



The keen competition of the Inco Regatta causes some miscalculations. See more on pages 6 and 7.

# INCO Triangle

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## Inco joins United Way 'stretch' drive

Human Resources vice-president Jose Blanco served notice that Inco's employees will do their part in the launching of the 1992 United Way/Centraide campaign.

Dressed in miner's garb, Jose was one of about a dozen community leaders, police, fire and health representatives assembled at Civic Square for the launching of "Stretcher Venture '92."

By mid-July, Inco and Falconbridge had already registered teams for the fund-raising event, along with Petro Canada, Lo-Ellen Park Secondary School, Sudbury Regional Police, CBC Radio and several other organizations.

Six hundred people are expected to participate in the 100 metre stretcher-carrying race on Saturday, September 26, and many more are expected to attend the event. Organizers are hoping to raise about \$20,000.

A \$100 entry fee entitles the teams to compete for prizes for best costume, most creative stretcher and the largest pledge collected. Only 100 teams can enter. "Many teams will be in full uniform," said organizer Brian Jarrett. "There will be an array of colors, styles and company uniforms."



Preparing to lift United Way/Centraide co-vice-chairman Jim Hanson are, from left, Inco vice-president of Human Resources Jose Blanco, Pvt. Ted Nicholson of St. John's Ambulance, firefighter Ray Baychard, Sudbury Regional Police inspector Brian Jarrett, nurse Judy Latendre, Greg Miller of Miller Publishing, Pink Flamingo mascot for the Stretcher Venture '92, St. John's Ambulance Pvt. Louise Perrault and Sudbury Regional Police officer Phil Smyth.

Executive Director Monique Doolittle said the event will entertain the entire family. "There will be pony rides and clowns for the kids,

the ever-popular dunk tank and more."

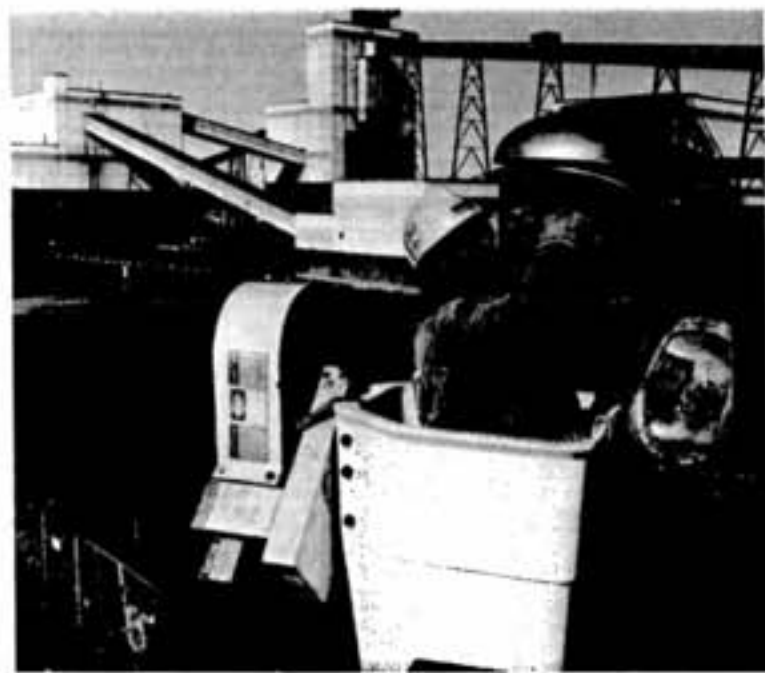
For more information or if you wish to become a volunteer with the organization, call

675-3330.

United Way/Centraide helps fund 21 local organizations, including Red Cross, CNIB, Boy Scouts, Le Carrefour

Francophone and many more.

Pledge forms and registration kits for Stretcher Venture are available from the United Way/Centraide office.



Cam Duncan of the Power Department rides a "cherry picker" to convert one of the overhead lights at the Frood-Stobie Complex parking lot from 400 watt mercury vapor to 250 watt high pressure sodium.

## Lighting program saves energy and dollars

With escalating energy costs biting deeper and deeper into budgets, consumers are turning down, turning off and turning to alternatives.

Inco is in the midst of a massive energy conservation program as well, and at mines, surface plants and offices, energy-saving measures are starting to take some of the sting out of rising costs.

Nearing completion is a Division-wide project to re-

place mercury vapor lamps with high pressure sodium lamps for outside overhead lighting. Inco Power Department crews say the conversion of approximately 1,000 such lights will result in significant savings.

"In fact, the payback has been noticeable even as we are installing the lights," said Power Department line supervisor Ron O'Shell. He said since the project began about a year ago, the lighting portion of

Inco's hydro bill has gone down steadily.

"Each light we put up reduces our consumption," he said. "Put a thousand together and we get quite a saving."

Ron said the program is one of many at Inco with help from Ontario Hydro to reduce consumption. "We are exchanging the existing 400 watt mercury vapor system with a 250 watt high pressure sodium system that's actually giving us more light for less cost."

## WELCOME BACK!

See shutdown coverage on pages 8 and 9



# Energy video taps employee ideas

Hollywood North it isn't, but when it comes to turning down the lights and starting the show, Inco's in front row, centre.

"We've taken a different approach with this film from anything we've done before," said Audio Visual's Mike Barrette, who acted as director, producer, set designer, interviewer, camera man and sometimes pack mule for the filming of *Who Left the LIGHTS ON?*, a 13-minute video that's earning good reviews from company film critics.

"In the past we've tended to take a top-down approach," said the audio-visual technician. "This video features the ideas and opinions of our people on the shop floors about energy conservation. We've gotten some good ideas and a lot of enthusiasm. I think it's worked out well."

The video is part of an ongoing campaign of energy conservation that will include posters, contests, coloring books and even a cartoon project mascot.

"A film is a good way to get the message out, but it has to be backed up by other, continuing things," said Mike. "The only effective way is to keep reminding people of the importance of energy conservation."

The film features a cast of more than 20 Inco employees from maintenance, electrical, smelting and mining to "desk jockeys". They were selected from as many plants and mines as possible, including the Port Colborne Refinery.

The film draws on the employees' knowledge of the importance of conservation and what can be done to save energy both in the workplace and at home.

"I was afraid that people not used to staring into the

business end of a video camera would freeze up, but it didn't happen," said Mike. "Most of them were relaxed and at ease. Most of all, just

be done. The film clearly shows that our people are well informed about the problem. I think they made this film effective, not me."

ter to something like this, rather than a lecture or directive. This way, they have a stake in it. These are people they know and work with."

Audio Visual supervisor Aurel Courville said the entire process began in January. "John LeMay, assistant manager of General Engineering, had it in mind that a video would be an important part of a company-wide campaign to promote the conservation of energy. We held brainstorming sessions with a dozen people, including Hydro representatives, managers and employees. We tried to get a cross-section of people involved."

It soon became evident, he said, that emphasizing employees and not management was the way to go.

"There was some hesitancy at first because we'd never really tried that approach before, but everybody got more enthusiastic the more we thought about it."

