



Inco talent as well as sponsorship went into this Cambrian play. See more on Page 5.



Port Colborne's Big Nickel, as it looked on an Inco float entered in the Centennial Parade of 1967.

Port Colborne wants Big Nickel back

Somewhere between 1967 and 1980 the Port Colborne Refinery was generous enough to loan Inco's Sudbury operations a nickel. They want it back. "We gave it to Copper Cliff sometime between those years and we never got it back," said superintendent of operations Bill Kantymir. "Over the years I guess it just slipped everybody's mind." No, they're not tightwads at Port Colborne. What they're talking about here is a big nickel, a special stainless steel nickel beautifully manufactured and engraved by refinery craftsmen for a float that helped celebrate the refinery's 50th birthday and the country's 100th. About six feet tall, the replica of the 1951 Canadian nickel with a unique design representing the Port Colborne Refinery is probably collecting dust behind shelves or under boxes in some abandoned or forgotten storage room. At least that's what Bill figures. The people at Port are preparing for the refinery's 75th anniversary next year, and they need the big nickel to round out the celebrations. He's appealing to anyone who knows the whereabouts of the missing nickel to contact him or Elaine Arnold at (416)-835-6221 or 835-6230. And if you want to save the long distance charges, give us a call at 682-5428 or 682-5425 and we'll pass on the message. We'll even throw in a specially-engraved Triangle pen for any superslueth supplying information leading to the resurrection of the Great Port Colborne Nickel.

Inco's emergency vehicle given to Region

Sudbury Mayor Jim Gordon, who accepted the keys to the Safety Department's state-of-the-art hazardous materials' unit, praised Inco for its "generous gift." Noting the city and region as far back as 1981 wanted to acquire an emergency vehicle but couldn't afford it, Mayor Gordon said Inco is showing "excellent corporate citizenship" by donating the more than \$100,000 unit. "It's absolutely vital in the interests of the safety of our citizens and the people needed to deal with emergencies to have this kind of safety equipment," he said. Ontario Division president Jim Ashcroft said Inco considers the vehicle a "significant resource for all of us who live and work in the Sudbury region. "Our feelings are captured in the slogan on the side of the vehicle," Jim said, in cont'd on page 2



Singer, dancer and musician Joey Hollingsworth was one of the crowd pleasers at this year's Quarter Century Club celebrations at the Holiday Inn. By all accounts, the 1992 induction of 485 new club members was the best yet. For more pictures and stories, see pages 7-11.



Sudbury Mayor Jim Gordon accepts the keys to a Hazardous Materials Van from Ontario Division President Jim Ashcroft. Inco turned over the \$150,000 van to the Region in exchange for fire department protection that the van provides.

Inco's emergency vehicle given to Region

cont'd from page 1
turning over the keys to Mayor Gordon and Sudbury Fire Chief Don McLean. "Working together for a stronger community."

Chief McLean said the Inco gift to the Sudbury Fire Department was "probably the first of its kind in the community. I hope it won't be the last."

Chief McLean said the Sudbury area will now be well-prepared to cope with emergencies.

"There is a lot of freight going through the community carrying flammables, corrosives and toxic substances . . . This (the van) will fit into our master plan for disaster for the region," he said.

Inco acquired the truck and high-tech equipment about four years ago to handle on-site emergencies such as spills and gas releases.

"Luckily, we haven't had to use it in the four years we've had it," said Tom Gunn of Inco's Safety Department.

"Now, with the truck and equipment handled by the Region, all we have to do is dial 911 and let the professionals do it."

Tom said the donation to the community does not leave Inco any less protected. In fact, he said, the donation was a win-win situation for everyone involved.

"The fire department expressed interest in the truck when they toured our facilities last year," said Tom. "They needed a truck and equip-

ment, but had no money to purchase it."

In negotiations with the region over the past year, Inco worked out an arrangement where firemen would get the van in return for fire department protection of the kind that the special equipment provides.

"The advantages to Inco and the Region are simple," said Tom. "The fire department gets the equipment they need, and we can now call on those in the fire department

specially trained and equipped to perform this specialized function. That frees us up to do what we do best . . . mining."

"We made sure in the negotiations that Inco will be as protected as if the vehicle were parked on our own lot," said Tom.

"The fire department people will be fully and continually trained on the new equipment."

That's their full-time job."

Do Port people feel isolated or ignored?



Mary-Ann Kantymir, administration clerk: "I've heard other people make comments about it, but I don't know if I feel ignored here. I look through the Triangle and look for something from Port. I started here only two years ago, so I don't know that many people from Copper Cliff."



Doug Hoyle, PMR operator: "In Inco's publications, there's less input as far as Port Colborne is concerned. I know some people in Sudbury, but not a lot. I like to read what's happening in Sudbury of course, but I'd like to see more of what's happening around here. People here are proud of what they do."



Fran Hobbs, clubhouse stewardess: "I don't really feel isolated. I meet a lot of visitors from Sudbury and it's good to keep up with things that are happening elsewhere in the company. But we'd all like to see more news from Port in company publications like the Triangle."



Frank Jolley, laborer: "They let us know pretty well what goes on at Inco, both here and at other locations. I can't say I feel isolated at all. I get the feeling that I'm part of the overall group. It would be nice to see more about Port Colborne in company publications. It's nice to read about people you know."



The first group to graduate from the First Line Supervisory Training Program. According to Division president Jim Ashcroft, the members are on the leading edge of needed changes.

Training program provides leaders for changing times

Inco has to change the way it does business, Ontario Division president Jim Ashcroft told graduates of a new Inco-Cambrian College First Line Supervisory Training Program.

"You are the people who are the leading edge of that change," he told the first 40 graduates of the six-month course during a special dinner and certificate presentation at the Copper Cliff Club recently.

"Gone are the days when we expected employees to check their brains at the door when they go to work," he said. "Today we need highly skilled people who must be enthusiastic, committed and take pride in their work, cultivated and facilitated by well-trained supervisors like you."

Central Maintenance and Utilities manager Al Cruthers, on hand to present the certificates, urged graduates to share their knowledge with the many other people at their worksites who have not had the opportunity to get the training.

"Mentoring is the word that comes up more and more. It promotes teamwork in the workforce. The sharing of knowledge, of ideas, training and experience. You now have the knowledge and the theory. You can share that with others who perhaps have more experience. We can all learn from each other," he added.

Cambrian College vice-president of Academics Gary Cronkwright said that in his five years at Cambrian he's

been impressed by Inco's commitment to training. He said that while North American workers are often compared to the German worker, there are some notable differences.

"We value freedom of choice here," he said, "and I think that makes our system a lot more flexible than theirs. What we need is to develop the best of both, and Inco is on the leading edge of that."

Financed by Inco for the in-house segments and partially financed by Ontario Skills and Development for the college segments, the program

covers a wide range of subjects from motivation strategies, decision making, principals of communications, and work planning to human rights and managing employee performance.

