, so it was impossible," said Charlie. "Then we went to the police station, dressed only in our bathing suits. We waited for three or four hours before anything was done."

"They wanted us to make a statement but we couldn't understand Spanish, so they suggested we let the head of security at the hotel where it happened interpret our statement. We thought that was ridiculous and refused. The guy could have said anything he wanted to without us knowing. Instead, we called for the Canadian consulate to help us out."

Under Mexican law, however, the consulate could not provide the translation. At 11 p.m., four of the six men were dropped off at their hotel while Bob Renaud and Charlie were brought to the funeral home officially to identify their friends. Charlie described the facility as little more than a converted garage.

"We had to go back to the police station three or four more times," said Charlie. "In the end, a Spanish government interpreter was provided and we ended up using our travel agent who we trusted to make sure that what we were signing was actually what we wanted to say."

"We all just wanted to go home



Galts Bedard

but weren't allowed to leave. The only flight we could take out was the one we had booked at the end of the two weeks."

At one point, when the tears came too rapidly, they made a pact to try not to talk about it any more. "You could see it in the pictures we took after that. People tried to smile for the camera, but you could tell it was forced. Every now and then people would walk away from the group by themselves. When they came back, you could tell that they had been crying."

Everybody in the group swore never to go back. "The construction methods are incredibly poor, and there doesn't seem to be any concern for even the most basic of safety precautions, regulations or building codes. There were no anchors and steel rods or other retaining devices in the wall, no safety measures to keep it from falling. Whenever we had to walk under anything after that, we looked up to see if it could collapse on us."



Bob Renaud

The treatment by local authorities was so outrageous that Diane Bedard, cut, bruised and bleeding from her narrow escape, refused to go to the local hospital. "The women patched her up as best they could," said Charlie.

Charlie said the Inco people in the group appreciated the concern of their employer when, on the second day after the incident, they received a call from Sudbury.

"It was Scott McDonald (Per-



Norm Charbonneau

sonnel Superintendent). He asked about the Inco people, how they were and if there was anything that the company could do to help.

"You plan a vacation for months and months, and normally the only time you feel uneasy is when the plane takes off and lands."

"People should realize that going to some vacation spots can be dangerous as well. We know we're never going back to that part of the world again."



Charlie Hebert's diagram of the scene of the tragedy. The Wilsons were laying at the bottom and to the right of the wall.

Are you preparing for your retirement?



Steve Williamson, Power Department: "I've only been at Inco a year, but it's something you have to prepare for, even at this time. You have to look to the future. I figure that with the Inco pension plan, registered savings plans and life insurance, I'll be ready."



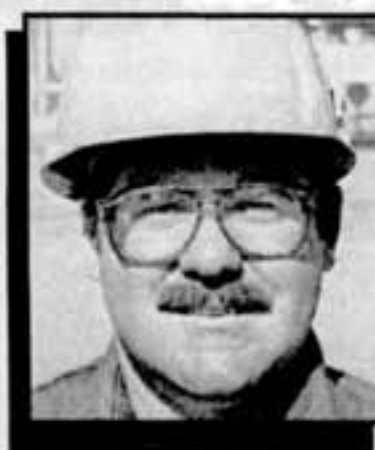
Gerry Courtemanche, lineman, Power Department: "I've been preparing myself for about the last six years. I'm involved in quite a few things outside of work. I do a lot of volunteer work, working with kids, so I'll have lots to do when I retire."



Steve Fournier, lineman, Power Department: "Yes I've been planning for it. I'm eligible in about 15 years. It's hard to say if I'll be comfortable in retirement. I have three kids and I want them to go to university. I hope it will be 30 and out, but you can't know."



Egidio Urso, track boss, Transportation: "I'm not worried about retirement yet. I have 10 years to go. In a couple of years I'll start to plan for it. The pension benefits I'll have here kind of takes most of the worry out of it. I'll have lots to do when I retire."



Robert Paradis, supervisor, Transportation: "I've started preparing for it. I'm looking forward to it. I've got another eight years to go and it's 30 and out, but I'm not sure if that will materialize. I want to travel when I retire, so I'm getting financially prepared."



Fred Desloges, services foreman, Transportation: "I'm already preparing for 30 and out. I have six more years to go and I'm really looking forward to it. Financially I'll be alright and I'm not going to be bored. I've lots of activities to keep me going."



Ron Rinta, metals analyst, Central Utilities: "I'm looking forward to it. I was planning to do 30 years and retire, but who knows? I'll have to see how it goes. I've got six years to go and what I'm going to get on pension will be the deciding factor."



Romeo Morin, boom truck operator, Stobie Mine: "I've only three more years to go and I'm looking forward to it. I've stashed some money away and I think I'll have enough to live comfortably. I don't have expensive tastes. Nothing exorbitant."



Moe Arthur, designer, General Engineering: "I've got about 20 years to go and it's a smart thing to try to make a plan, to set yourself up for the future. The trouble is many things can change in the next 20 years. My priority right now is my career path."



Larry Doner, yard operator, Nickel Refinery: "I still have a kid in university, so I don't know if I have enough to retire in seven years. I'll have to replace that money. But I won't be bored. I love horses and I'm going back to working with horses when I retire."

Emergency response unit a precaution

Vehicle a preparation for the improbable . . . but possible

It hasn't happened in recent memory and judging from Inco's elaborate safety procedures and precautions, it probably won't in the foreseeable future.

But there's always Murphy's Law. That's the one that says if it can happen, it probably will.

"I can't remember the last time we had any kind of significant sulphuric acid spill or sulphur dioxide leak," said Don Primeau, "but if and when we do, we'll be ready."

Don's one of five team members involved in a special program allowing Inco to respond to spills and leaks on Inco property. While Inco plants have their own emergency procedures and responses to most eventualities, the Transportation Department team is trained and equipped to respond to emergencies taking place in transit, between plants on Inco rail or company roads.

The program is just another one of the many undertaken by the company to back up their commitment to safety and the environment. The team is backed up by an Emergency Response Vehicle fully loaded with the equipment needed to combat most emergencies.

Parked in a Smelter garage, gassed up and ready to move within minutes, the vehicle is equipped with gear that allows it to travel on Inco roads as well as Inco's miles of railroad track.

The new equipment has even caught the eye of Sudbury Fire Department officials. A delegation from the department were given a first-hand look.

Inco's Safety and Training Manager Dar Anderson was eager to respond. He wants a more co-

operative effort among all the community's emergency services and sees the outside interest in Inco's facilities as a good step in that direction.

"Obviously, we can't handle every eventuality by ourselves," he said. "During a major emergency we all have to combine forces and work together. It's important that the fire department knows what we have so we can make the best use out of what we have."

He hopes that co-operation between Inco and the community emergency services will expand in the future.

Don Primeau concedes that the team might not be able to do much at a major emergency, but he's confident that the team can take the environmental and safety hazard out of the vast majority of smaller incidents that are far more likely to happen.

Much of the company's materials are transported by rail, and Don said the rail capability is crucial. "If we ever get a derailment that is away from any roads or other access, we can simply mount the truck on the rails and go to the spot. We have the equipment and training to handle most of the initial procedures to stop the leaks and do the repairs."

Some material is loaded into commercial truck trailers on Inco property as well. While independent truckers have their own emergency procedures, facilities and equipment, the Inco team could be at the scene quicker.

All basic emergency equipment has been provided, from communications equipment and self-contained breathing apparatus to en-



Emergency Vehicle team members are from left: Noel Gaudette, Omer Bellmore, Don Primeau and Marc Bidal (kneeling). Teammate Victor Henderson was not on hand for the picture.

capsulating suits. The truck is also packed with specialized equipment, tailored to deal with spills and leaks.

An acid pump allows the team to pump the acid out of a fully-loaded, immobilized railcar and transfer it to an empty car.

A capping kit lets the team "plug" the leak at the loading connectors, first aid supplies, generators, tools and protective clothing are also provided.

"Before, we would have had to get outside help to do most of the work and that sometimes takes time," said Don. "This way, we know we have the equipment right here, available to us on a few minutes warning. We can respond immediately."

The four-man team has been training at least once a month for the past two years, familiarizing themselves with the specialized equipment and even going through simulated emergencies.

Joining Don on the team are Victor Henderson, Marc Bidal and Noel Gaudette. Omer Bellmore supervises the group.

"We try to keep up with all the changes, both in training and equipment," said Don. "We purchase new equipment continually, as the budget allows."

Omer recently returned from week-long college course in Samia.