Reaction to the final product has been positive.

With minimal direction but free to use his imagination, Mike was

given the job of filming. "Actually I like it that way. It gives me a chance to learn

to do new things, a chance to be a little more creative," said Mike. "I've been with the department for 17 years and I'd like to do more of this kind of thing."

Interviewing, shooting, scripting, editing and casting can be more difficult than it looks. To prove the point, Mike said about seven hours of video had to be condensed into the 13-minute video.

Most of the shooting was done by Mike and fellow technician Charlie Hebert. The actual filming was often less of a problem than scheduling the shoot at the various plants and mines so as not to get in the way of production.

About 50 people were involved in the production including cast, consultants, advisers and other helpers.

About 125 copies of the film have been printed and have gone out to energy coordinators. "The intent is to get all employees to see the video and even supply copies on loan for employees to take home," said Mike.

John LeMay said he was more than happy with the way the film turned out.

"We're trying to get people's attention and this is a good way to do it," he said. "We are trying to make people aware of the high cost of energy, to impress on them how important it is both to the company and to the individual to conserve energy."

He said that because attitudes aren't changed overnight, the promotional program will be ongoing. "We plan to hold a contest in the fall to name an energy conservation cartoon character and we plan to circulate a coloring book to get the kids involved."

Once you get the kids interested, they usually bring the parents along."



Audio-Visual's Charlie Hebert (left), with camera, and Mike Barrette interview Ted Kutschke in the Nickel Refinery control room.

about all of them had some great ideas and some definite opinions about what should

be done. It's the "grass roots" approach that Mike feels is so effective. "People respond bet-

## Do you mind working the shutdown?



Fred Schrader, NRC operator, Nickel Refinery: "Actually I'd rather be chasing those big ugly ones (moose) around the bush and the moose season is in October. I'd rather have my vacation then. It doesn't bother me to be working the shutdown. It's more relaxed. You work at your own pace, but you get the job done."



Nancy Rebellato, accounts payable, General Office: "Somebody has to be low person on the totem pole, and it's me. It's extremely busy. Vendors still want to get paid whether we're shut down or not. I don't mind working, though. You learn a lot of new things when you fill in for other people."



Claude Pharand, maintenance mechanic, Smelter: "I've been working every shutdown since 1972. I don't mind at all. My wife can't get holidays in July, so we'll be taking them together later. The work that's done during the shutdown has to be done in time for August, so it can be a little more hectic."



Michael Charbonneau, engineering, Transportation: "I'm enjoying working the shutdown. You get more of a variety of work, you get to do a little of this and a little of that. A change in the routine. It's interesting. I'm shutting down when everybody else gets back from their holidays. I'm taking five weeks in California."



Oxygen Plant operator Tim Taylor shows a group around the cooling water pumphouse.

## Oxygen Plant opens doors to Little Italy neighbors

**H**aving good neighbors is a blessing. Keeping them takes effort.

That's why residents of Little Italy and others abutting the Oxygen Plant in Copper Cliff were informed at every stage of the new facility's development, said former Oxygen Plant general foreman Berno Wenzl.

"Even before we began building at the site, we held public meetings to let people in the area know just what we planned to do there and why," said Berno.

He said most people in the area realize the company is trying to do everything possible to meet the concerns of its neighbors. "One reason, I think, is because we've kept people informed and involved in the entire process. That's probably the best way to build trust. The days are long gone when you could simply do as you please. This way, everybody ends up reasonably happy."

Most area residents seem satisfied, if only for the fact that they've been kept informed of what's going on in their backyard.

"I was born and raised here," said businessman Ed Santi of 11 Craig Street in the Little Italy portion of Copper Cliff. "I think Inco is doing a very good job today of keeping its neighbors happy. People are getting the informa-

tion they need to know what is going on. That allows people to be more at ease. It takes the fear out of it."

The process went full circle recently when residents were invited to take part in a tour of the plant and surrounding

facilities.

"About 70 people turned out," said Berno. "Showing people what it's all about,

what we do there and how we do it helps alleviate a lot of fears people may have."

Noise was a major concern of both Inco and its neighbors, and efforts were made to bring noise levels down as much as possible.

"Actually, noise levels have been a concern of ours since the old plant was built in 1950," said Berno. "Over the years we have continued to bring the noise levels down."

New technology at the \$30 million state-of-the-art Oxygen Plant has made it quieter than the nearby older plant. The plant is up and running as planned, said Berno, with the usual start-up "glitches" corrected.

"Some of these glitches involved excessive noise levels," he said. "Now, these problems have been solved." Because the new plant utilizes new processes, the same technology can't be applied to retrofit the old oxygen plant. "Unfortunately, short of tearing it (the old plant) down and building another new one, there is no way we can apply the technology," said Berno.

The plant takes outside air and separates the two main components — nitrogen and oxygen — and feeds them to the Smelter where they are used for smelting purposes.

"We deal with no exotic chemicals in the plant," he said.



Part of the Oxygen Plant tour included the new cooling tower.



# Little Stobie employees work together to cut energy consumption

**S**h-sh-sh-sh. Little Stobie's Major team work is carried out quietly, in the dark, on tiptoes.

That's Viateur Major, who best exemplifies the team spirit that has already slashed the mine's annual energy costs by a projected \$136,000 and identified potential savings that could cut the mine's \$1.4 million energy bill in half.

Enroute to his underground worksite, the scooptram operator steps noiselessly out of the cage and sneaks around the motion sensors that trigger the lights.

Doing his bit, fellow workers say.

These days, Viateur has become something of an unofficial symbol for a mine project that has exceeded the expectations of even its most optimistic supporters.

"I expected some savings, of course," said Little Stobie ventilation supervisor Sam Scola, "but when I saw the final figures and the amount of money we were saving, I couldn't believe it. And much of it was done with minimal expenditure, with relatively minor changes here and there."

Sam's area has made a considerable contribution to the overall savings realized by the comprehensive energy management project at the mine. A Total Quality Improvement sub-committee was formed to automate the operation of seven surface ventilation fans. The group came up with a scheme to automatically turn on the heat (in winter) and operate the fans from one central location.