Changing times

According to operations training coordinator Stan Pasierowski, the need for the program became evident with the advent of new sophisticated technology, a better educated employee and the change in emphasis to team-

work. "It's something we had to do to stay ahead in changing times," he said.

As well as classroom work, the course emphasizes field training where students apply learned theories to real situations.

It was the hands-on training that particularly interested McCreedy West maintenance foreman Jim Rousselle. "You learn when you tap into your own past experience, to compare it to what you are learning," he said. "I've been told by some people, particularly by some of the older guys, that

you either have leadership qualities or you don't. A lot of people think you're born with it. That's not the case. It's a skill that can be learned."

With only four years at Inco, Jim describes the course as invaluable because of the information he picked up. "It gives you a lot of tools you can use when dealing with people at all levels. I think it will make me a better supervisor."

Copper Cliff South Mine maintenance foreman Mel Thompson has 18 years with Inco, the last two in a supervisory position. Like most on the course, he found it enlightening.

"I think the biggest change made is my ability to listen to people more. That alone will make me a better supervisor," he said. "You have to get the facts before you decide on a direction to go, and who better to give you the information than the guys on the job."

He said he particularly enjoyed the segment of the course that dealt with human nature. "You learn to look at people in a different manner. Each person can be motivated and each may be motivated in a different way." He remembers the "oldschool" leadership techniques. "It was a military-type version. Do it or else. It kills morale and doesn't promote cooperation and safety, all the things we are emphasizing today."

It's much better to motivate people than to use threats."



Central Maintenance and Utilities manager Al Cruthers (right) presents certificate to Nicolas VandeKraats while operations training coordinator Stan Pasierowski looks on.

Friendship overpowers handicap in teens' efforts to reunite after decade of separation

Natalie Menard can walk, with help, but her speech still needs work. Jason Bekkering can't walk, but he speaks well and can use his hands. The two lifetime friends make a great pair.

If only they could get together . . . on a regular basis.

Menard, 18, daughter of Froot-Stobie forklift operator Ron Menard, and Bekkering, 19, have cerebral palsy.

But that's not the real story. This story has two parts and its conclusion is still unknown.

They have been trying to get together for years, ever since Bekkering left his foster home in Val Caron and eventually moved to Holland.

They met again in an emotional reunion on January 26. The week-long visit was a gift from the Starlight Foundation of Sudbury.

The foundation grants

wishes to handicapped or terminally ill people. Menard, a Hanmer resident, longed to see Bekkering again.

Starlight volunteer Diane Lukerik spent four months searching before Bekkering was eventually traced to a Dutch group home for handicapped people. The call came through to him on October 1, 1991, which happened to be his 19th birthday.

"If he could have walked, he would have walked and jumped," says Diane Menard, Natalie's mother, of Bekkering's reaction to his first contact with a Canadian in almost 10 years.

Diane also acts as her daughter's spokeswoman.

"He couldn't believe Canada was calling, that 'Nats' had this wish. He couldn't believe it."

His week-long visit was crammed with winter sports, a class reunion with his friends

and teachers from the Children's Treatment Centre, a lunch with Sudbury Mayor Jim Gordon, and a visit with Menard's sports team, The Shooting Stars.

"Yes, it was a good visit," Natalie nods with a big smile.

It proved to be an eye-opening Canadian experience for Bekkering's friend and supporter Hans Feriks. It was Feriks' first chilly taste of a Northern Ontario winter.

What the visit gave Menard and Bekkering was even more important.

Diane Menard said it lifted her daughter's spirits.

"It helped her to keep coping with her disability. And Jason too. Hans says he often gets depressed."

The two teenagers are at a critical age, she says. They need friends and want to go out and do things, like any teenagers. "Right now Natalie wants to go to the show, but

she has no one (to go with). When you're handicapped you want to go to the movies, to the mall, but you can't.

And that's why the Menards and Bekkering's foster parents, Fern and Paulette Joli, are tirelessly working to bring Bekkering home for good.

Most of the pieces are in place. Bekkering is an orphan with no family to visit in Holland, thus his days can drag on in a group home. He is an adult and can't really be held back. He has often dreamed of returning home. He just didn't know how to start the process, says Diane Menard. And he has lost contact with his former friends and foster parents in Canada.

Secondly, there is room for the happy-go-lucky teenager at Participation Projects, a home for handicapped people in Sudbury, Menard says.

It's crucial, however, for the

authorities in Holland to know that Bekkering will be financially secure, so Menard is applying for disability pension for him to reassure his people in Holland.

They are all confident Bekkering will land in Canada for good sometime this summer.

In the meantime, they communicate by cassettes. Annyse, Natalie's younger sister, is her spokeswoman, dictating letters to Bekkering.

And one day soon they all hope their conversations will be over a table or cup of coffee, instead of a tape recorder and telephone.

A trust fund has been set up to make it all happen. The Hanmer Branch of the Royal Bank will be the headquarters for the fund, and anyone interested can make their donations at any branch of the Royal Bank in the Sudbury Region.

Annual meeting no stuffy affair

by Marty McAllister

If you visualize corporate annual meetings to be about as exciting as watching a board warp, you aren't alone — but you might've changed your mind one morning this past April. A Toronto Star business reporter was later overheard to say: "This is nothing like some of the stuffy and far more costly affairs I attend."

What was so different about the Inco meeting?

The reporter had no way of realizing that a cross-section of Inco employees, pensioners and shareholders had been present in that big room, but he had caught the spirit that blossomed as old friends and colleagues got together.

The Family

In from New York for the day, Jim Fowler beamed to see familiar Copper Cliff faces, and eagerly inquired about others. Doug Hamilton, now of Toronto but for years a Thompson man, joked with Gerry Marshall, that division's new president.

Doug's predecessor, Bill Gordon, radiated the obvious benefits of a retirement vacation in Florida.

Ronnie Bruce, Assistant to the Secretary, was orchestrating a thousand details to make sure the meeting went just right. And it did, but this competent and much-respected lady has been at it for a long time. Even those no longer in the limelight are still special to her — and vice-versa. Retired senior executive Ashley Sutherland went out of his way to greet her in the foyer. In an interview months before, elder statesman Theodore M. Gaetz had spoken of the thoughtful reminder he received before each annual meeting. As his

familiar white head showed above others entering the room, it was obvious that the system still worked.

A Job Well Done

It was, of course, a chance to bid a fond farewell to Don Phillips, retiring Chairman of the Board — who handled his final meeting with the calm good humor people had gotten used to. Even Sirio Bacciaglia, an annual meeting legend in recent years, showed a chink in his armour and offered Mr. and Mrs. Phillips his best wishes for a long and happy retirement, congratulating the Chairman on a job well done.

Like so many in the company's more distant operations, not everyone in the Toronto office could take the hour to attend the meeting. Earlier that morning, in the Accounting department high above King Street, Barb Bullock had regretted prior commitments. "I would really like to go — especially today. Mr. Phillips was always so down-to-earth," she said. "We liked him."

"This is a team."

At the press conference after lunch, Inco's new Chairman and CEO was very much at home. Cheerful and confident, Mike Sopko introduced his senior colleagues to the media: "This is a team, so your questions will be answered by the person best qualified."