Don took the same Emergency Response course last year.

Like emergency response teams anywhere, they hope their expertise is never used in earnest.

"We haven't been called out yet and that's good," said Don.

Team member Marc Bidal agrees. "We've been called out, but only on simulations," he said. "I hope it stays like that."



Dick Wickinden of the Sudbury Fire Department inspects the protective suits during a fire department visit.



Tom Gunn for the Safety Department and Sudbury Fire Chief Don McLean examine the contents of Inco's emergency vehicle.



Safety and Training manager Dar Anderson and Sudbury Fire Chief Don McLean take a look at the rail-riding equipment housed on the front of the truck.



Gerry Leonard: Filtering out dirty jobs.

Suggestion Plan idea filters cash into employee's pockets

As a maintenance mechanic at the Smelter's flash furnace, Gerry Leonard doesn't shy away from dirty, hot and generally tough jobs. But he's no martyr.

That's why he's managed to eliminate one of the dirtiest, hottest jobs on his list. At the same time, he's managed to pocket almost \$3,855 in Suggestion Plan cash.

"Sure, there are other dirty jobs left that I have to do," said the 10-year Smelter veteran, "jobs like working at the baghouse or on the roof of the furnace. But these are jobs that you don't have to do that often. This one was a job that had to be done regularly, at least two or three times a week, and sometimes it would take hours."

As far back as he's been at the Smelter, Gerry can remember unplugging the vibrators on the settling chamber. It was not only hot and dusty, but he had to wear a mask in case of leaking gas. Also, flue dust that managed to penetrate

clothing would irritate his skin.

The settling chamber collects flue dust from the flash furnace. Gas and dust go through the chamber and the dust collects on the bottom after 15 vibrators shake it off the walls.

Operated by air, some vibrators plugged up just about every shift.

"I remember I used to go up there on the graveyard shift and unplug them. It wasn't a very nice job to look forward to. It was miserable."

"I thought about eliminating the problem before, but until now I never really put in an official suggestion," he said.

Gerry's idea was so simple that it makes him wonder why nobody ever thought of it before. He suggested installing five ordinary air filters in the air lines leading to the vibrators.

"They were installed about six months ago and I haven't had to unplug a vibrator since. It works

like a charm. Normally, air filters are installed on air lines. Why there weren't any here, I don't know."

Gerry said he's submitted a few ideas to the Suggestion Plan before, but earned only small awards. "I think \$150 was the largest amount," he said.

This time, he hit the jackpot. "I didn't think it would be this much when I submitted it," he said.

"I don't know what I feel better about, eliminating the dirty job or the money...but I need the money," he added quickly with a smile.

Gerry can't say how the idea came to him. He doesn't recall "studying" the problem. "I think it just popped into my head."

Ironically, the extra money he earned will go right back to serve a similar purpose.

"I just bought a new gas furnace for the house," said Gerry. "I think maybe I'll use the extra money to pay it off."

Miner plans 6,000 km Cycle for Life

From hoofing it underground to cycling the country

As a mine foreman at North Mine, Bill Narasnek does a lot of walking in a shift. And that suits him just fine.

"I walk a minimum of eight miles underground each day," says Bill, "and I also climb a lot of ladders, rather than taking the easy way up."

Bill avoids cage rides much of the time, but it's not because of any irrational fear. Actually, there's a dual incentive, providing benefits both at work and off the job.

"I get around the mine faster

climbing ladders than waiting around for the cage," he says. "And it helps me with my training, so that's a bonus."

Training for Bill has virtually become a second full-time job these days, as he prepares for a daunting challenge that could vault him into the record books this summer.

A long-time cycling enthusiast and accomplished amateur competitor, Bill hopes to set a new record for pedalling across Canada, all in the name of charity.

The record-breaking attempt,

being promoted as the Cycle for Life, is intended to focus attention on this year's fundraising efforts by the northeastern Ontario chapter of the Kidney Foundation.

On July 5, Bill will set out on his bike from Vancouver City Hall, with his sights set firmly on Halifax, some 6,000 kilometres away. He is aiming to complete the test of endurance in less than 13 days, 15 hours and four minutes, to break the record set in 1988 by Ron Ossenback of Windsor.

Bill will be joined in the challenge by an eight-member support crew. The group's sole purpose

port team, high school teacher Joe Bacon, has been the recipient of a kidney transplant.

And while many other 44-year-old men could not picture themselves cycling across the country, Bill knows exactly what he's getting into.

"I've looked into this type of endurance cycling ever since I first got into the sport about six years ago," he says. "I've read just about everything there is about long-distance cycling."

Bill has even received a few words of wisdom from Ossenback, the current record holder.

"I've looked into this type of endurance cycling ever since I first got into the sport, about six years ago. I've read just about everything there is about long-distance cycling."

will be to overcome any and all challenges standing in the way of a successful cross-country trip, he says. There will be no fundraising along the way, he emphasizes.

"By the time July 5 rolls around, 98 per cent of the fundraising will be done," he points out. The aim of the Cycle for Life, he says, is to spur people right now to donate to the Kidney Foundation's fundraising campaign, which began in March and has a \$160,000 goal.

"It's a big objective we've set," Bill admits, "particularly when you consider that the Kidney Foundation is raising money in the shadow of other big fundraisers. It's tough."

Bill is well aware of the Kidney Foundation's funding needs and that his efforts will aid a worthy cause. Gwen Doyle, executive director of the foundation's local office, is a neighbor of Bill's in Lively. A member of the Cycle for Life sup-

"He told me that with almost everyone who attempts something like this, there's some sort of major medical problem — such as an injury — that comes up, that you have to overcome or fail."

"So that's something to look forward to," he jokes.

Having followed a demanding training schedule for several months, Bill will be in the best shape possible by July 5.

The training program began last fall, with Bill cycling to and from work. During the winter, he jogged outdoors and maintained his cycling form with a stationary bike in his basement.

By late March, he was outdoors with his bike again, cycling up to 120 kilometres a day on weekends. With the onset of spring, he has slowly boosted his schedule to include rides of 150 to 200 kilometres a day on weekends. Eventu-

ally, he will work his way up to 300 kilometres, equal to 10 to 12 hours a day, on weekends.

The gruelling training schedule also includes periodic exercises in sleep deprivation, to get a feel for the daily grind he will experience for two solid weeks during the cross-country trip.

"What I've been doing is when I'm working afternoon shifts, I'll stay up to about 3 a.m. and then get up at about 7:30 and do some training then," Bill says. "I'll do that for four or five days."

The challenge of completing the trip will be "as much mental as it will be physical," he says.

"You have to be able to ride the bike very fast, but also when you're half asleep."

Bill's record-breaking plans call for a 500-kilometre-a-day pace, which means up to 18 hours a day on the bike.

"That will leave about 4 1/2 or five hours a night for sleeping," he says. "I'll do most of my eating on the bike. The staple food will be a product called Power Bar. It's sort of a meal in a bar. I'll also be eating other pre-packaged foods and I'll try to squeeze in a few meals here and there."

The most difficult part of the tour, Bill says, will be the first two days when he passes through the Rocky Mountains.

To cope with the daily aches and pains, or worse, that he will be subjected to throughout the trip, Bill also has a physiotherapist on his support crew.

The crew also features local radio personality Rick Malo, who will be filing daily reports on Bill's progress to CHNO Radio.

Whether he breaks the cross-country record, Bill plans to complete the Cycle for Life.

"It's going to be a good way to spend a vacation," he says.



Bill Narasnek with his favorite form of transportation.

Her job is garbage, but Lori Whyte loves it

Lori Whyte's project had a good and bad side.

The good news is that Inco finally has a grasp on how much domestic waste it produces.

The bad news is she'll never eat another banana.

"I can take the smell of garbage, but the smell of rotten bananas is just horrendous," said the Waste Management Consultant who recently completed a domestic waste study at Inco locations.

She should know. Part of her job was to poke around inside garbage bins, emptying and examining bags of garbage for telltale signs that only an expert in the field could turn into valuable information. She often made the rounds with the garbage collector, taking notes and making calculations, even pitching garbage bags into the truck as it circulated among Inco mines and plants.

At one point during the survey, she weighed 14,600 bags of garbage in six days, working 18 hours a day.

She's never considered herself a "prissy" woman, she said, and although the inside of the garbage bin isn't her favorite place to be, she doesn't mind. "It's an investigation, a mystery. You'd be amazed the things you can find out from going through people's garbage. Besides, if you want to see what's in there you have to climb right in and get your hands dirty ... and everything else."