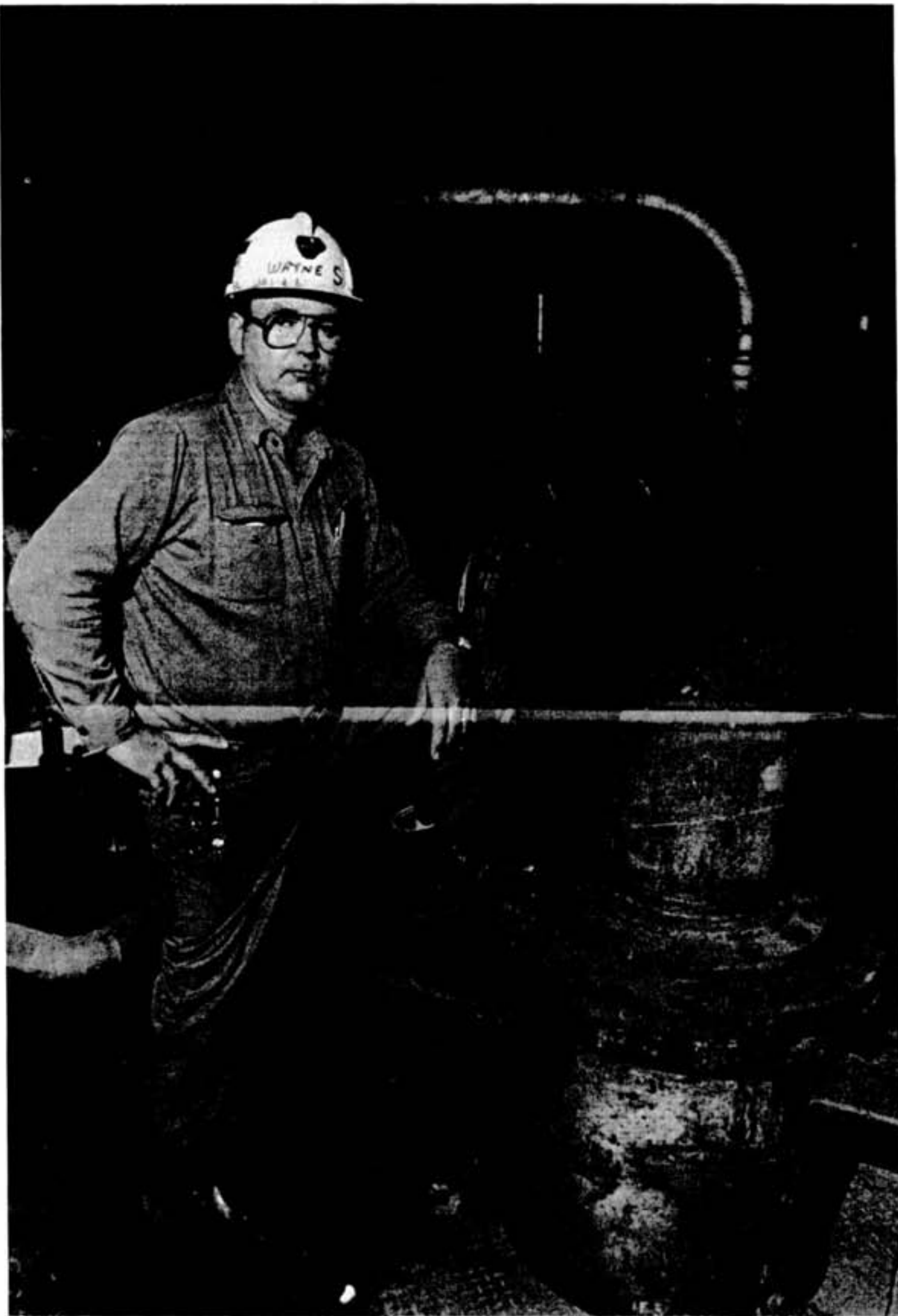
The annual savings on surface fan operations alone are estimated to be \$34,000 in electricity costs and another \$42,000 in natural gas used during winter to heat the air. Minor modifications to the fans, including louvers that are rugged enough to withstand freeze-up and keep fan blades from reversing and damaging the starters and motors, are expected to be completed by mid-September.

Manpower is also part of the savings. "Before, we had to send somebody out to start the fans and heaters," said Sam. "It was time-consuming and tied up people who could be used for other things."

Why wasn't it done before? "I suppose it's because we had more employees before to do the work. Today we have to work smarter. As far as energy costs are concerned, it was a lot cheaper just a few years ago. Today, saving fuel can make a big difference."

Sam credits the project's "teamwork" approach as the major reason for its success. "Going to our people for their ideas is definitely the way to go," he said. "It not only provides the needed changes, but it makes people aware of the problem."

"Awareness," he said, "is



**Compressor operator Wayne Sparham with one of two compressors at the mine. More effective compressor operation has meant a hefty energy savings.**

the major advantage in the TQI approach."

Mine electrician Gerry Willmott has been at Little Stobie for 12 years. "As an electrician, I had an idea that we could come up with some savings around here, but I never expected the amount we came up with. We have only a limited amount of ore

left here, and our operation is expected to last a few years into the future. The more cost-effective we are, the longer we stay in business. That's the bottom line and I think our people know it. Getting our costs down is a benefit to everybody, both the people who work here and the people who run the place."

He's never been asked for his input before. "It's something new for me to be asked for my ideas," he said. "Before it was simply a matter of carrying out the assigned job. The attitude of most people before was to just get the muck out of the ground. Now we all realize that we have a vested interest in making this place

more productive."

Gerry expected some hesitancy among people who have never been asked for their opinion before, but didn't see it. "I think our people got right into it. They could see the changes, that it was working. I think there's a growing confidence that we can get savings never dreamed of before."



Forklift operator Cec Munroe with the blockheater cord for the mine's heavy equipment: Every little bit helps.



Ventilation supervisor Sam Scola with new energy efficient fan.



Electrician Gerry Willmott installs a motion sensor that triggers room lights.



Mine superintendent Len Van Eyk and operating shaft boss Herb Pratt look over the charts that show energy cost savings.

Substantial savings have been realized in both underground and surface lighting costs. So far, 44 high pressure sodium lights have replaced less efficient lights underground and motion sensors to trigger lights have been installed in seven refuge stations, six shaft stations and two in the 800 level main drift. A programmed timer was installed on the 2,000 level for the 70-ton truck lighting and all redundant lighting was eliminated.

By May, more than \$4,000 had been saved in 1992 underground lighting costs.

On surface, almost 200 lighting fixtures have been upgraded or eliminated. Twenty motion sensors were

installed and personnel have been encouraged to turn off all lighting in the shops, warehouse, headframe and compressor room when not in use. Photocells are also being installed on outside lighting.

By May, \$4,500 had been chopped off the 1992 electric bill on surface.

A major energy saver turned out to be the more effective use of the mine's two compressors. Shift engineer and compressor operator Wayne Sparham said the cost of operating one compressor is \$137.50 an hour. "We used to use both all the time, now we shut one down unless required. Night shift operation was eliminated and air leaks were repaired."

With estimated annual savings of about \$100,000 this year, the compressor energy cuts alone are almost double the amount initially targeted by the project for energy conservation.

"Times have changed," said Wayne. "I'm not sure people would have been this enthusiastic before, but then, the company has never asked us before. I get the feeling that they (company) are interested in what I have to say."

While major cuts have been made at the mine, the final figures include numerous smaller measures that help to boost the overall savings. Warming ovens in lunch rooms have been replaced by more cost-efficient microwave

ovens, and parking lot block heater circuits are now controlled by thermostats on a duty cycle. Energy savings for both are estimated at \$3,600 annually.