And that was the way it went.

Dr. Sopko responded himself to a question on the likelihood of further major cost-cutting: "There are no plans at this time for anything like that — no, there are no guarantees

in this life, but we're looking to achieve increased improvement with our employees."

Questions on break-even prices were fielded by Ian McDougall, Vice-Chairman and Chief Financial Officer: "For 1992, it's going to be in the \$3.15 to \$3.20 range. We haven't achieved that so far this year, but I believe that will be our average by year-end."

Executive Vice-President David Balchin outlined the recessionary factors that have caused a significant decline in business for our Alloys and

Engineered Products divisions.

Asked in what timeframe we could expect to see growing markets in China and India, Executive Vice-President Peter Salathiel said: "It's happening now."

Salathiel's enthusiasm for nickel's future was contagious:

"These new markets are starting to develop the way they did a few years ago in places like Taiwan and South Korea. Now, those countries are big customers. Markets start small and are pretty basic, then become more sophisticated as they grow. That's

the way it will be in China and India."

The Difference

During his parting comments earlier in the day, Don Phillips had said how he had always admired Inco as "a company that created things."

Things like better processes, better products and a better world. And maybe a more diverse family, with more generations than most.

An annual meeting of such a company is bound to be special.

S.H.E. says . . .

Work as a sports event

Today it seems that you need a PhD to purchase a simple piece of sporting equipment.

Choosing the right equipment involves the consideration of numerous designs, lightweight space-age materials, aerodynamics, traction, colors of the rainbow, fluorescence, shock absorption, and of all things . . . pumps!

These many features culminate in performance, safety and style.

Like athletic equipment designers, the Safety, Health and Environment Department has delved into the world of human factors engineering or "ergonomics" to deliver to its customer, the worker, the equipment needed to do the job safely and effectively. This does not necessarily mean that the tastefully appointed, strategically placed fluorescent safety tape on miners' work clothing will give way to the

"radical" psychedelic paraphernalia donned by the modern trendy sportsman . . . for our purposes, the conservative approach is much more practical.

Human factors engineering is the scientific study of the interaction among the worker, the process and the tools. The goal is to reduce injuries and increase production by arranging the workplace to better accommodate human users.

For the past three years the Occupational Health section has had student ergonomists on staff, courtesy of the Waterloo University co-op kinesiology program. Using their knowledge of factors which affect human performance, the students help to evaluate the varied workplace processes and equipment within the Ontario Division.

Their suggestions can benefit anyone from office staff to

heavy equipment operators.

For example, a well designed office environment, including a chair with proper support and accessories, can reduce muscle strain and make a computer operator more comfortable and productive.

Those involved in manual material handling can benefit from the carefully considered placement of heavy objects. Placing these objects at waist height rather than on the floor reduces the chance of back strain which often results from improper lifting practices.

Think of your job as a sport. If the playing field is not level you can trip and injure yourself.

Some coaching from the co-op students at Occupational Health can help you sort out the lumps and bumps at your workplace and make you a winner!

Safety, Health
and Environment



Skiing, snowmobiling or curling, Jeff Grieve was ready for anything.

Engineers curl away straight-laced image

The General Engineering Bonspiel.

The name conjures up visions of dead-serious mathematical types weighing rocks, calculating trajectories and computing ice-to-rock resistance ratios.

So what's electrical design engineer Jeff Fuller doing on the ice wearing a snowshoe



Jeff Fuller: Best dressed for curling.

of the event."

Just under 150 people attended the 27th annual bonspiel this year at the Copper Cliff Curling Club, and the costumes were as wacky as some of the curling.

The two-day event included



Consultant Hank "The Rabbit" Clark takes aim.

a dinner at the Legion Hall in Copper Cliff.

The winning team consisted of senior designer Dario Pagnucco and contractors Rick Cacciotti, Bob Cecchetto and Wayne Carr.

The bonspiel is just one of many activities planned by the social club, one of the most active in the Division. The group annually organizes two bonspiels, a golf and bowling outing, an open house, dance and other activities. On the drawing board this year is a walkathon for charity and bloopers and bocce tournament.

One reason for General Engineering's active agenda is the willingness of people to pitch in with the organizing.

Included among the volunteers for the bonspiel were estimating and cost control supervisor Jack Moore, designers Dario Pagnucco, Ron Capstick and Mike Anthony, senior estimator Karl Pilonen, contract administrator Chris Dixon, specialist engineer Dick McIvor and Jeff Grieve of Environmental Control.

So what was Jeff Fuller doing in the unusual get-up?

Winning first prize in the best-dressed category.



502 construction coordinator Chuck Mossey did the artwork for this poster announcing the event.

on one foot and a rubber boot on the other? Why does he have pots and pans hanging from his neck? Why is he wearing a fur cap adorned with Christmas decorations and goggles?

"We have a good time," said Henry Flacconi, president

of the General Engineering Social Club. "It's been the tradition here to plan each bonspiel with a different theme. This year it was designated with a 'Sportsman's' theme. We encourage people to dress up to match the theme



Marcia Ranger helps daughter Allana get into her costume.



Daniel Cluff and Pauline Braithwaite ham it up before the performance.



Constance Nolan, Pauline Braithwaite, Sam Stedman, Chris Hurtubise and Michael Parent take relax during intermission.



Scenes from the play Jesus Christ Superstar



Jesus Christ Superstar boosts Inco talent

It's the second year that Inco has been the corporate sponsor for a major theatre project, and like last year, the results were positive.

"It's a great thing for us to get involved with," said Inco's Public Affairs manager Jerry Rogers about this year's presentation of Jesus Christ Superstar. "For everybody, from our employees, to the young actors, actresses and production people, to the community at large, this is a great feel-good event." While reluctant to commit to an annual sponsorship, he indicated that Inco

will continue to be supportive in similar future efforts whenever possible.

"It's something we have to look at every year in light of our finances and other community commitments," he said. "But whenever possible, I think it's an excellent way to get involved in the arts and cultural affairs of the region."

He pointed out that while Inco provided financial support for the Theatre Cambrian production, a good representation of Inco employees helped provide the talent.

Two performers with close

Inco ties, Pauline Braithwaite and Daniel Cluff, had major roles in the play.

Pauline, wife of Coleman mechanic Murray Braithwaite, played the role of Mary Magdalene. A Journalism student at Cambrian, she has won various talent competitions in Vancouver and Ontario.

Daniel, grandson of Inco pensioner Albert Godin, turned in an impressive performance as Judas Iscariot in his first stage production. Dan has other Inco connections. He performs research for the

Sudbury Neutrino Observatory at Creighton Mine and teaches physics part-time at Cambrian College.

Nephew of retired Inco miner Frank McReavy, Chris Hurtubise played an apostle in the play as did Sam Stedman, son of Copper Cliff Mill process foreman Curry Stedman. Apostle Marc Henri is a nephew of Levack maintenance mechanic Paul Henri, while fellow apostle Michael Parent is the son of Stobie miner Emery Parent.