Her enthusiasm for the job has earned her some nicknames.

"They call me the Waste Wench," says Lori with a chuckle, "or The Garbage Lady. Sometimes



Lori Whyte loves her job of examining what the rest of us throw away.

they call me Oscar (the character that lives in a garbage can on Sesame Street). I don't mind, though, I like what I'm doing and I think it's important."

It took Lori about 1 1/2 months to set the project up, getting a representative sampling of the Inco operation by randomly selecting sites to take part in the study.

She calculates that her sampling represents between 10 to 15 per cent of all industrial and administrative areas. "That's about 1,000 to 1,200 people," she said.

Co-operation, she said, couldn't have been better. Her most optimistic projection was for 60 to 65 per cent co-operation. "We had

excellent participation from at least 95 per cent of people," she said.

After spending a month on the mountain of data she collected in the study, she published a detailed report on her findings. The figures will be used to help her set up a pilot recycling project in June.

Lori calculates that Inco throws away about 120 tons of paper a year. "That works out to about 3.5 trees a year that the average Inco employee throws away in the form of paper. She found that industrial sites produce more food waste than the office worker. "That's probably because the average industrial worker cannot leave the workplace to eat. There's longer shifts and

often they have to eat three meals at the workplace."

Lori doesn't only gather statistics, she provides ideas for solutions. "Over 90 per cent of the materials we throw out can be either recycled or composted."

She's come up with a list of recommendations that include computerizing the Inco personnel telephone directory, replacing paper towels with forced air hand dryers, bonding waste paper for memo pads and composting domestic and mixed grade paper waste.

She also recommends the recycling of computer paper, a major contributor to the company's waste

paper, and educating employees to ensure the success of future recycling projects.

Lori's work may be garbage, but she sees it as interesting and valuable. "I see myself doing something that's valuable, positive and important ... even popular."

She holds a degree in environmental biology, but says that a lot is learned on the job. Working for Inco is a chance for Lori to get in on the leading edge of her chosen field.

"Inco is leading the way in the field for others to follow," she said. "If Inco can get these things implemented and functioning well here, I think other businesses and corporations will follow."

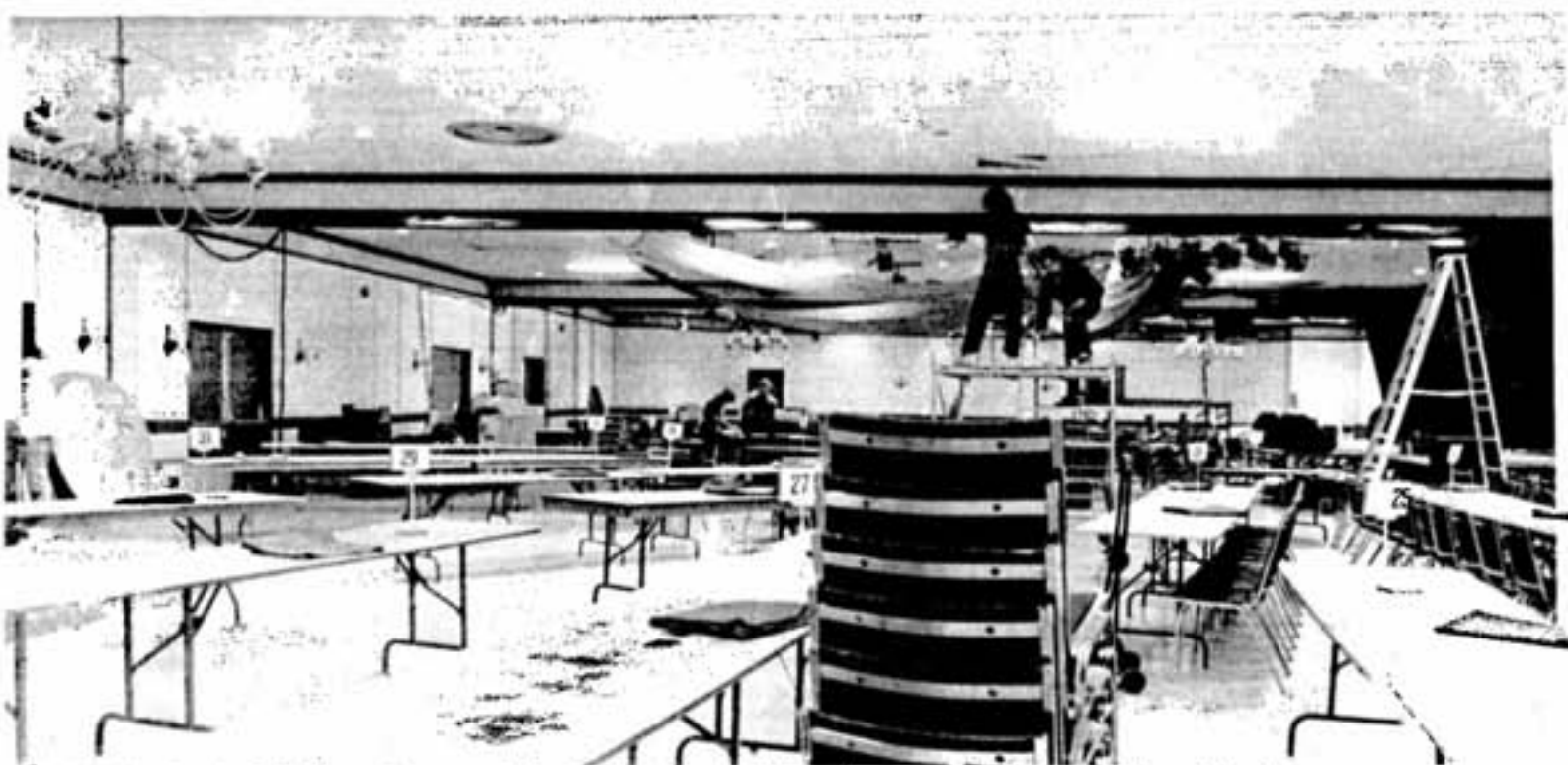


Frodo the Beautiful

A common belief holds that it's a dark, dirty and inhospitable place in the bowels of the earth, a workplace that allows few of the amenities of life, let alone beauty, art and scenic surroundings. Yet beauty is in the eyes of the beholder, a fact verified by Frodo Mine geologist Garth Wunsch who managed to

find some fascinating underground subjects for his camera. The photographs are of ice stalagmites (icicle-like formations growing on the floor) at the 660-foot level of Frodo Mine. The stalagmites (as opposed to stalagites that form on the ceiling) are formed by water seeping into the mine and freezing.

The making of the 41st annual Inco



The Holiday Inn's Palladium Room as it looked just hours before the Quarter Century Club celebrations.



Karen DeBenedet, Tom Hewlett of the Signature Group who helped set up the event and catering manager Lorne Green.



Lighting manager Kevin McArthur makes some adjustments.



One of two portable bars is wheeled into the foyer area upstairs at the Holiday Inn.

It's 8 a.m. on the morning of the first day of Inco's annual Quarter Century Club celebration and the dimly-lit hall upstairs at the Holiday Inn looks like a barren school gymnasium.

A veteran of six years of organizing Inco's premier social event, Karen DeBenedet should be used to the creeping nervousness and doubt as she walks across the carpet. In less than 12 hours, almost 600 of Inco's best and their guests will pour through the two main doors of the Palladium Room.

That will mean scores of tables, hundreds of chairs, tablecloths, sound systems, special lighting, floral arrangements, plants, receiving areas, seating plans, corsages, crates of Polaroid film and volunteers to take the commemorative pictures of each couple. And of course, the bar, the bottles of specially-labelled wine, the name tags...

Looking at the empty room, the job seems impossible. This is the year of the major glitch, muses the Public Affairs co-ordinator. Unlike past years, one of the thousands of things that could go wrong, will go wrong this year.

"It's always a shock when you see the transformation, when you relax long enough to look around after it's all set up. You notice all of a sudden that everything is done and it all looks pretty good. You can see it, but you can't believe it."

If this year's celebrations made organizers especially nervous, it was more understandable than usual. Not only have the numbers of new inductees swollen to more than 500, but this year saw a major revamping of the organization and decorum of the event to bring it into the '90s.

From the smallest detail such as the color-coded programs to a special new lighting and sound system, this year's Quarter Century Club celebration looked, sounded and felt like no other.

Last year was the first of a seven-year run of 500-plus new members. To handle the swelling crowds of new club members, the event was expanded to two evenings.