"I noticed that the block heaters on all our company vehicles were left on over the weekend," said forklift operator Cec Munroe. "By putting them on with a timer before people come back to work on Monday, we managed to save some money. It's a small savings, but altogether it's part of a big chunk." Cec figures the well isn't dry yet. "If we keep getting more and more people involved the way we have been the savings will continue. Everybody's got ideas. The trick is to tap into it."

Operating shift boss Herb Pratt agrees. "I'm very happy with the way it went and it didn't take any prodding with our people. They pitched right in and came up with some great ideas. When these people take a look at the savings we've managed to come up with they can take pride in the fact that they had something to do with it, that they've made their contribution."

Herb said some people were skeptical at first, but it became abundantly clear that this was different. "We could see things being done, that it wasn't just talk. You could see the difference in attitude."

Mine electrician Clarence Wheatley helped make the TQI project presentation to management. He said the reaction was positive. "And why not? We had the facts and figures right there."

Clarence sees the savings at Little Stobie duplicated at other Inco sites. With better management of the use of power, he says, there are more substantial savings.

"This (TQI) approach changes attitudes," he said. "When people are consulted rather than dictated to, they feel like they're an important part of it all."

Mine superintendent Len Van Eyk is obviously pleased with the results of the project. The great thing about these savings is that they go on and on every year. They're not just a one-shot deal.

"We are mining low grade ore here. Escalating production costs would mean that eventually it will cost more to get it out of the ground than we could sell it for. It's a question of cost-effectiveness. The more we reduce costs, the longer we keep people working here. And that benefits everybody."

Len finds it hard to point to any individual or group as the focal point of the project. "There's little doubt that we couldn't have done it without the cooperation and enthusiasm of just about everybody here," he said, "from the engineers, the geologists, supervisory staff to all our people at the job site."

Len brought some TQI experience from Creighton when he moved to Little Stobie late last year. He was prepared for some initial skepticism. "Some of our people figured they'd seen it all before. Just another promise. But when we actually set some deadlines at the meetings and got people involved directly, it didn't take people long to get on board. It started to snowball."

Len is optimistic, not because of what he's told but because of what he sees and hears. "I've always been concerned that, being in charge, people tend to tell you what you want to hear. But when you overhear stories about Major sneaking around the sensors to keep the lights off, you know that it's working."





## Inco Regatta draws sailors from across province

Organizers and participants alike are calling this year's Inco Regatta another success.

Regatta chairman Don Phipps, of Inco Exploration and Technical Services, said 49 boats participated in the 18th annual Inco Regatta. "Last year we had 29 boats entered. It sort of goes up and down every year but I hope the increased number is a sign of a new trend."

"When the first Inco Regatta started in 1975 there were about 139 boats participating. They had to launch some of the boats in the bay there were so many," he said.

Competitors came from across Ontario to sail in the two-day regatta held June 27 and 28. "We had quite a few from southern Ontario come up to race including some from Hamilton, St. Catharines and Toronto," said Don.

Good sailing is what keeps a lot of the participants coming back and this year was no exception. "Competitors in the optimist class find the sailing good and come regularly to the regatta. There was another large regatta going on in



Indrek Aavisto shows his sailing style.

southern Ontario but several optimists chose to come up here instead," he said.

All in all it was a great weekend to be out sailing on Lake Ramsey and both children and adults enjoyed themselves. "One of the aspects of this regatta is that you have children from nine years old to adults who are in their 60s participating."

This year more than 25 Inco employees and their families either sailed in the

regatta or helped out behind the scenes to make sure the event ran smoothly.

The first race on Saturday morning got off to a rough start. High winds caused some of the optimist boats and sailboards to topple over.

"Because of the high winds an extra rescue boat was added," said the chairman.

The race was only slightly delayed and winds died down shortly after. Starter Judy Aavisto, wife of Indrek Aavisto

of the Comptroller's Department, wasted no time getting back out onto the lake to set up a new course. Sailors had to scramble to get back out on the water since they didn't expect her to have the course re-charted so quickly.

"It was difficult to set the course because the direction of the wind kept changing," she said. "The winds were shifting around the Sudbury General Hospital and Agnew Island."

Once the course was laid by Judy and her assistants working the crash boats, the horn sounded and the race was officially started. The race began with the larger boats and progressed down to the smaller ones. Classes included Y-flyer, enterprise, laser, optimist, sailboard and MOB.

"It's important to get the larger, faster ones going first so the smaller boats don't get run over," said Judy. As soon as all of the races had started she had a bit of time to watch the race before recording the final scores. She had a front row seat to watch her husband, Indrek, and daughter, Tina, out sailing.

Meanwhile back at the clubhouse, preparations were underway for the sailors' return. Ruth Balleny, wife of Jim Balleny of Process Technology, was busy recording scores on a large chart so the sailors could see how they were doing. A buffet lunch was prepared by some of the wives including Dorothy Pattison, wife of Ed Pattison of Inco Exploration; Norma Young, wife of Don Young of Mines Research; and Jean Beynon.





Indrek Aavisto of the Comptroller's Department shows his medal, presented by Vice-President of Human Resources Jose Blanco.



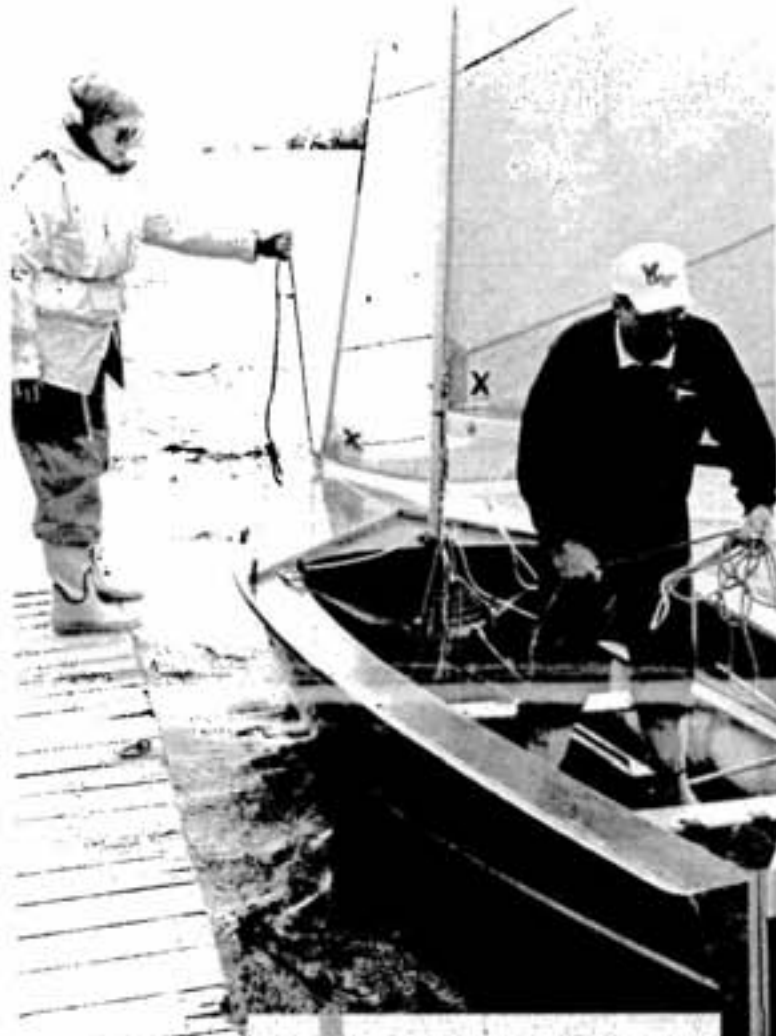
David Banbury, son of Safety, Health and Environment manager Larry Banbury, shows his sailing award.