Marcia Ranger and daughter Alanna also had roles in

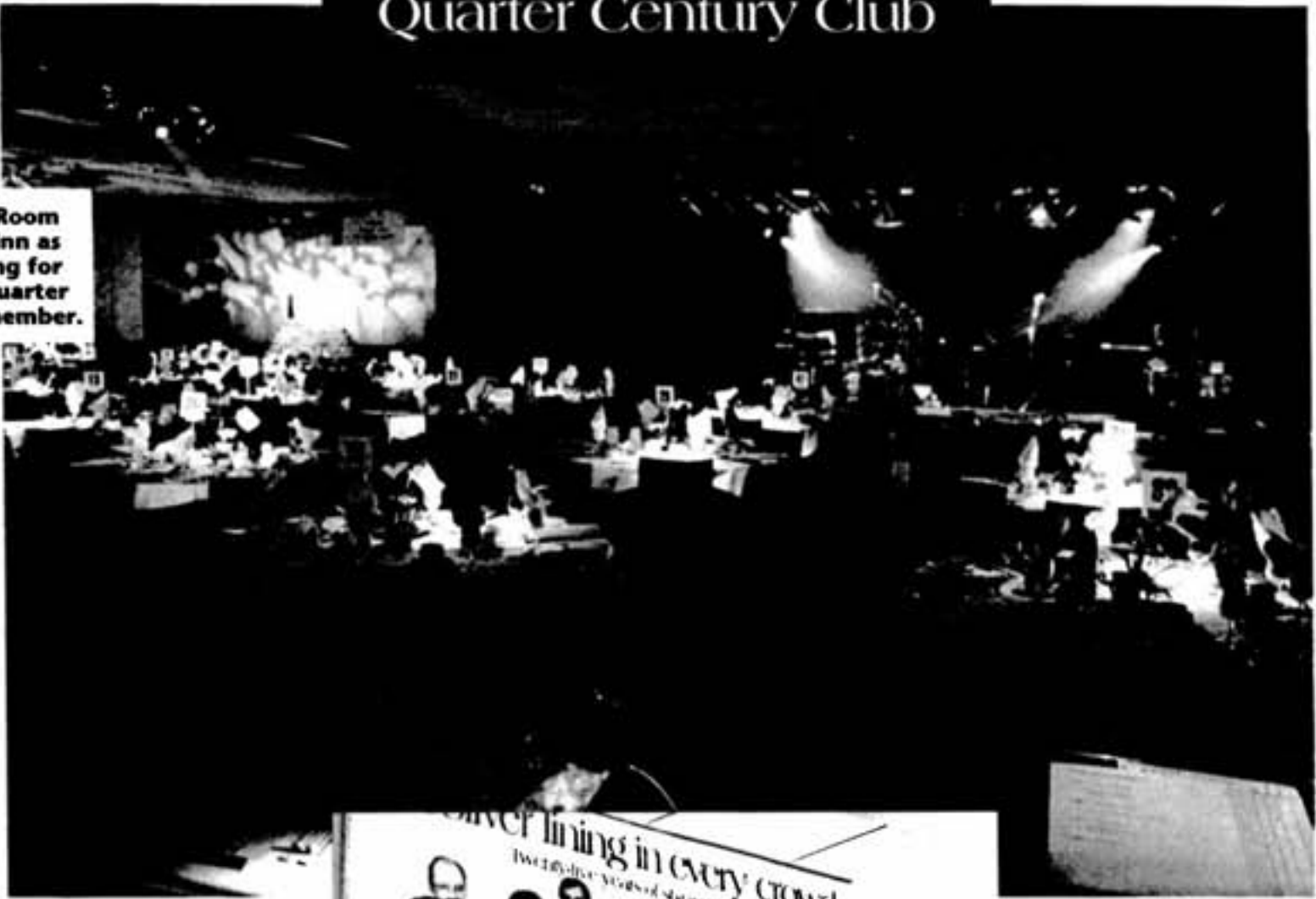
the play. Daughter and granddaughter of Carol Lang of Mines Engineering and retired Inco electrician Dave Lang, Marcia was a member of the female chorus and Alanna played one of the children in the play.

Male chorus member Mike Trevisanelli is the nephew of retired Inco carpenter Danny Beltrame.

A special Inco Night drew a full house, including 85 employees and their guests who won tickets in a contest held by the Public Affairs Department.

Quarter Century Club

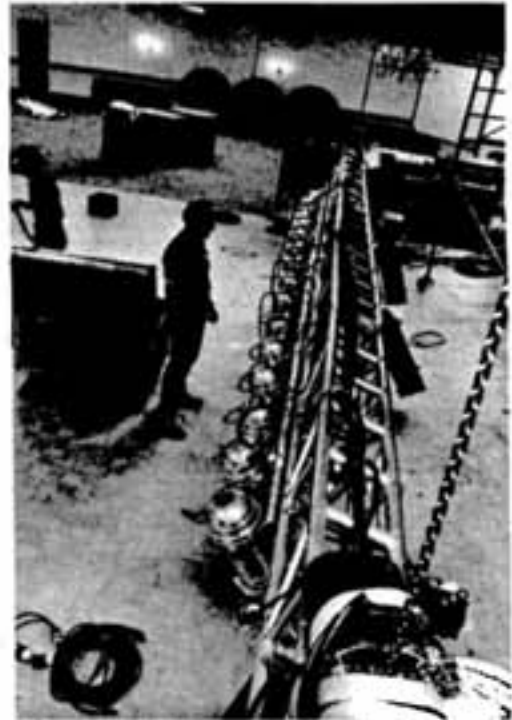
The Palladium Room at the Holiday Inn as it looked waiting for the first new Quarter Century Club member.



Audio technician Claude Faucon hauls a string of cable away.



New this year are two billboard displays on Lorne Street and the Kingsway announcing the Quarter Century Club inductions. Some of the new members shown on the poster got together to have their picture taken. From left, Henry Vaillancourt, Sandra Hammond, William Cook, Barbara Matte, Henry Fiacconi, Ali Egab, Marilyn Harper, Bruce Urquhart, Glenn Lavallie, Henry Fabianiak and Dave Cleminson.



A boom with stage lighting is prepared before being lifted into place.

Year-long preparations for Quarter Century Club event

It began almost as the doors closed on last year's celebrations, culminating in what appeared to the casual observer as semi-organized panic just hours before the doors swung open again.

Preparations for the 1992 induction of 485 new members in Inco's Quarter Century Club began a year ago, things like booking entertainment, equipment, facilities and other long range planning.

On the first morning of the two-day event, it was difficult

to believe that 500 miles of wire, scores of boxes, and video, sound and lighting equipment spread haphazardly around the hall would be strung together in time for the evening celebrations.

Tom Hewlett of Sudbury-based Signature Group,



The hall as it looked on the morning of the first day. At top of page, how it looked the same night.

hired to help with the preparations, was dodging between boxes and navigating waves of wires, video-taping the entire procedure from bedlam to the final touches. "A good way to show what's involved in this kind of thing," he said. "Show the transformation."