Karen recalls when Quarter Century celebrations averaged around 100 members, with some as low as a dozen.

Today's event involves a small army of volunteers and fine-tuned preparation. In fact, preparations for next year's celebration began the day after the doors closed on the 1991 event.

The Palladium Room slowly comes to life as furniture, lighting and sound equipment is piled haphazardly around the room. People on ladders string decorations and install lighting fixtures, while outside, a truck from Inco's Agriculture Department deposits the scores of plants and trees that will be used to decorate the hall.

To the uninitiated, it looks more like a flea market than a banquet hall. To Karen, it's all taking shape.

"Of course, you can't really prepare for every eventuality," she said. "You try to anticipate everything that could go wrong. When

Quarter Century Club celebration



Kevin McArthur throws some light on the subject.



Tom Hewlett of the Signature Group lugs a sign to a predetermined spot.

it's all over, you're amazed that nothing major did go wrong."

Last year, two of the hundreds of chairs broke, an uncomfortable and embarrassing experience for the occupants. As luck would have it and according to Murphy's Law, one of the unlucky occupants was an Inco senior executive.

This year, each of the chairs was checked.

With this year's elaborate lighting system came extra problems as well. To get the extra power to operate the system, about 500 feet of wiring had to be run from the Palladium Room through holes cut into the wall and floor to a downstairs bar.

Like most years, there were minor glitches. Two people showed up at the door who had indicated they would not attend. Although seating arrangements, co-ordinated with numbers on name tags and arranged by workplace, shops and departments, were fine-tuned to the last detail, the two were accommodated without much problem.

"It's gratifying when it all goes well and we've had some good comments on this year's event," said Karen.

"These people have given 25 of their best years to the company and this is their big night. We want everything, all the details, to be just right for them."



Karen DeBenedet of Public Affairs pitches in.



Half Nelson's Lee Guinette prepares the sound and lighting.



Ontario Division President "Wild Bill" Clement got in a few good shots at Charlie.



Computer Systems Supervisor Mel Chomiak pins a corsage on his wife Sonia.



Others wait their turn while South Mine tram crewman Aurel Brassard and wife Ollie get a commemorative picture taken by Carol St. Laurent, senior secretary in the Mining department.



An animated Valeda Farquharson (alias Catherine McKinnon) helped her spouse, Charlie (alias Dr. r

Charlie brings Valeda to roast . . . everybody

The holding of the 41st Inco Quæ

The more than 1,000 guests at this year's Quarter Century Club celebration expected it. Charlie Farquharson isn't known for being timid about taking pot shots at all the sacred cows.

Inco wasn't left out.

Nor was "Wild Bill" Clement and "Silver Fox" Curlook. Creighton's planned neutrino observatory became a place to keep Neutered Rhinos and Sudbury was the most well-stacked town around. Charlie's wife Valeda even sang an ode to Sudbury and Inco where "you can run your scooptram by the remotest of control . . . without them others muckers down in the hole."

Shooting back

But this year, Charlie took a little return fire. "Wild Bill" gave

Charlie a taste of his own good-natured medicine.

"Ah, Charlie, we're all getting older, eh?" said Ontario Division president Bill Clement as he reminded the audience of Charlie's new canned fruit television commercials.

"At one time, Charlie thought a peach was a good-looking lady. Today, his idea of a peach is a Del Monte TV commercial.

"Charlie's a senior citizen now. That means he can get into the movies half price. He's the only guy I know who gets the Old Age Pension and the Baby Bonus."

Bill told the new members that the passing of the past quarter century has deep, personal meanings. "Of one thing, I am certain," he said. "On the celebration of your many years with Inco, you have

recorded a singular achievement. In the transient world we've come to know, there are not many people who would expect to live and work in the same community and for the same company for so many years."

He reminisced about life 25 years ago when a three-bedroom house was under \$17,000 and mortgage rates were a little over five per cent.

"Looking back on all those years," he said, "I believe it has been a good partnership between one generation of young people and one of Canada's premier resource companies.

"Like many other Canadian companies, we've had our share of crises in the past two-and-a-half decades. But we've survived and prospered with the ideas, energy and contributions of people like



Now that's the Inco spirit!



Creighton shotcreter Larry Naponse and wife Coralee take a look at their commemorative picture. New club m



New Quarter Century Club members, their spouses and guests



Harron) in taking potshots at everybody, including Inco. It was Charlie's second visit.

arter Century Club celebration

yourself."

In concluding, Bill re-affirmed a belief that he's long held. "Our greatest asset has always been our people," he said. "Without your knowledge and commitment, Inco and all of its employees would not today be in the position to reap the rewards of success."

Don Harron and Catherine McKinnon (Charlie and Valeda Farquharson's alter egos) were also on hand. Don was brought back after his very successful appearance last year and the act was expanded this year to include his wife, well-know singer and entertainer.

Charlie's version of things

While Catherine's songs kept the audience in rapt attention and enthusiastic applause, Charlie's

unique use (or misuse) of the English language kept them in stitches.

There was Ben Johnson the scapegoat, the Ministry of Wealth and Hellfire, Periodic Management Stress (Inco's Performance Management System), My Country, What's It To You? (new American national anthem) and God Save the Maple Leafs (new Canadian anthem.)

Valeda Farquharson sang her own entry in the anthem sweepstakes. To the tune of "Snowbird," the song began: "The beaver lurks beneath the stagnant pond . . ."

Charlie admitted he almost got arrested recently for impersonating a police officer. "I fell asleep in a donut shop," he said.

"And what do you call six policemen in a donut shop?" asked Charlie.

"Overcopulation," he said

He was appalled at the rapid change in society and all the new dangers that were surfacing. "When I first heard about AIDS, I sat down and wrote a letter to Ottawa to apply for some," he said.

He said he remembered when the only pot was on the stove, the only crack on the skating rink, only grass on the stove and a call girl was the telephone operator.

"Three marriages in five fail today," he said, "and the other two that stay together are determined to fight it out to the bitter end."

Both evenings went without a hitch, according to organizers. Catherine McKinnon arrived in Sudbury suffering from pneumonia, but gave her best to Inco veterans both nights. "A real trooper," Don described her.



Diane Flynn of the Comptroller's Office and Environmental Co-ordinator Ellen Heale wait for arriving guests.



Creighton scooptram operator Gordon Morris and wife Christina show their appreciation for the good time.



ers from the Smelter line up to get their pins at the Smelter Complex reception area.



The bar, set up in the foyer, was a popular attraction for the more than 1,000 people who attended this year's celebrations.



a dance after the formalities.



Little Stoble/Garson Mine Superintendent Ivon Chaumont gets his name tag from John Matijevich of the Comptroller's Office. John volunteered to help out on the first night and became a club member himself the second night.



Ready for the meal, from left: SO2 Abatement project construction co-ordinator Chuck Mossey, Gail Lambert, Mary Englesakis and SO2 Abatement project services superintendent Victor Englesakis and Engineering Construction co-ordinator Jerry St.Amant and his wife Nicole.



Karl Sylvanen, son of Inco Construction maintenance mechanic Dave Sylvanen, attempts a toss into the NIM box.



Creighton clean-up crew: Jennifer Wiseman, daughter of Nickel Refinery chemical engineer Len Wiseman; Amber and Holly Linville, daughters of Ron Linville of the Power Department; Todd Condie, son of electrical foreman Richard Condie, Nathan Hunter, son of Creighton Mines general foreman Guy Hunter; and Brianne McFarlane of Lively.

Creighton's past help rewarded

Mine clean-up is a return favor

Inco's Creighton Complex has been an enthusiastic supporter of the Creighton-Lively Conservation Club in past years.

This year, the club returned the favor.

Armed with garbage bags, an army of conservation club members and their families, Girl Guides and Brownies invaded the Creighton 9 shaft area and swept the property and surrounding area clean of litter.

It was the club's annual Pitch-In Day. Along with the Ontario Federation of Anglers and Hunters, they organized the clean-up of litter and garbage from the Creighton Mine townsite to the boat launch at the Vermillion River and around the pumping station.

"This year was the fourth year working with Inco's Creighton Complex," said the club's Pitch-In chairman Dave Sylvanen.

A maintenance mechanic with Inco Construction, Dave said that the people at the complex had generously provided a helping hand in the past.

Inco supplied not only the necessary garbage bags but also a huge lugger (NIM) box to put the garbage in so that club members didn't have to make many trips to the dump with each small load of garbage bags.

"In previous years we have taken truckloads of litter out, including cars, car parts, appliances, furniture and more. You would be amazed at what people throw out on the roadside, not realizing what an environmental problem they are creating."