Cameron Farrell shows his enthusiasm for his win.



William LeMay, son of assistant manager of General Engineering John LeMay, was presented a sailing award from Jose Blanco.



Don and Helen Farquharson get ready for the competition.



Ruth Balleny records the results.



Norma Young readies the meal.



Starter Judy Aavisto keeps an eye on things.



The Superstack forms an appropriate background for the Inco Regatta.

Don Phipps was a little concerned with the weather on Sunday morning. "When I woke up there was no wind at all but by the time I got down to Lake Ramsey the wind had picked up." Though it was overcast and unseasonably cool the sailors completed two more races to finish the regatta.

In each of the classes prizes for first, second and third were awarded by Vice-President of Human Resources Jose Blanco.

Winners took home a trophy.

Winners included Don Farquharson who works in the machine shop at Inco and his wife Helen. They took home second place in the enterprise class. "We really enjoyed the regatta," said Helen. "It was really well run and a very successful one again this year. The high winds were a challenge sometimes but Don placed second for most of the races."

"I sailed three times with

him and Don Phipps sailed the other two races with him. The boat Don was using broke on Saturday. He looked so sad watching the race from the sidelines so I let him sail in my place," said Helen.

The list of winners included:

Flyer Fleet: First, Drew Thompson and Brian Thompson; second, Ed Tate and Martyn Bergh; and third, Pierre Dignard and Rosanne Dignard.

Enterprise Fleet: First, Gary Koop and Barbara Koop; second, Don Farquharson and Helen Farquharson; and third, Lindsay Pattison and Geoff Phillips.

Laser Fleet: First, David Banbury; second, Indrek Aavisto; and third, William LeMay.

Optimist "A" Fleet: First, Sander Trestain; second, Eddy O'Hara; and third, Christy Shantz.

Optimist "B" Fleet: First,

Adam Scott; second, Cameron Farrell; and third, Mark Shantz.

Sailboards: First, Stephanie Todd; second, Lauri Gregg; and third, Mike Walton.

M.O.B 1 Fleet: First, John and William O Toole; second, Kyle Guembel; and third, Tina Aavisto.

M.O.B 2 Fleet: First, Ray Hortness and John and Susan LeMay; second, Robert and Aidan Lumley; and third, Liam and Bridgit O'Toole.



# While you vacationed . . . others worked

The term may be "shutdown," but for many people the summer break in Inco's operations feels more like going into overdrive.

While the vast majority of Inco's 6,800 divisional employees are enjoying vacations, the few left behind hold the fort at plants, mines and offices. They are entrusted with doing something of an annual overhaul that will ensure not only a smooth start-up of operations when the shutdown ends, but that Inco's machinery, processes and facilities will run smoothly for another year.

About 1,200 hourly and 500 staff employees were on hand for the first weeks of the shutdown, the number declining somewhat as the work was completed.

That's not counting approximately 250 contract workers who swell the ranks of the 300 year-round contract workers involved in the Sulphur Dioxide Abatement Project at the Smelter.

The deserted, inactive look of many Inco locales is deceiving. Most of the people working in July report not only full workloads, but extra urgency and care to meet unadjustable deadlines.

planned for holidays and a rescheduling of regular shifts.

General foreman Willy Metson said the shops had initially scheduled 40 of the furnace's copper cooling jackets for revision but the job grew unexpectedly to 300.

"I think the weather as well as our people helped us out of the jam," said Willy. "The two people who came back for two weeks to help us out came back voluntarily and I think the bad weather we'd experienced helped make their decision a little easier. Now they'll be able to reschedule two weeks of their holidays when the weather is a little better."

Shops tradesmen were busy doing a host of jobs during the shutdown, including inspection and repair of equipment and machinery at the Oxygen Plant, a rebuild of the anode prep press for the Copper Refinery, and a major overhaul on No. 10 blower at Matte Processing.

The Welding Shop remained open during the shutdown for the first time this year and four or five welders helped 14 Plate Shop employees get caught up on a backlog of work.

"There was plenty of work

a handful of people to about 50 seasonal and student workers.

"This is our busiest season," said grounds supervisor Mike Peters. "We do everything from dust control, grounds maintenance and seedling planting to decommissioning projects."

"Many of the 85,000 seedlings and trees that are planted here every year are put in the

ground during the shutdown period," he said.

Inco's Sudbury mines may not be hauling ore to the surface, but skeleton crews have been busy making sure that when the shutdown is over, operations will begin smoothly and run that way for another year.

Typical of the kind of work being done is North Mine. Here, huge deflector doors used

to deflect ore into the spillage pocket are being replaced at the 2,450 foot level loading pocket. About 25 members of the mine's 240-person workforce were on the job at North Mine during most of the shutdown.

South Mine was even busier with Inco Construction crews repairing a ventilation fan at 690 foot level. Mine crews were also re-doing haulage way



A Power Department crew replaces trolley wire on a section of rail near the Parker Gate from the top of a specially-rigged rail car. About 10 miles of the copper wire that carries voltage to power Inco's electric locomotives was replaced during the shutdown. From left, Fern Poltras, Lloyd Meadows, Gerry Courtemanche and Tom Eles.



At the base of the Superstack, a welder runs another bead along a section of I-beam. The Sulphur Dioxide Abatement Project again made the Smelter the busiest place in the Division during the shutdown.



No. 6 reverberatory furnace side wall brick is removed during an annual furnace demolition shutdown project at the Smelter. The walls are rebuilt with new brick in time for the resumption of operations.

"There's no room for delay," said North Mine shaftman Joseph Toth. "These jobs can only be done during the shutdown and they have to be done on time. There's no room for error or delay."

About 40 people, or half the regular workforce at Divisional Shops, were on hand to do annual maintenance and repair jobs when an unforeseeable snag at the Smelter's No. 2 furnace created a situation demanding 12 days of around-the-clock work, a recall of several peo-

ple to do," said Plate Shop foreman Rick Blais. "We made commitments to do a lot of jobs that could only be done during the shutdown so we have been fairly busy."

Luckily, he said, by the end of the third week the Plate Shop hadn't experienced the usual rash of last-minute jobs, giving workers a good chance to catch up on the backlog of work.

For the Agriculture Department, 'shutdown' means just the opposite. The department rank and file swells from only





Track maintenance supervisor Ray Bromley checks a hand-operated drill and hand pump car to ensure the antique equipment is still in good operating order. The restored equipment is on display in front of the Transportation offices at the Smelter Complex.