By all ac-

counts, the final result this year was breathtaking. From the intricate lighting sequence to the last napkin, it was a thing of organizational beauty.

"These people (new club members) have given 25 of the best years of their lives to Inco," said Public Affairs coordinator Karen DeBenedet before the doors opened. "We want this gesture of the company's appreciation to go as smoothly as possible."

"They deserve it."

Quarter Century Club



Volunteer Doug Mazerolle of Transportation pins a name tag on Smelter maintenance mechanic Maurice Girard while Pauline Girard



Volunteers John Ticalo of Purchasing and Divisional Training's Benita Smith get into the spirit before the crowd arrives.



New club member Albert Rees pins wife Shirley. Albert retired last year. He was an operator at the Smelter.

Quarter Century Club

New Quarter Century Club members crucial partners in Inco's success: Ashcroft



Ontario Division president Jim Ashcroft delivers the official greeting.



Three Transportation employees with their wives. From left, Lloyd Denault, Dianna Denault, Anne Stokes, Valerie Christink, Douglas Christink and Chester Stokes.



South Mine miner Doug Martin and wife Elleen get the official greeting and gifts from mine superintendent Ivon Chaumont. It could have been the other way around. Ivon is a new club member himself this year.



Frood-Stobie-Garson manager Fergus Kerr, Stobie superintendent Mike Grace and wife Lorraine welcome Stobie scoop operator Urbain Henry and his wife Linda.

To say it went well would be an understatement.

For those attending, it was a fitting climax to their 25 Inco years.

"To me," Jim Ashcroft told the 485 new Quarter Century Club members, "it's clear that our future in the Ontario Division and the international mining industry will depend on men and women like you."

In a welcoming address to the new members, the Ontario Division president said that, in the nine months since returning from Thompson, he has been "quietly impressed" by the passion, feeling and ideas that men and women in the Ontario Division bring every day to their eight hours at Inco.

Jim's speech reflected a mix

of humor, gratitude and pride. "They told me not be witty or intellectual, just be myself," he said.

"I'll be brief, too."

Jim saw the new members as fellow travellers who 25 years ago embarked on a unique journey together that combined high hopes and dreams, sacrifices and disappointments.

"When things got bad, as they did in the early 1980s when we were losing \$1 million a day, we took some comfort in the thought they could be worse. And when they did get worse, as we struggled through 13 consecutive quarterly losses, we found hope in the thought that things were so bad they could only get better.

"And they did."

Jim told the celebrants that Inco's success was based on a partnership. "A rich and rewarding relationship between one generation of young Canadians and one of the best resource companies in the world.

"We have," he said, "come a long way together in the

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Quarter Century Club



Levack driller Angus Bradley and wife Aline get ready to have their picture taken.



Oxygen Plant operator Leo Gilbert and wife Marie get their picture taken.



Cross
Hess
and
Carmichael
take a look
at the
book.



Donna Brickett and father Don, a supervisor at the Copper Refinery, refinery furnaceman Joe Cauvrette and wife Sherry, and Safety and Administration superintendent George Ballantyne.



Candy Gill and Levack Complex manager Jon Gill greet McCree West miner Andy Tremblay and wife Gisele. Coleman Mine superintendent Glenn Elliott (centre) looks on.



Audio Visual's Aurel Courville filmed the goings-on and transferred the images to two big screens for all to see.

Quarter Century Club



The comedy troupe Skit Row drew plenty of laughs.



A member of the comedy troupe Skit Row calls for a moose. The moose answered.



Bill Beavers of Divisional Shops and Tom Hewlett attempt to untangle a yo-yo. Bill solved the problem by snapping the string.



Mines VP John Kelly toasts the Queen.

Entertainer Joey Hollingsworth shows off his dancing style.



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past two-and-a-half decades."

He said the 25-year period marked some of the most exciting and challenging episodes in Canadian mining history, including the introduction of new techniques and technology.

The spirit of partnership was abundantly evident in the warm and enthusiastic response of the new members

and guests as the evening progressed. "Fantabulous," said Information Services administration clerk Sandra Hammond. "I was at the celebrations last year with my husband (electrician Ray Hammond) but this year it was even better. It was great entertainment. I think everybody enjoyed themselves." The entertainment, provided by the Ottawa comedy troupe Skit

Row and singer/dancer Joey Hollingsworth, brought roars of laughter and loud applause.

"I got some great belly laughs from that Ottawa group," said Industrial Relations area (Creighton and Copper Cliff Mines Complexes) supervisor Bud Meaden. "I enjoyed myself immensely. I've been to several Quarter Century events as a volunteer, but this was

even better than I can recall."

In a note to the President, Ted Joiner, materials management team leader, said: "I have always enjoyed my association with Inco, but the extra effort and expense of this reception, held to recognize a quarter century alliance is very impressive and truly appreciated." The atmosphere was a mix of modern and nostalgia. A unique black

and white color scheme gave a feeling of history while the often-improvisational comedy of Skit Row was as up-to-date as tomorrow's headline. A video presentation reviewing the last 25 years was displayed on two huge screens on either side of the stage.

"It kind of makes you feel like you're young again, like you're ready to go for another 25," said one celebrant.

in touch

No gimmicks, hysteria when this pensioner wrestled

John "Klondike" Hill no longer puts his unbreakable holds on squirming, twisting opponents in the ring, but the Inco pensioner certainly has a good grip on a relaxing retirement here in Port Colborne near the windy shores of Lake Erie.

John certainly doesn't come from the Hulk Hogan or Randy Savage mould, but he has the look of a man who didn't need any fancy gimmicks or "hernia holds" to press his foes into submission.

He pins the body of an almost-finished carved duck decoy between two huge, meaty hands as he recalls the days in the '50s and '60s when those he wrestled, more often than not, met their match on the mat.

"I never lost too many," John laughs heartily as he relaxes in 'The Decoy Shanty', where he carves award-winning decoys and other wooden specialties to order.

John, 61, still packs about the same hefty 270 pounds that saw him win quite a few bouts from 1950 to 1965, when he retired from a successful career on the Ontario and New York State circuit.

"The biggest match I had, was a main event against champion Bruno Sammartino at Maple Leaf Gardens in 1956. I think they gave me \$65 for that bout, so you could see that there wasn't that much money in it then, although \$65 could go a long way."

"I wrestled Yukon Eric about a dozen times on Channel 11. He had huge arms on him, like iron bars. He wasn't fast, but he was strong!"

Wrestling was more of a serious sport in the early '50s than the sheer entertainment Hill feels it has become today. He hasn't been to a live match since he stopped grappling over 25 years ago, although he admits to watching the odd televised match. Some of his matches were televised in Canada and the United States.

Back then, a hold might last for a little while. The big thing was having the strength to hold your opponent. Now, there seems to be a lot more action and bouncing around — showmanship.