Dave is convinced the group is doing something right. "Every year there is less to pick up, especially the bigger items. Hopefully, people are becoming more aware of our environment and realize this type of pollution has to stop if we want future generations to enjoy this beautiful area. It is only now recovering from the years when the open nickel roasting process took its toll on trees and wildlife behind Creighton."

He said that the entire area has been transformed. "Today, on a drive down the river road almost every kind of wildlife can be seen, from deer and raccoons to moose."

Club member Richard Condie agrees. The Inco Construction electrical foreman said the changes are overwhelming, giving the group a sense of real accomplishment.

"You couldn't go anywhere before without seeing junk and litter. We used to take truckloads and truckloads out of the bush. Today things look a lot better."

Not only do the clean-ups have an effect on the environment, but there's an educational effect on the participants.

"I'd bet that the many youngsters who take part in these projects aren't going to litter themselves."

Says Todd Condie, Richard's 10-year-old son as he rested on a garbage bag almost bigger than he



Derek Demers' shoes show pitching in can be mucky.

was: "People litter because they're dumb. I don't litter myself. I tell my friends to pick it up when I see them litter."

Nathan Hunter, 11, son of Creighton Mine general foreman Guy Hunter, said that building up a sweat on a litter hunt in the bush has made him more conscious of littering. "I hold on to the empty can of pop until I find a trash can," he said.

The conservation club members, most of them Inco employees, were joined by the 3rd Waters Girl Guides and Brownies for the clean-up.

Pitch-In Day closed with hot dogs, drinks and recreational activities at the Black Lake Playground clubhouse. Pitch-In badges were presented to all the children.



Derek Demers, son of Inco Construction electrician Mike Demers, Karl Sylvanen and Ryan Cotnam, son of the conservation club's president David Cotnam, do some heavy clean-up.



Digging In

Linda Dwyer, Angela Fex and Kim Robinson seem to be digging in for a seige. The summer students with Environmental Control are actually preparing to plant trees in the lawn in front of Inco's water treatment plant on Highway 17 in Copper Cliff. The project is just one of many by the department to make Inco properties more pleasing to the eye.



Beaver Allan Lalonde, 5, son of Creighton electrical apprentice Mike Lalonde, prepares to leave his group's mark.



Derek Butcher, 10, brings another bucket of seedlings.



Allison Butcher, 6, hands another seedling to Tim Peters, 10, son of Mike Peters.

Youngsters' seedlings sign of changing times

New growth in stack's shadow

It was a fitting picture.

On the horizon, the changing Inco skyline as the \$500 million Sulphur Dioxide Abatement Project takes shape. In the foreground and virtually in the shadow of the Superstack, youngsters armed with shovels and buckets were planting tree seedlings.

It was the annual Scout organization's Trees for Canada project, and about 30 youngsters from Copper Cliff spread out over a section of Inco property along the Highway 17 corridor to do their part in the fight to save the environment.

"Inco employees have been involved with scouting here for probably 20 years now and a lot of trees have been planted over the years," said Mike Peters, a grounds specialist with Inco Agriculture Department and a Copper Cliff scout leader.

"This is the second tree planting for me, but a lot of others were involved before. Scout leader Mike Lalonde (Creighton electrical apprentice) has been involved for the past five years."

The group of Scouts, Cubs and Beavers planted about 1,000 seed-

lings provided by Scouts Canada and another 600 seedlings that they nursed from seed at the Inco greenhouse.

The greenhouse planting is an expansion of Inco's involvement with local youth groups, a project that has proven so successful that another expansion is anticipated.

"It was a winter project for the kids," said Mike. "Inco provided

the greenhouse and materials in January."

Under the watchful eye of Mike, the approximately 20 youngsters grew about 4,000 seedlings.

Although they seeded many more than they were able to plant, Mike said that none will go to waste.

"We will use any of the left-overs in our on-going reforestation program," he said.



Grounds specialist Mike Peters and Kevin Blais prepare seedlings. Fertilizer and some of the seed was Inco supplied.

Inco's a good scout

The western world's largest nickel producer, good corporate citizen, even Mother Inco, these are just some of the ways the company sees itself or others see us. Our newest involvement may just earn us another title.

Good Scout.

Inco representatives were prominent among other guests from political, business and community institutions at a "Greening of Canada Luncheon" sponsored by Scouts Canada in Toronto recently.

The company was among those invited because of their leadership role in areas where the Scouting movement and Inco interests converge; the Greening of Canada program that has seen nearly 40 million seedlings planted nationwide to help reforest and reclaim

waste areas.

Inco donated \$10,000 toward the program this year.

Under the Canadian Scouting program, this year alone saw more than 60,000 trees planted by Scouts in the Metropolitan Toronto area.

Thousands of seedlings were planted in the Sudbury area by the Scouting organizations at the same time during the annual "Greening of Canada" weekend.

On hand at the Toronto luncheon was Inco President Mike Sopko along with other representatives from Inco's corporate head office in Toronto.

From Sudbury were Environmental Co-ordinator Ellen Heale and Environmental Analyst Carolyn Hunt. They represented the many people from Inco's On-

tario Division who have made great strides in everything from land reclamation, reforestation, revegetation and beautification to getting rid of styrofoam cups.

The luncheon was held to salute the Scouts, among Canada's original environmentalists, in their tireless environmental efforts over the years of scouting activities.

Held at the Royal York Hotel in Toronto, the event featured keynote speaker Adam Zimmerman, Chairman of Noranda Forest Incorporated.

"Thank you for joining the rest of corporate Canada, the media, and the scouting community in The Greening of Canada," stated a letter to Mr. Sopko from the project's honorary vice-chairman Edwin A. Goodman.



In your yard...

Environmental Benefits of Planting a Tree

By Ellen L. Heale, P.Ag.

Trees as we know them today began to evolve over 200 million years ago. With the advent of Earth Day, the increased popularity of Arbor Day and environmental awareness, tree planting is being widely promoted. Arbor Day originated in Nebraska in 1872. Over 1 million trees were planted in Nebraska on the first Arbor Day. Canadian Scouting's "Trees for Canada" program has resulted in the planting of nearly 40 million seedlings since 1972, to help reforest and reclaim waste areas. The Evergreen Foundation, a Toronto-based non-profit group, was recently established to promote a better understanding of the importance of trees and the environment, through education and responsible action. Less than 4 per cent of Canada is protected as true wilderness. Trees serve functional purposes in controlling environmental quality and provide benefits whether planted in your yard or in the forest.

A forest is made up of producers, consumers and decomposers. Trees, shrubs, herbs and grasses are the producers. The canopy of a deciduous forest contains about 63 million leaves per hectare. Photosynthesis is an important biological process that takes place in the leaves. Light energy from the sun is converted into chemical energy and used to produce carbohydrates and all the materials of the plant. Glucose is produced from carbon dioxide, water, the sun's energy and chlorophyll. At the end of the growing season, 10 leaves have produced the equivalent of a lump of sugar. One-third of the carbohydrate is available for growth, two-thirds is used for trees' active metabolism. Deciduous trees (woody perennial plants that shed their leaves before the winter or dry season) have a greater effect on the forest ecosystem than conifers (evergreen cone-bearing trees or shrubs) because of their annual loss of leaves. Plant tissue forms basic food for herbivores, animals that feed on plants or plant products, which in turn are consumed by insectivores (insect-eating plants or animals) and carnivores (flesh-eating animals). Dead plant tissue and leaves are decomposed to organic matter and humus by worms, insects, fungus and bacteria. These cycles are balanced so that a forest can continue existing on the same site, practically forever.

Leaves as Filters

Canada's northern Boreal forest is North America's largest remaining untouched forest and acts as a pollution buffer zone for the Arctic. The forest provides the greatest surface area of all ecosystems (a community of living organisms and their environment). The amount of particles in forest air is 90 to 99 per cent less than in an urban environment. Needles and leaves are important filters of airborne particles and gases. Woody plants reduce particulate pollutants (such as dirt, ash, dust and pollen) by more than 50 per cent and gaseous pollutants (example smoke odours and fumes) by more than 40 per cent. Larger trees are more effective. Plant surfaces absorb or intercept large quantities of particulates. Trees with a high ratio of surface to volume, for example numerous small leaves or hairy leaf surfaces, abundant small twigs, sticky buds or deeply furrowed bark are also highly effective in removing airborne particles. A 12 metre tall white pine has about 1.5 square kilometres of surface area.