Phil Foucault and Allan Ross move an air hose to make room for a machine working on the No. 6 furnace side walls at the Smelter.

track on 2,050 foot level as well as a major preventive maintenance check of all main and secondary electrical breakers.

Copper Cliff Mines maintenance supervisor Tom Bayford said about 85 people, a quarter of the mine's workforce, were on hand to do work during the shutdown.

Transportation crews were also busy during the shutdown. They replaced more than two miles of track at Frodo-Stobie, on the slag circuit and on the refinery main line. A crossing was rebuilt at Levack and 25 rails were replaced at Creighton.

"It's always a busy time for us," said general foreman Ray Sasseville. "These days, we are trying to do more with fewer people. It certainly isn't a time to relax for us. The people we have, many of them new on the job, are doing an excellent job."

Transportation also handled nickel concentrates in preparation for the start-up, provided boom truck services where required, provided mail service and deliveries of warehouse materials.

Power Department general foreman Jim Harber reported a busy July as well. Halfway through the shutdown, he re-

ported work was on schedule and "looking good" despite fewer people to do the work.

Power Department crews were busy pumping transformer oil from the transformers at the Oxygen Plant. The transformers will be scrapped. Crews were also doing some live line water washing, using high pressure water spray to wash overhead powerlines at substations.

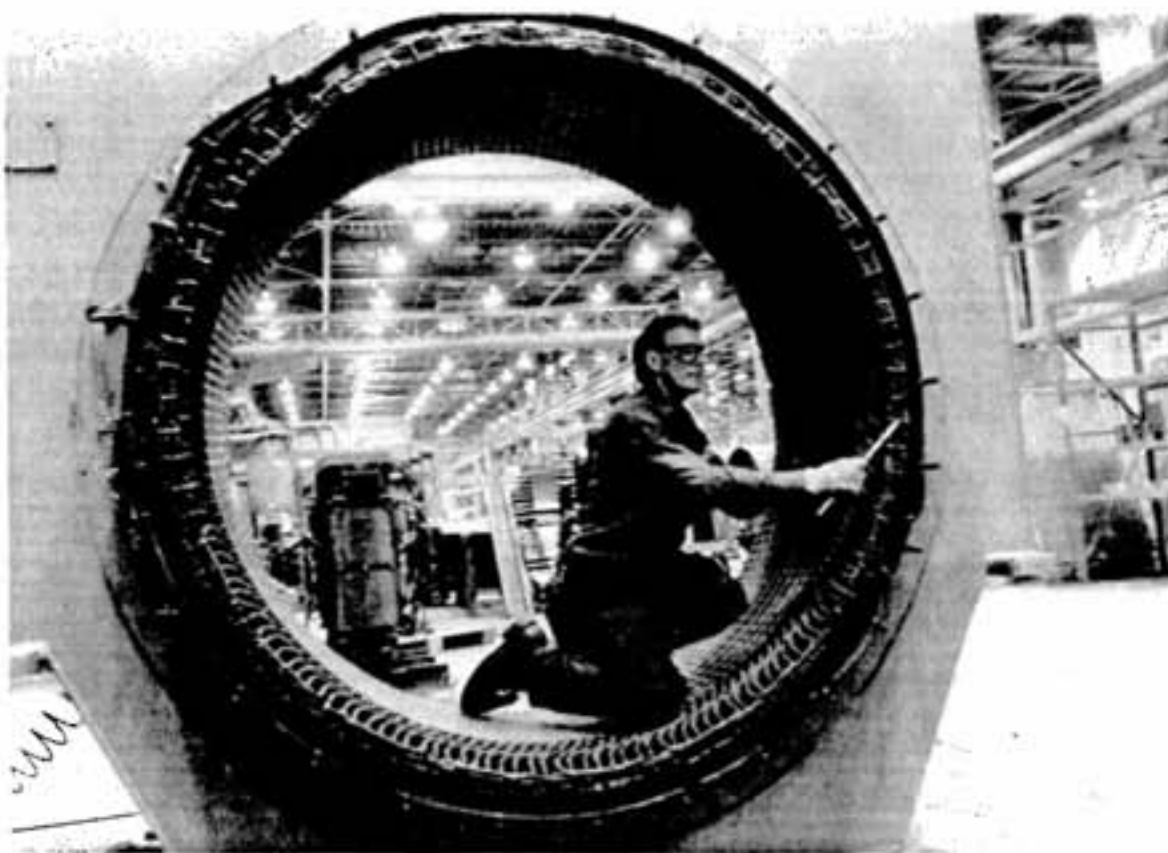
A regular program of line maintenance also got underway. About 30 people were on the job during the shutdown. "That's almost at full staff," said Jim. "We have only marginally more during normal operations."

The \$600 million Sulphur Dioxide Abatement Project again turned the Smelter Complex into a beehive of activity. Project Services superintendent Victor Englesakis reported work on the project going as scheduled. Over 80 per cent of the project was completed at the beginning of this year's shutdown. He said the overall project is back on schedule from delays caused last year by contractor labor problems.

Although work on the project goes on all year, many jobs like tie-ins to ducting, piping and electrical can only be done when the Smelter ceases operation during the shutdown. "The shutdown is the only window of opportunity we have to do this work," he said.



Mobile crane operator John Berube watches from the cab as plateworker John Wierzbicki disconnects the chain on the bucket at the plate shop yard. John was kept busy supplying the shop with materials.



Divisional Shops winder Robert Pilkington scrapes insulation and varnish off an electric motor stator.



For Inco's "Aggles," shutdown means going into high gear as the department's workforce swells by about 50 with the influx of both seasonal and student help. Here, the site of the old Copper Cliff Mine shaft gets a manicured look with sodding, trees and general landscaping by Agriculture crews. The mine shaft was last used in 1905.





Mike Gaudette of Transportation tees off while fellow golfers watch.

## Inco golf tourney attracts full roster

**A** rejuvenated Inco Golf Tournament this year at the Idylwyde Golf and Country Club and near perfect weather attracted almost 150 golfers.

Organizer Jim Black of Purchasing and Warehousing said the tournament, a tradition at Inco, was plagued by

poor attendance the last several years and came close to being cancelled for lack of interest. "A lot of the problems in the past were due to poor scheduling," he said. "We scheduled the Inco tournament too close to other tournaments, sometimes the same day. It drew a lot of people

away." He said the Inco tournament is an important social event because it provides an opportunity for people from all over the division to get together. "In the old days we had each group form their own teams and there would be some friendly competition between the

different groups at Inco."

There was a full roster for the morning draw this year, with 36 on the waiting list. Next year, the afternoon draw will be reinstated. "We'll see to it that our scheduling will not be in competition with other tournaments," said Jim.

The tournament included

a luncheon. Low gross winners were Lloyd Willoughby, Jules Dufresne, Doug Harris and Bob Pitura. Low net winners were Garry McCool, Frank Thompson, Greg Baiden, Jim Davies, Gary Ackland, Chuck Keyes, Bill Cyr, Rod MacDonald, Bob Siggelkow and Colin Craig.