"Now, it looks to me like 95 per cent of those guys are on steroids, with their muscles on muscles. You never saw muscles like that, in our day. I never heard tell of drugs or steroids back then. We were



Pensioner John Hill today, with two of his carved decoys.

clean," he emphasizes.

The glamour of today's World Wrestling Federation doesn't compare to the travelling road show of a small, but dedicated circuit following across North America. It was often called "carnival wrestling" in some small towns, Hill noted.

"On the circuit, you had to pay for everything. If you got hurt, you were on your own. There was no compensation," he recalls.

So, to make ends meet, "Klondike" Hill answered the call at the Port Colborne Refinery in 1959, just a week before he was about to leave for a circuit stint in Atlanta, Georgia. A job at the plant was steady work, at least, to supplement the 'up-and-down' income of his first love, wrestling. His other main squeeze, John's wife, also looked

forward to a more settling occupation.

Working on the presses in #5 building, and all the shovelling and heavy lifting in the

cobalt furnaces, though, gave "Klondike" all the exercise he needed in preparation for matches. In addition, he lifted weights and undertook a body building program with the careful instruction of local trainer John Bogner.

"John, who gave me the name 'Klondike' Hill, taught me everything he knew and more. He had travelled the world wrestling and he knew his stuff. He also knew how to promote. He saw my size and potential and we trained right on his farm west of Port Colborne. It took time to learn. You don't just become a wrestler overnight."

"I liked sports. I never was much good at baseball, so I took up wrestling at 17," he said.

Ironically, "Klondike" first learned who was

boss on his family's Wainfleet farm, where it took a certain amount of strength to hold back a team of horses that wanted to go.

Sharing the many family chores with three brothers and two sisters toughened John up a little bit, which was a good thing when he hit the carnival wrestling circuit.

"Back then, wrestling was tough. There were a lot of tough men out there. When we went to country fairs, they'd set up a ring and challenge anyone in the audience to come in. They were lined up to see if they could last five minutes against me and get some money."

You had to be ready for these big farm guys, because you'd never seen them before and because they'd just about do anything to win... punching, kicking below the belt, that sort of thing.

"You sure earned your money then," he ruefully remembered.

At work, John's buddy's would ask him to show them a few holds. He'd oblige, being the good-natured fellow that he always was. Shift work allowed John to get away for important matches, too.

One day in 1952, he and Bogner even organized a full card of four or five bouts in a portable ring set up at the nickel plant's recreation hall.

Hill recalls winning his bout, but he can't remember the name of his opponent. There were so many of them over the years.

Did "Klondike" Hill escape unscathed from his sparring and struggling to stay on top?

"Just my left knee. I'm crippled yet today, when my leg snapped back during a bout. But, I retired (from wrestling) at about the right time. You're best when you're 20-30 years old. When you get up to 35, you lose your speed and deteriorate a little bit, just like in othersports." Now, "Klondike" contends with the long days of retirement easily, carving intricate wooden decoys, toy chests, gun cabinets and a host of other custom creations. Some of the decoys have won awards when he enters them in carving competitions in Ohio, Ontario and Michigan during fall and winter meets.

In the summer, however, if he isn't in the comfortable cabin socializing, "Klondike" Hill is out on Lake Erie, hoping to wrestle that big monster into his boat.



John, as he looked in his wrestling days.



Coleman production foreman Andy Besserer and superintendent Glenn Elliott go for a clean sweep.



Levack operating shaft boss Frank Desbarbleux shows some fine form in rock delivery.



McCreedy production miner Joe Bedard dips into the salad while Levack tram crew retiree George Smith pours on the gravy: Curling sure makes you hungry.

McCreedy West production miner Mike Kearsey: More than cold feet about his last shot.



Levack Engineering cost clerk Carol Deslauriers and friend Terry Mills watch the rock slide down the ice with some anticipation.

Growing pains for Levack curling

All indications are that Levack's fledgling curling bonspiel will follow the tradition of some of Inco's longer-established events.

"We've been getting more people out every year," said

Warehouse foreman Ralph Whynott, an organizer of the fourth annual bonspiel held at the Onaping Curling Club recently.

"This year we had 35 rinks take to the ice. Last year we had 28 rinks turn out."

The Levack Complex competition was held over three days, beginning Friday evening and finishing Sunday.

Ralph said the rapidly-expanding turn-out is an example of the growing morale and

family atmosphere at the complex. One reason for the success is the active support, encouragement and participation of management.

Complex manager Jon Gill was one of those who turned out. "Everybody gets involved

here," said Ralph. "Management is behind us and people are responding."

Last year, a complex golf tournament was held for the first time.

"We'll have another one this year," said Ralph.



HERITAGE THREADS

by Marty McAllister

A hundred years or so into the Industrial Revolution, Britain had become 'the workshop of the world'. To satisfy the growing demand for finished materials and manufactured goods, it supplemented its own dwindling natural resources with imported raw materials from around the globe.

These included the most ancient of metals — copper from Chile and tin from the Malay Straits. And in London's financial district, there were the metal merchants, beginning to establish their value as middlemen between producers and users.

A Place To Meet

Around 1860 or so, the new coffee houses in London were popular gathering places for people of the financial district. And it was in the Jerusalem Coffee House that the metal merchants of the day regularly met to exchange ideas and information and to make deals. In 1876, after a series of moves, the merchants decided to establish a properly constituted body, with some form of rules and central control. Thus was born the London Metal Exchange Company.

The LME moved to new quarters on Whittington Avenue in 1882, and remained there until 1980 — when it took up its present premises at Plantation House on Fenchurch Street.

Today, there are six non-ferrous metals traded on the LME: copper, tin, zinc, aluminum, lead — and, of course, nickel. Silver contracts were discontinued in June, 1989 for lack of interest.

As far as Inco is concerned, the LME was for years only a vehicle for the trading of copper. But that was a different market. First, unlike nickel, a large share of our prestigious ORC brand copper could be sold domestically right here in Canada. But on the world stage, there were (and are) a great many copper producers, many of them much larger than Inco. So, the LME was very useful as a place to get in on the action and sell our copper exports. You can only sell via the LME if your product meets certain purity criteria, and the Copper Cliff Copper Refinery has been guaranteeing that for 60 years.

Why Not Nickel?

Nickel was a different story. For a long time, as we discussed last time, Inco was the producer. And the producer controlled the prices — very intelligently, with a long-range view of what it would take to maintain a stable market.

Most smaller producers were content with the arrangement, and customers could count on a nickel supply to meet the growing demand. Right into the '60s, the producer price system held together reasonably well. But change was in the air.

For one thing, something of a "free market" was developing. Nickel from the USSR, and to a lesser degree from Australia, the

Philippines, Finland and South Africa was being sold through specialty metals dealers like Marc Rich in Europe. No big threat at first, but the waters got muddier.

More competing mines, attracted to the stable, profitable prices in the nickel market, came onstream. So what began happening to world capacity? Right. It grew . . . and grew.

But then, demand began to taper off. And oil prices went through the roof, causing terrible damage to the lateritic producers, including our own operation

As The Market Turns ... Episode Two

in Guatemala. Soon, it was like having too many pizza joints and too few tourists, and the shake-out began.