People and plants exchange gases with the air around them. When humans breathe, oxygen is absorbed from the air into the bloodstream and carbon dioxide is given off. In the process of photosynthesis, plants take in carbon dioxide and give off oxygen. Each year a mature beech tree consumes carbon dioxide from the air in an amount equal to that found within the space of 800 single family homes. One hectare of trees

supplies 10 tons of oxygen a year, enough for 45 people. Terrestrial vegetation provides 10 to 15 per cent of atmospheric oxygen.

A forest builds soil. Soil consists of mineral particles, decaying and decayed organic material, living organisms, air and water. Trees provide protection from soil erosion. With heavy rainfall or precipitation surface runoff of water is prevented. The intensity of rainfall is reduced by 40 per cent under coniferous trees and up to 20 per cent under a deciduous forest canopy. Fibrous roots growing in the surface soil are the most effective against soil erosion. Trees on steep slopes offer better protection than artificial means against rock slides and avalanches. Trees also regulate water flow. The forest floor absorbs and stores water and prevents fast surface runoff and flood peaks are significantly reduced, especially during snow melt. Groundwater is more evenly distributed. The forest floor acts as an active water filter. Densely wooded areas prevent sediments and excess nutrients from reaching surface waters and potentially polluting water courses.

Climatic extremes are regulated within a forest. Extensive evaporation occurs from the surface of the forest canopy. A mature birch tree, growing in the open loses 75 to 100 gallons of water per day in summer. A properly planted tree provides shade and can reduce summer air conditioning costs by up to 50 per cent. Trees are important for intercepting glare, diverting reflection, traffic control and reducing noise. Plants are more effective at reducing or screening sounds of higher wavelengths. Foliage or leaves absorb sound whereas trunks and heavier branches deflect sounds. Each 30 metre width of trees can absorb about 6 to 8 decibels of sound intensity.

Shelterbelts and Windbreaks

Trees offer protection from the wind. Trees planted two to three meters apart in rows, that shelter buildings and roads and control snow, dust or high-wind conditions are called shelterbelts. Rows of trees planted to protect crops and topsoil by reducing the velocity of high winds, are called windbreaks. With very high wind conditions, the windbreak may be made up of multiple rows of trees. First a row of conifers (example spruce or pine) planted 2.5 to 3 meters apart, to deflect winds upward. Next a row of deciduous trees, planted 2.5 to 5.5 meters apart, to trap the wind. A third row of conifers provides a final windbreak. Spacing between rows of trees ranges from three to six meters. Fields protected from the wind by forests, may produce up to 30 per cent more crops. A windbreak provides protection upwind for a distance of twice the height of the windbreak and 18 times the height of the windbreak is protected downwind - a ratio of 1:2:18. Trees in your property will also reduce the velocity of cold winter winds. It is very important to consider the mature size of trees and allow sufficient spacing between trees, buildings, overhead wires and other trees, to prevent overcrowding and damage.

Trees may also be used as screening for privacy or to block an objectionable view. Aesthetics are a primary factor in determining plant use. However, additional environmental benefits of planting trees include providing protected habitats for wildlife and plants and as valuable recreational areas.

You are making a positive contribution to your environment by planting a tree or supporting the efforts of others - whether you are planting forestry seedlings at camp, volunteering in community greening programs, planting "Trees for Canada", landscaping or upgrading your residential property.

If you think a month in the future, plant a flower

If you think a year in the future, plant a bush

If you think 100 years in the future, plant a tree.

Inco sees lots of jobs in mining

Smelter Complex Manager Peter Ryan said that Inco will need to replace up to one half of the company's personnel in the next five to 10 years.

In an address to educators at Lo-Ellen Park Secondary School recently, Peter outlined the trend in educational requirements in the mining industry.

"In the mid 1980s, as we came out of a recession," he said, "we formed a hiring committee of senior management to help guide us in planning people resources for the future - what type of personnel, when and where we would need them, and how would we select and train them. I am also a member of Inco's hiring committee. As well, this hiring committee is cross-linked with our internal training committee."

To indicate the level of resource addition that is currently taking place, he said Inco has been hiring about 250 unit personnel and 60 staff a year, or about four per cent of Inco's workforce.

"Looking towards the year 2000, we estimate that, in the next five to 10 years and largely due to demographics of our present workforce, we will need to replace between a third and a half of our personnel."

"So there will be, over the next decade, substantial people resource needs at Inco, and, therefore, many job opportunities" he said.

He talked about some of the changes in hiring practices at Inco, indicating some of the key issues of educational requirements.

"It used to be that, when we were recruiting, we went out to the street, downtown, and said 'Who wants to work at Inco?' and hired appropriate numbers."

This methodology is no longer used, he said, because technology demands the right kind of educated trained personnel, processes are more and more organized and run by the 'person on the floor,' and the modern social age that includes internal accountability at all levels.

"Our people costs are not the same as in a Third World country," he said.

"Education generally means Grade 12, except for mature employees with industry experience," he said.

He said Inco has entered into an agreement with Cambrian College to help train personnel to work in our mines and plants.

"Were I a student, a parent, or an educator, I would assess whether meaningful, rewarding work was needed," he said.

He then listed Inco's hiring practices and procedures, ranging from basic education, training, experience and medical acceptability.

stated before, I am grateful of this support which I received from the company, at all levels, during the challenging development years of mined land reclamation.

Sincerely,
Tom Peters

Tour a blast

Dear Sir:

I would like to thank you for being so cooperative and helpful in making our mine visit of March 25th a most useful and educational experience.

This trip was in conjunction with a mine blasting course these students are taking. Being able to see the actual loading of blast holes not to mention walking over and looking at all parts of the stope is vital to the students' understanding.

Bob Parker was very good and

took time to clearly explain and demonstrate all aspects of the loading and blasting process. The activity of Frank Cooke and Colin McNaulty was also quite helpful. The use of a sequential blaster underground was something new for me and quite interesting. Bob Neveau drove us around the mine and was not shy to talk to the students and answer questions.

On behalf of the students and

myself, thank you for helping us make Sudbury a place known for not only our mines but also for the quality of its' mining education.

Please express our thanks to anyone I may have overlooked.

Sincerely,
Dennis Shannon,
Professor,
Mining programs,
Cambrian College

LETTERS

TO THE EDITOR

Award a personal, joint achievement

You will be interested in knowing that the tailings reclamation work carried out by Inco during my years has indirectly been recognized in my being the recipient of the University of Guelph's Award of the Alumnus of Honour for 1991.

This and the other awards which I have received for any achievements in the field of stressed land reclamation are due to the company's continuous support over many years along with management's foresight of the future. As I have



By the light of a flashlight, Creighton team captain Leo Seguin (right) plots his team's next move.



Little headroom in the simulated mine made things difficult.



Judge Al Lacey keeps a close tab on how things are going with the team in the "Mine."



The winning team: From left (front) Andy Scott, Brian Vallier, Richard Bleskie, Rick Blum. In the rear are Jim MacLellan, Al Tryon, Louis Vildaer and Maurice Sanche. With the group, at the right, is Ministry of Labour Sudbury District Mine Rescue Officer Bruce Hall.

Prepares for Ontario competitions

Frood-Stobie-Garson rescue team wins

A team from the Frood-Stobie-Garson Complex has won first place in the district Mine Rescue competitions and is gearing up to represent Inco at the provincial competitions in June.

Beating out teams from Creighton and Levack in contests held at the Coniston Arena recently, the team is made up of Frood miner Andy Scott, Garson shaft inspector Brian Vallier, Frood mine foreman Richard Bleskie, South Mine miner Rick Blum (spare), Stobie construction leader Jim MacLellan, Stobie instructor Al Tryon and Stobie miners Louis Vildaer and Maurice Sanche.

Between them they represent almost 150 years of mine rescue experience. All have experience at different levels of competitions,

ranging from three previous contests for Rick Blum to team captain Jim MacLellan's 16 previous competitions.

Yet nobody is slacking off. "It's different every year," said the Ministry of Labour's Sudbury District Mine Rescue Officer Bruce Hall. "There are never two competitions the same."

From the day they won the district title, the team has rehearsed for the provincial competitions June 7 and 8. The gruelling pace of practical and classroom work is even more hectic this year since the provincial contest will put them in a totally unfamiliar environment.

For the first time, the competitions will simulate a "soft rock" mine situation as opposed to the "hard rock" mine atmosphere that most Sudbury and Northern Ontario miners know.

Major differences such as no available underground water supply will mean the team will have to consider underground scenarios

they've never had to deal with.