## Rain can't dampen Port Colborne's golf spirit

**I**t was cold, cloudy and threatening, but 90 Port Colborne Refinery golfers defied the continual drizzle and turned out at the Welland Golf and Country Club to chase the little white ball through 18 holes of golf.

"It was miserably cold and wet," said organizer Elaine Arnold, "but we had a good time anyway. It was a good excuse for a lousy game."

A steak dinner, followed by prizes for winners, wound up this year's Port Colborne Refinery Golf Tournament, and despite the less-than-perfect conditions, a good time was had by the employees and pensioners who turned out.

First low net winner was pensioner Zoli Bendes who finished with a score of 54, and first low gross winner was shipping foreman Nick Markovich with a score of 75.

Port Colborne's tournament has become a tradition that goes back as far as most can remember. "We always get a good cross-section of our people turning out, from pensioners to employees on the shop floor and management," said Elaine, who organized the event along with tournament chairman and pensioner Len Richards.



Nick Markovich, Elaine Arnold and shift foreman Ted Emerson take cover from the drizzle.



Cost analyst Cathy Tweedy: One in the pocket.



Tournament chairman Len Richards takes aim.

## Golf tourney keeps Coniston legacy alive

**I**nco's operations at Coniston ceased in the early '70s, but don't tell that to some 50 staunch Inco employees who are still in there swinging for the big score.

A hole-in-one, that is.

"In 1967 a group of people working at the Smelter here got together to start the Coniston Golf Association and the annual tournament," said Marcel Bigras, traffic administrator in the Transportation Department. "When Inco's operations ceased here in 1972, we just kept on going. We decided not to let the spirit

die. Kind of a nostalgia thing."

This year, despite some miserable temperatures, rain and soggy conditions, about 90 golfers turned out for the Silver Anniversary of the tournament.

About 60 per cent of the golfers were Inco employees and pensioners, said Marcel, a fact that reflects the origins of the tournament.

"In the early years Inco sponsored the tournament through their Coniston Athletic Association," he said. "Jack Corrigan was secretary/treasurer of the association at

the time and was a founding member. He hasn't missed a tournament and remains on the committee. Other members are Mike Babiuk, Robert Boyd, Denis Gervais, Randy Halverson, Kevin Poirier, Jim Valiquette and Norm Zanutto."

Although the Coniston Smelter, and with it the athletic association, closed in 1972, the tournament continued. "We owe much of our success to the strong support of our local merchants and financial institutions," said Marcel. "Tournaments have

been held at Cedar Green, Massey, Pine Grove and French River golf courses."

This year, the tournament was held in Alban.

Marcel said a stag was held in late April to commemorate the 25th anniversary, with proceeds used to help purchase jackets and sweaters affixed with an anniversary crest.

"We are proud of our success with this association and of the fun days it provides," he said. "We are thankful for the great spirit of our community and the encouragement and support it gives us."



# Inco a valued partner in Sudbury's 'greening'

A United Nations environmental award in hand, Sudbury Region chairman Tom Davies credited the accomplishment to "every man, woman and child who ever planted a tree" or became involved in the region's other environmental rehabilitation programs.

Sudbury's miners were not left out.

At a news conference following his visit to the United Nations Earth Summit in Rio de Janeiro, Brazil where he accepted the Local Government Honors Award, Mr. Davies credited the community's mining companies for contributing to Sudbury's award-winning transformation.

"Inco and Falconbridge implemented massive programs of their own," he said. "The bottom line is, where do we go from here?"

Mr. Davies vowed to maintain a leadership role, sharing the community's experience and technology with the 11 other winning communities and others in their efforts to reach environmental goals. He said the UN award may make it easier for Sudbury to obtain funds from Ottawa's Green Plan and the Ontario government to finance more environmental rehabilitation projects.

He claimed Sudbury has a 10-year head start on the rest of the world, a lead he expects the community to maintain. "The eyes of the world are focused right here," he said.

To emphasize just how far the region has come, he noted the visit of NASA astronauts to the Coniston area in the 1970s, giving the region the dubious distinction of resembling a moonscape. He said the national press has often emphasized the negative aspects of the Sudbury area, failing to mention the many positive aspects of living here.

Standing behind a row of awards propped up on a table in front of the podium, Mr. Davies said the community has plenty of evidence of its environmental success.

The region has planted 1.5 million seedlings in the past 14 years and about 3,000 hectares of grass now covers previously barren land. Another 1,000 hectares of land has been improved.

Ontario Division president Jim Ashcroft and Falconbridge president Eric Belford expressed pride at their companies' role in helping the community earn a positive image.

While Inco's massive \$600 million Sulphur Dioxide Abatement Project commands most of the attention these days, Mr. Ashcroft pointed to an ongoing program of land reclamation, greening and tree planting that has changed the face of Inco and the community.

• Over three decades the company has reforested more than 1,800 acres of land in its tailings area. Hundreds of thousands of pine seedlings, grown underground at Creighton Mine and in green-

houses, have been planted.

• This year, Inco agriculturists have raised 70,000 pine seedlings which will find a home in stressed areas on Inco property around the Sudbury region, including 10,000 in the recently planted Prince of Wales Forest.

• An underground nursery at Creighton Mine has attracted worldwide attention as a unique and innovative environmental solution. In addition to articles by local media, the nursery has drawn interest from the likes of National Geographic, Equinox Magazine, Geo Magazine, CBC's Wonder Struck, The Weather Network and ABC's The World News Tonight.

• Last year, about 85,000 jack and red pine seedlings were grown underground from January to April and transplanted to surface on Inco property. Not including this year's crop, about 530,000 mine-grown trees are helping to reclaim the Sudbury landscape.

• Aerial liming at Inco has helped make Sudbury a greener place to live the last two years. In 1990, pilots dropped applications of limestone, fertilizer and grass seed on 122 acres of rocky outcrop behind Clarabelle Mill. Last year, the program was expanded to treat 240 acres of barren rock between North Mine and Highway 144 at the Murray Mine fire tower.

• Waste segregation programs are being introduced across the Ontario Division to significantly reduce the amount of material going to regional and Inco landfill sites. Operating with a series of specially-labelled and color-coded bins, the program separates all non-hazardous waste at the worksite to maximize reuse and recycling.

• Inco efforts to protect and improve the environment have earned the company praise from many quarters, including the federal government which in 1991 bestowed upon the company the 1991 Canadian Environmental Achievement Award for Corporate Environmental Leadership. Much of the work leading to this recognition was carried out right here in Sudbury, including the \$600 million Sulphur Dioxide Abatement Project and the Tailings Area land reclamation.

Speaking for Falconbridge, Mr. Belford said Sudbury's mining firms have recognized they have a greater responsibility than just producing nickel. "We are more frequently known for the messes we make," he said, "but Falconbridge's regreening efforts have made the news as well."

He noted that a Peregrine falcons project co-sponsored by the company has raised and introduced 32 birds to the area.



Inco's Ontario Division president Jim Ashcroft: Pride in company's contribution.