Nickel Comes To The LME

The cutbacks of the early '70s took their toll. The competition was keen and the golden era of producer-managed nickel prices was all but over. Free market prices became more and more influential.

Against strong opposition from major producers, including Inco, the London Metal Exchange introduced its nickel contract in April, 1979. The free market now had a home.

And the rules of the game were changing again.

By 1982, when we were in the throes of another recession, another industry downturn, then-Chairman Charles F. Baird told a group of London financial analysts that "Inco now recognizes that the LME nickel price is very much a fact of life."

Ten years later, it is even more so. Inco people pay as much attention to the LME price as to the weather report and we're all hoping to see it on the upswing.

But how does it work?

The London Metal Exchange is more than just a room with a ring in it — although it is that.

Originally, The Ring was just a big circle drawn on the floor with chalk. The metals traders would gather around the circle at specific times each day to call out their bids and offers. The idea hasn't changed much, but The Ring is physically much more comfortable, complete with leather seats and writing tables immediately behind them. There are two trading sessions each day and each of the six metals is traded twice in each session.

Nickel contracts are for lots of six tonnes (13,228 pounds), and are priced in U.S. dollars. In the first session, nickel trades from 12:15 to 12:20, and from 1:00 to 1:05. In the second session, the times are from 3:45 to 3:50, and from 4:25 to 4:30.

At the end of each session, a.m. and p.m., there is a period of kerb trading — 15 to 25 minutes in which all metals are traded simultaneously around the ring (must get pretty wild!).

What changes hands in The Ring is actually just a piece of paper called a warrant. It spells out what has been bought (e.g., 4 x 4 primary nickel cathodes), by whom, and in which of the LME-listed warehouses the physical product is stored (e.g., Antwerp, Rotterdam, Genoa, Liverpool, Baltimore, and on and on). And, until the product is taken away or sold again, the new owner pays the rent on the warehouse space.

The majority of Inco's nickel sales are still, of course, directly to our customers around the world — but the prices in those deals stay pretty close to the benchmark being set on the LME each day. That doesn't mean we don't sell through the LME whenever we can — or that, if we're caught short of a certain product size to satisfy a customer, we don't occasionally buy some.

And, we "play the market" on the LME, hedging against what may happen to the nickel price in the months ahead of any given date — but that's a very complicated racket, for experts only. Definitely not for the faint of heart.

Since the nickel market of the future will cover the whole world, not just what used to be called the Non-Socialist World, it's very useful that we now have over a decade of LME experience under our belts.



INCOME ideas

by Richard Birch

Why not try an RESP when looking for ways to ease education expenses?

Registered Education Savings Plans (RESPs) have come a long way since they were first introduced in the early 1970s. They are more flexible, still offer great income splitting opportunities, and the new rules introduced last year shouldn't discourage their use if you start early enough.

An RESP is a tax shelter, similar to an RRSP (registered retirement savings plan), except that you are not allowed to deduct for income tax purposes amounts contributed to the plan. All income earned in the plan is tax sheltered until paid out.

All earnings that accumu-

late in the plan must be used to fund full-time attendance at a post-secondary school. However, plans in existence before February 21, 1990 can be used to fund part-time attendance. It's not just tuition and books that are covered. The funds can be used to finance travel costs to and from school and all living expenses.

RESP Payments Taxed in Student's Hands

The amounts are paid out to the student and are taxed in the student's hands. If attempting to save for your children's education outside an RESP, interest earned on your savings would be taxable in your hands each year. Chances are your children will

not be taxable or be taxed at a low rate when they receive the funds from the RESP. The tax savings from splitting income like this go directly into children's education.

You can contribute up to \$1,500 each year for each child, for a cumulative total of \$31,500 per child. Contributions can be made only for 21 years and an RESP can exist no longer than 26 years. After that time, all amounts must be paid out and, therefore, become subject to tax.

Funds can build quickly in an RESP. If you contribute \$1,500 a year for 18 years and earn an average of 10 percent, there will be over \$75,000 in the plan by the time your child starts university. Note that at any time, you can get your

contributions back out of the RESP. There is no tax of course, since your contribution was originally made out of your after-tax income.

Variety of RESPs

RESPs are offered by many financial institutions in several varieties. Brokers offer self-administered RESPs, or you can get simple ones that invest primarily in safe interest-bearing securities. Some mutual funds also offer RESPs. There are few restrictions on the types of investments in which funds can be placed. Shop around for plans with the lowest fees.

You can also save on fees by opening one plan for all your children. If you have

three children, you could contribute up to \$4,500 a year (\$1,500 x 3). If a plan has more than one beneficiary, they must all be related by blood or adoption. Bear in mind, however, that the plan must be collapsed at the end of 26 years.

The one drawback to an RESP is that all earnings must be paid out to a college-going person. That means your children must go to college or university to benefit. However, if it looks as though your children won't go past high school, you can change beneficiaries in the plan at any time. You can even name yourself as a beneficiary, if you think you'll take a year off at some point and go back to school full-time.



George Canapini learns to unhook a car from a locomotive. Doing the instructing is Vic Henderson (right). Putting his back into the switch while the locomotive waits for his signal to proceed is Joe Nicholls.

Collar color not all that's changed for duo

Buried under a pile of paperwork in the Budget and Cost Control office for the last 10 years or so, cost analyst George Canapini's idea of "hand signals" was nervously tugging at the front of an asphyxiating white collar and tie to get some air.

Today, a Canapini hand signal brings 100 tons of locomotive to a screeching stop.

For George and fellow "student" Joe Nicholls, these days the tie is gone and the collar is definitely not white. Greasy, maybe. Or hot under. Or ring around.

Anything but white.

"Hands-on work bother me? Do I mind getting my hands dirty? Not a bit," smiled a hard-hatted, work-booted Canapini, his workshirt open to the third button. "I'm just surprised that I got the opportunity to do this. I saw the notice on the board and I applied, but I thought it was a long shot because I figured I didn't have anything to offer."

George and Joe have both

moved recently from white collar, staff positions to tackle the world of railroading, getting training from Inco's rail transportation people for jobs as conductors on Inco rails.

A cost analyst with the Comptroller's Department working at the General Office, George found opportunities shrinking as Inco's recent downsizing started to take effect.

"Actually I'd been thinking about a move like this even before that," said George. "I knew the budget system, the financial and administrative side of the company pretty well, but I had very little knowledge about operations. I think this experience is going to make me a more valuable employee. Besides, it's a new experience and a challenge. I'm enjoying myself."

Ironically, it was the same kind of motivation that drew him to the accounting field from his initial job as a laborer on the Smelter furnaces. "I've used muscle before, but I didn't like the shiftwork, so I went back to school part time for

five years to get into accounting." The education got him out of the Smelter and into the General Office.

Eye-opener

Joe Nicholls has been with Transportation for most of his Inco years, but his view of the rails has been from behind a desk.