Most southern Ontario soft rock mines such as salt and gypsum mines are single-level, not very deep but spread out over vast areas.

Simulations will reflect many of the special requirements of the single-level southern Ontario mines. The Inco and other Northern Ontario teams will have to keep in mind the unfamiliar terrain while hawk-eyed judges watch for mistakes.

"As it is," said Bruce Hall, "the competitions get stiffer and stiffer every year. With the emphasis on soft rock mining, the competitions are going to be extra difficult for these guys."

While the Inco team won't have soft rock experience going there, they will have some idea about where their southern cousins work when they return to Northern Ontario. A tour of a salt mine for the team has been scheduled in Windsor where the competitions are being held this year.



Under the watchful eyes of the judges, rescuers prepare their breathing equipment before entering the "mine."



HERITAGE

T H R E A D S

Exercising the old noggin!

"If you think creativity is a mysterious gift, you can only sit and wait for ideas."

Rhodes Scholar Dr. Edward deBono has spent the last 23 years proving that creative thinking is a skill that can be learned.

The author of more than 30 books on that and other related subjects held a one-day seminar in Sudbury hosted by Inco and the Ontario government.

Dr. deBono is regarded as the leading international authority in the field of creative thinking and is the inventor of a systematic process of lateral thinking which now has an official entry in the Oxford English dictionary.

He runs the largest program in the world for the direct teaching of thinking in schools. As well as millions of students worldwide, his clients include some of the largest corporations in the world.

Dr. deBono believes that creative thinking is not a natural process and that removing inhibitions in the traditional manner is totally inadequate. Today this is a mainstream belief among brain researchers.

The brain sets up fixed patterns and deliberate techniques of lateral thinking are needed to escape from these patterns in order to find new ones. The brain is designed to make patterns and stick to them, thinks Dr. deBono, and changing these patterns requires a deliberate effort.

He makes use of diagrams and flow charts to demonstrate abstract concepts, making difficult processes easily understood.

He said humor is perhaps the best and most easily recognized form of lateral thinking. The punch line of a joke moves away from the lineal, logical direction of the lead up to the punch line.

Lineal thinking, he said, is digging a hole deeper even when you don't get the results you want. Lateral thinking is climbing out of the hole and digging elsewhere.

Mutual respect and good fellowship

by Marty McAllister

It took me 34 years to get to the Inco Quarter Century Club. It's a wonder they didn't have Rip Van McAllister on my nametag.

Oh well, I'm not the only one who took a couple of tries to settle in at Inco and the bash was worth the wait.

Wasn't that a party?

The Quarter Century dinner was just about the best party I could dare write about in a family magazine and I was happy to be there. Even a doorman at the parking lot entrance to the Palladium Room! The room looked grand and so did its occupants. And the extra little touches — like corsages and gifts for our spouses, beautiful menus and custom wine labels — made the evening just that much more memorable.

You didn't have to be a rocket scientist to figure out that the evening cost more than five dollars a head, but the investment of care and thoughtfulness was even more obvious. You can't fake that stuff. A huge vote of thanks and congratulations is owed to two groups of people.

First, there's that wonderful corps of volunteers, from several departments, that greeted us, passed out nametags and corsages, took our pictures, showed us to our tables and just generally made us feel like somebodies. I've seen those same faces before and not just at work. They always seem to show up where they're needed most — at Pensioner Days, Christmas Parties, golf tournaments, or whatever — wherever Inco people gather in good fellowship. And will I mention names, taking the risk of omitting one? Not on your life! They know who they are and so do the rest of us.

The other group is the one that had the responsibility of pulling off the Quarter Century celebrations. It's Public Affairs' job (and for those who aren't sure, I don't work for them). They get paid for probably half of the hours they put into this every year, so, I guess "well done" would suffice — if they did a good job. But they didn't. Instead, that small department of five people — Jerry Rogers, Karen DeBenedet, Lise Philipow, John Gast and Cory McPhee — did a superlative job. And I don't think the other four, or the many volunteers, would mind a bit if I gave a special salute to Karen for putting her heart and soul into the gala two-day event.

Thanks, y'all!

The pin and the memories

Sentimental character that I am, there was a bit of a lump in my throat when I was given my Quarter Century pin. Neither my dad nor brother George ever received one and it would have meant a lot to them. Between them, they cared at least 50 years' worth, so I'll be proud to let my pin do triple duty.

Then, as Bill Clement delivered his President's remarks, it was a joy

to follow his nostalgic tour through some highlights of 1966 — and to dredge up a few memories of my own.

It was as if 25 years had been compressed into the wink of an eye. I couldn't help wondering what if . . .

I re-hired in the fall of '65, but couldn't get back into the Electrical Department right away, so they sent me to the Copper Cliff Smelter. I was happy anyway, because the hiring slip said: "Proc. Lab." Working in the lab would be just fine, I thought. Well, you can imagine my surprise when I arrived at Personnel and Alton Brown told me I was a "Process Laborer." (I still misinterpret things — like being amazed that the umpires at a Blue Jays' game were all named AL.)

Aside from the odd winter day on Molly Maid detail in the Orford building, that brief period in the converter and casting buildings was a hoot. I never lost my fascination (or respect) for the glow of molten metal. Anyway, three months later, my transfer came through. On my very last day, the shift boss came into the lunch room and asked if anyone had their Grade 12. My hand was the only one raised and I felt like a nerd at a truck stop when the boss came over and asked if I'd be interested in their new training program. Since I was on my way to a First Class posting, I politely declined. I'm not sorry, but sometimes I wonder where I'd have ended up.

I bet most of you can remember career crossroads like that.

How time flies!

And what great people I've worked with. Sure, we've all run across a few of the others — those who help prove that there'll always be spare parts for horses — but they won't figure very prominently in my memoirs.

Rodney Dangerfield, eat your heart out

Respect is something that is reserved for people — not companies, not unions, not governments — and it has to be earned. Money can't buy it, constant agreement doesn't cause it and position can't demand it. But when it is shared among people of goodwill, it is contagious and wonderful. That's what I saw at the Palladium Room one night this month.

The first meeting of the Quarter Century Club was held at the Copper Cliff Club on March 15, 1930 (the present scope only dates back 41 years) — because J.L. Agnew and R.C. Stanley believed in the idea. Other chapters followed at Inco's other locations.

When he addressed the inaugural meeting of our New York chapter in 1938, Mr. Stanley said: "As a company we have prospered and have become a great enterprise. However, with all its ore reserves, mines, huge plants and financial resources, I still believe sincerely that the Company's greatest assets are the loyalty, devotion and experience of this Quarter Century Club, built as it is on a foundation of mutual respect and good fellowship."

That's corporate culture.

High-tech mining needs skilled people, Kelly tells students

An outline of the Canadian mining industry and Inco's role in it by John Kelly emphasized the need for a reliable supply of mining engineers to enter the business to ensure Canada remains competitive.

The Vice-President of Inco's Maintenance and Mines Research Department told Queen's University first-year engineering students about the major economic impact that mining has on the country's balance of trade, the importance of metals and minerals on life in general and their importance on a global scale.

But perhaps the most important segment was his outline of a long list of high-tech developments, innovations and advances at Inco that he hoped would dispel some of the myths that people have of the mining industry.

"The importance of metals and

minerals in our lives is not consciously recognized," he said. "It is something we tend to take for granted."

"All of the Canadian mineral production has to compete with the rest of the world. In order to survive, we have to meet the competition by producing minerals at low cost."

"However," he said, "Canada has relatively high wages when compared with the rest of the world and we must use our creativity and ingenuity in applying technology to maintain our competitive position."

To make his point, John outlined a long list of new techniques and technologies in operation at Inco and research work that has either been completed or is in progress.

Using slides, he showed Inco's shift from labor intensive cut and fill mining methods to more eco-

nomie bulk mining methods such as vertical retreat mining.

To further improve these highly productive methods, he outlined areas where Inco research is leading the way in the mining industry. These include:

- Development of our own in-the-hole drill, designed and suited to Inco needs.

- At the present time only a single deck can be blasted in each hole. Inco wants to be able to load a second deck at the same time as the first but blast it later.

Spontaneous initiation prevents this. Work continues to overcome this problem. The aim is to be able to deck load the whole stope and blast each deck at our own choosing, resulting in a productivity gain.

- Work to automate the in-the-hole drill so that drilling will become more efficient. The drill will then automatically drill the hole to

its pre-selected depth and pull the rods from the hole.