"It was an eye-opening," he said. "Now I realize just what a piece of paper means to the guys out here in the field, how to really move something from point A to point B. You don't do it with a piece of paper. When you sit in an office and schedule as best you can, you don't really know what that involves out here. You've got to do it."

Joe holds a Bachelor of Science degree in chemistry. Like George, he has no illusions about the "prestige" of the white collar.

"It's not that way around here," he said. "Everybody works as a team. There's little hierarchical structure. Everybody has a job to do and

they're all important, white collar or blue."

The only question people ask, he said, is can you do the job?

For George, the only question he asked himself about the job was "Can I do it?" He never considered the job as anything less than vital.

"I also considered how I'd be accepted by the people out here. They've all been terrific. I couldn't ask for better. Everybody's eager to help you."

The responsibility he now holds sometimes "spooks" him. "If I made an error in the books, chances are I'd find it and correct it before any harm is done," he said. "Out here, one mistake can mean millions in lost or damaged equipment, not to mention the possible loss of life and limb. There's little forgiveness for mistakes on the rails. You just can't make any."

Misgivings

Transportation trainer Vic Henderson confessed to some initial doubt about the ability

of white collar types to fit into the Transportation family. "Not just their ability to do the work," he said, "but how they would be accepted by our people. It hasn't been a problem. These guys are doing the work with enthusiasm and they're fitting in to the system without a hitch."

According to Transportation general foreman Art Hayden, the opportunities at his department came about as a result of vacancies created by the recent retirements.

The six-week training program provides basic knowledge about the principles of railroading, the rules, regulations, safety and the layout of the system.

Training includes such basics as hand signals, radio communications, locomotive brake tests and how to work safely around 100 tons of locomotive.

Both George and Joe find the new learning experience enjoyable.

"The days fly by," said George. "It's been a real break in the routine."

Yesterdays todays



10 Years Ago

Ten years ago they reunited, the women who donned the hard hats and filled the gap when the men from Inco went off to serve during the Second World War.

Re-assembled at the Cardinal Hotel in a convivial get-together, the camaraderie that had been established four decades before was revived. Some recognized each other almost immediately; others had to hear a familiar voice or exchange memories before a common bond was rekindled.

Originally, the reunion was supposed to bring together just the women who had worked in the crushing and concentrator buildings, but as word spread among former female employees, women who had worked in other plants wanted to attend. "It just seemed to snowball," said Jean Lawton, reunion organizer.

Lawton originally expected about 30 or 40 women would attend, but so many expressed interest that many had to be turned down because facilities could not accommodate more than 75 people.

"I even had men calling up to ask if they could come," said Lawton.

25 Years Ago

In the May issue of the Inco Triangle a story was done on the new fluid bed roasters that were replacing the old Nickols-Herreshoff multi-hearth roasters in the nickel reverberatory building.

The 42 Nickols-Herreshoff multi-hearth roasters fed seven nickel reverberatory furnaces, but once the new fluid bed roasters were in place only seven would be needed to do the same job, one for each furnace.

The new roasters were 24 feet in diameter and 43 feet high, and

Of hard hats and helmets

operated at a temperature of 1,200 degrees.

Concentrate filter cake from the mill was fed into the roasters and partially oxidized to a calcine which then went directly to the reverberatory furnaces: 40 per cent at bed level and 60 per cent from two 8-foot diameter cyclones that reclaimed it from exhaust gases.

Combustion, which was sustained by the sulphide feed, was initially provided from oil burners.

40 Years Ago

A huge blast at the Froid-Stobie open pit, sending a quarter of a million tons of ore tumbling down to the 600 level of number 3 shaft, commenced the conversion of the south section of the Froid open pits from surface to underground mining.

The clean-up blast, April 19, 1952, squared off an area 220 feet wide by 350 feet long above underground blasthole stopes that had been holed through into the bottom of the pit.

The south end of the Froid open pit had reached a depth where it was no longer economical to mine it as an open pit.

The first step of the changeover was to drive a 9-inch churn drill hole from the pit floor through to the stopes below. Then the diamond drillers took over underground and widened the churn drill hole into a raise.

Next came the pit miners with their churn drills who drilled and blasted a series of holes expanding the raise into a slot 18 feet wide and 70 feet long.

"With the slot as a starter the underground miners proceeded to extend their blasthole stope right across the bottom of the pit," said the Triangle. This enabled the blasted ore to drop all the way down to the 600 level, where it was drawn away with a slusher.

INCO Annual Golf Tournament

Welland Golf & Country Club

196 Webber Road, Welland, Ontario

Tee Off Commencing at 9:30 a.m.

Dinner and Prizes

at conclusion of play

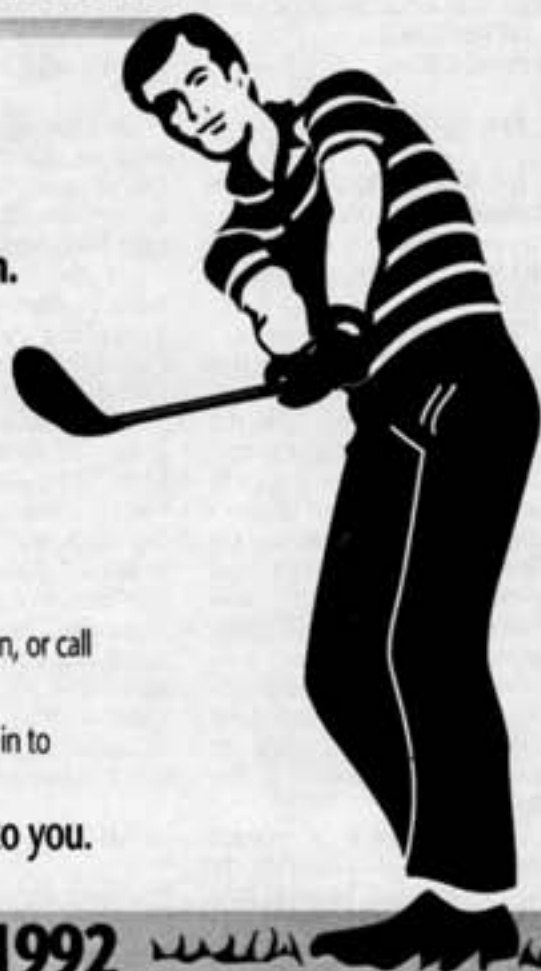
GREEN FEE \$20
STEAK DINNER \$15

• Entry forms are available through your foreman, or call Elaine Arnold at Extension 6230.

• ENTRY FORMS and MONEY must be turned in to Elaine Arnold, Main Office by JUNE 12, 1992.

A copy of the draw will be mailed to you.

Saturday, June 20, 1992



Miner Fishing Trip?

Creighton trammer Reg John is at home in the depths of Creighton Mine, but every once in a while it's nice to go topside and soak in sunshine and warm temperatures. It may look like Reg is on a leisurely fishing outing, but he's on a general clean-up detail in the vicinity around Creighton Mine. He just finished removing the pole from one of the holding ponds along the track at No. 7 shaft.



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