- Removal of the broken ore to be accomplished by scooptrams which carry out final clean-up under remote control.

- Remote control scooptrams capable of carrying eight tons to the ore pass.

- Automated 70 ton electric trolley trucks with continuous loaders - which Inco is developing.

- Continuous loader/truck combination offers the greatest potential for moving large volumes of ore. A major exercise is about to start at South Mine to test the system.

- The purpose of this project is to develop a completed man-less automated truck haulage system. The 70 ton electric truck is steered by an on-board computer using sensors attached to the overhead trolley line. The truck is also fitted

with two sets of ultrasonic sensors which not only detect objects in front or behind the vehicle, but also keep the sides of the truck a safe distance from the walls of the drift.

John said improvements to other mining methods and development have been achieved by purchasing other state-of-the-art drills and drill jumbos.

"The projects that I have briefly reviewed with you give you some insight into the technologies and techniques that are being introduced into the field of mining," said John.

He said that in order to maintain its position in the world, the adaptation of new technologies and the improvement of existing ones will increase.

"The industry will require an ever increasing number of engineers capable of applying their creativity and knowledge," he concluded.



Environmental Control and Occupational Health manager Larry Banbury gives Pollution Probe's Pat Fennessy a tour of the Inco exhibits.

Inco's environmental efforts displayed at first Sudbury business exhibition

Green wasn't the only color in evidence as Inco set up four separate displays at Laurentian University's Great Hall for the Green Alternative exhibition.

Thanks to the Agriculture Department's flowers and plants the displays were alive with color, providing a fitting atmosphere that tied in with the exhibition theme of

business and the environment.

Sponsored by the Sudbury and District Chamber of Commerce, the exhibition gave about 40 local businesses and industries a chance to show what they have been doing to protect and enhance the environment.

Seminars were held in conjunction with the exhibition on

subjects ranging from transportation of dangerous goods to composting, and Inco's Environmental Control superintendent Brian Bell and Environmental Assurance manager Ed Kustan provided information on the company's clean air program and environmental audits.

"Think this is a good opportu-



Ellen Heale holds a seedling planting tube used by Inco.

nity to talk to people and to let them know what we at Inco are doing about the environment," said environmental co-ordinator Ellen Heale.

Ellen was one of several people who greeted visitors at the Reclamation and Water Management display that featured photos of growing seedlings underground, revegetation operations, reforestation and the brand new aerial liming operations.

Inco's \$500 million Sulphur Dioxide Abatement Project display gave visitors a chance to see in more detail the project that was regularly changing the Inco skyline.

A video display gave an outline of what the project was, how it was being carried out and how it worked.

A biological display put on by the Environmental Effects group outlined their efforts, ranging from checking microorganisms in water and testing rock piles for acid mine drainage to monitoring particulate emissions from Inco operations.

A video was also part of the display.

The Air Quality Monitoring group within the Environmental Control department also took part in the exhibition.

The exhibit included rock samples, air quality monitoring equipment, a balloon launched tracker that sends signals about

meteorological data and charts showing Sudbury's air quality data.

The environmental concerns of business and industry displayed at the exhibit were welcomed by Pollution Probe, Canada's oldest environmental advocacy group and a participant in the event.

"I'm encouraged by what I see here," said the organization's assistant executive director Pat Fennessy. "It's a good start."

She said the attitudes of society in general have come a long way in recent years since the days when environmentally concerned people were called "granola people" and were considered a fringe group at best, crackpot at worst.

Like everyone else in society, she said, companies are starting to realize that taking environmental measures is in their own self-interest as well as a benefit for everybody. "But I don't think we have a lot of time to turn things around," she said.

Chamber president Greg Miller was pleased with both the quality of the exhibits and the interest shown by the general public.

"We had about 70 people attend the seminars," he said.

He expects the event to be held annually and sees it as a good way to show how business is doing its part in helping to solve the community's environmental problems.

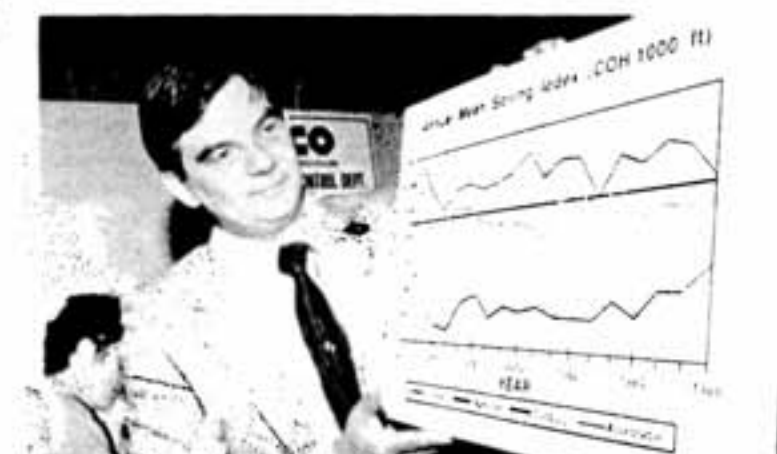
Like the progress made on the environment, said Mr. Miller, the exhibition was a good start.



Environmental co-ordinator Tom Hynes and analyst Carolyn Hunt at their display.



Public Affairs Co-ordinator Karen DeBenedet greets Environment Minister Ruth Grier, Sudbury and District Chamber of Commerce president Greg Miller and the chamber's environment committee chairman Leo Kosowan.



Don Richer shows a soil monitoring index that shows Sudbury is much better off than both Toronto and Hamilton.



Big & Little Brothers & Little Trees

Inco donated 2,000 trees to the Big Brothers organization, and the group wasted no time in putting them in the ground. Seen here doing some planting are Big Brother Sean Brady, a power engineer with Power Department and his Little Brother T.J. Brazel.



North Mine Support

When North Mine foreman Bill Narasnek announced he would go across the country by bicycle in support of the Kidney Foundation this summer, the people at the mine got together to give him a good start on the fund raiser. Almost \$4,000 in donations was the result and the Kidney Foundation Cycle For Life co-treasurer Lisa Bacon (centre, left) was on hand to accept the ceremonial cheque at the mine.



Presenting our West Side

Theatre Cambrian president Ron Udeschini presents Ontario Division Vice-President Gerry Marshall a West Side Story poster signed by the cast in recognition of Inco's donation of \$2,500 toward the production. The group staged a special performance for Inco employees. Almost 200 Inco employees and their guests attended.

SNO goes to Spain with Inco help

The rain in Spain may fall mainly on the plain, but detectable neutrinos hail from Inco.

As the underground site owner and the excavation contractor for the Sudbury Neutrino Observatory (SNO) at Creighton Mine, Inco is one of three sponsors of a SNO exhibit scheduled to be set up at the site of the 1992 World's Fair in Seville, Spain.

Atomic Energy of Canada Limited who will supply heavy water that forms the core of the neutrino detector and MONENCO/Canatom Limited who are supplying engineering, design and project management are co-sponsors in the high-tech exhibit.

Mining technology, too

As well as getting a rare look at the razor's edge of science, visitors to the fair will get a unique look at the mining, materials and engineering technology which are involved in the Sudbury Neutrino Observatory.

The display features the underground site for the laboratory, an animated neutrino detection sequence in a scale model of the observatory and a video which will outline the essential role of Canada's world-scale heavy water technology, mining expertise and

the international research collaboration in the project.

The SNO exhibit will be an important contribution to the Canada Pavilion and to the EXPO '92 theme - The Age of Discovery. Design coordination and fabrication are provided by the Government of Canada through External Affairs and International Trade Canada.

The Canada Pavilion will be located near the main entrance to the EXPO '92 site on a river island in Seville. Visitors entering through the courtyard will see an introductory show and then a film premiering the latest in IMAX large-screen technology. They will also explore an exhibit hall developed by the Governments of Canada, British Columbia, Ontario

and Quebec, featuring innovations in science and technology. The Northwest Territories will highlight northern foods and unique crafts of Canada in its restaurant and boutique. EXPO '92 will run from April 2 to October 12, 1992.

The \$61 million Sudbury Neutrino Observatory is now under construction at Creighton Mine in Walden near Sudbury. When completed in early 1995, the laboratory will observe neutrinos, tiny particles which come from the sun and other sources. The observatory will be the world's deepest and most sensitive underground neutrino detector. Measurements will add to our now incomplete knowledge of neutrinos and their production processes in stars, including our sun.



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Manager Public Affairs
Jerry 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 P0M 1N0. Phone 705-682-5428