## S.H.E. says . . .

Safety, Health and Environment

### Company keeps water testing afloat

Considering the weather we've had during the first half of July the most popular topic of conversation has been WATER! It seems appropriate at this time to bring you up to date on a couple of the Ontario Division's "waterfront" developments.

#### Environmental protection not suspended

Congratulations to Whistle Mine for achievements in waste water treatment! Even though mining operations at the site have been suspended indefinitely since last fall, environmental safeguards have been maintained and improved upon substantially. As the open-pit operation awaits its recall to active duty, it must be periodically dewatered to prevent the formation of a giant lake. Water pumped from the pit must be treated before being discharged into the natural environment because

it contains heavy metals which could be harmful to aquatic species.

The fully automated lime addition system, complete with an auto-shutoff, ensures 24 hour vigilance over the well-being of the trout, perch and minnow species which reside downstream of the isolated minesite. If the treated water does not meet water chemistry standards accepted by the Ministry of the Environment it is not discharged. Instead, it is recirculated for further treatment.

Although the new system has only recently reached full implementation it has, throughout its year-long development, provided 100 per cent compliance with standards.

Keep up the good work!

#### Wet weather helps new study

There is considerable evidence that the Sulphur Diox-

ide Abatement Project has resulted in an overall improvement in the water quality of Sudbury area lakes. But there is limited information with respect to the effect of reclamation on surface waters.

To fill this information gap, a study has been initiated to determine the effect of Inco's stressed land reclamation efforts on area water quality. Monitoring stations have been established on hillsides in various stages of treatment: barren (untreated), grassy slopes, and treed sites for the collection of rain and runoff water. Analysis of these samples will reveal the effect on rainwater as it makes its way through each type of terrain and give some insight into the potential impacts of surface run-off on receiving lakes and streams.

So far, Mother Nature has demonstrated full support for this project by providing bountiful supplies of rainwater for sampling!



# in touch

## Retirement: The Finest Frontier



Copper Refinery senior shipper Shirley Millan takes a look at her photography while "models" Fred Cascon, 87, and Carl Storey, 84, look on. Fred was a locomotive engineer with Transportation, retiring in 1968 with 40 years service. Carl retired in 1977 with 32 years service. He worked at the Copper Refinery.



All this and free lunch, too? That seemed to be the reaction of North Mine miner Howard McCorriston, 66, on his warm reception at the registration table from volunteer Fi Ceppetelli of Information Systems. Howard retired in 1984 after 35 years with Inco.



Employment assistant Isabel Scott adjusts the name tag of Thomas Webster, 72. A maintenance mechanic at the Copper Cliff Mill, Thomas retired in 1983.

by Marty McAllister

**D**on't think we had nothing else to do.

On the contrary, we are busy, active men and women soaring daily toward new goals of our own choosing, but we eagerly made time to renew our bond with a very special group of friends: our former workmates. At Pensioner Days in Sudbury, we added a few more precious hours onto the 60,000 or so we had spent together on the job.

It was wall-to-wall fun and affection. Inco generously provided the opportunity once again, and we did the rest.

Looking like he had taken the wrong turn on his way to the golf course, Charlie Lineham was fit, tanned and happy. Retired nine years now, after 40 years with Inco's electrical and maintenance crews in several locations, Charlie overcame open-heart surgery and hasn't stopped since.

Barely changed from their Frood days, Ray St. Pierre and Paul Charboneau spun tales of the old days. Paul retired with 36 years' service in 1982 and loves to spend time at his summer place on McCharles Lake, where his boys and their

families each have their own trailer. It's a warm place for a big, warm gang.

Ray first came to Sudbury in 1930 to visit his brother Jack who worked at the Sudbury Construction garage, then the local Nash dealer. He came to stay in '34 and started at Inco in '39 at the Frood Open Pit. Now 77, Ray is as bright and articulate as ever, and still enjoys travelling, usually to visit his family here in Ontario — and in Australia. He's been 'down under' eight times.

Bill Taylor told a story that even Joe Harris couldn't beat: this was Bill's 21st visit to Pensioner Days! Soon to be 87, Bill spent this winter in the north for the first time in years, so he could sell his home and set up a new apartment. Now that that's looked after, you can bet he's on the road again — still driving that big green Oldsmobile? — planning for next year.

As for Joe, he was down in Brownsville again last winter,

showing those Texans how a real storyteller operates. Then, when he got home, he had to go under the knife to have a chunk cut out. To his pal Joe Hickey's relief, they didn't cut out the blarney. Good thing, too: Joe and Yvonne Harris are much loved just the way they are.

Jim Bingham retired from Matte Processing on February 22, 1978, with 41 years' service. Five of those years were spent in Europe during the Second World War, visiting France, Germany, Holland and England.

A couple of years after retirement, Jim and his wife moved to Toronto, where they have stayed. But the big, smiling man hasn't forgotten. Cruising north in the Buick Riviera that was "last year's indulgence," Jim made the trip just for Pensioner Days.

Mel Morrow and Randy Paris retired early in the most recent round, make a zany pair of true characters. Sometimes golfing, sometimes curl-

ing, always cutting up. "Salt 'n pepper" by their own definition, these friends take delight in using obvious differences to show how much they're alike where it really counts: in their big, generous hearts.

Three hundred and eighteen years at one table! Frank O'Grady cheerfully gathered his retired Copper Cliff Mill chums closer so they could get in the picture: Harold Dewar, 36 years; Thomas Webster, 38 years; Robert Roy, 34 years; Mike Cernijot, 31 years; Frank O'Grady, 34 years; Vic Venecsek, 35 years; Ray Frattini, 39-1/2 years; John Johnson, 34 years; and Bruno Frattini (no relation to Ray), 37 years. What a super-looking gang.

Most Inco people work in several different locations during their careers, but every now and then they become part of a group whose friendships endure even after they make another move — or retire. John Dolcetti once worked with a gang like that in the Anode Department at the Copper Cliff Copper Refinery.

John turned 80 in May, attributing his good health to "a little wine and a trip to Italy every year," and was

happy to sit among his old chums once more: Antonia Petretti, 28 years; Frank Vettoretti, 30 years; Pasquale Lavoratto, 40 years; John Dolcetti, 27 years; and Celestini Petretti, 16 years.

Recently hanging up his Inco Security uniform after 38 years with the company, Bill Dalyk leaves no doubt in anyone's mind: he's retired and loving it. Pointing to the T-shirt he wore for the occasion, Bill laughs: "I'd recommend it to anyone!"

Interrupted while lining up for lunch, husband-and-wife team Anne and Al Difilipo are both Inco retirees, both looking terrific after another season at Panama City Beach. Anne says you never know who you'll run into down there. She met one woman from southern Ontario who had read about O'Donnell in a Triangle column and it turned out that the woman had been born there.

Every party needs someone around to make sure everything's running right and Pensioner Days is no different. Himself a six-year Inco pensioner, Severo "Mouse" Zanatta was so busy zooming around the Caruso Club all





Mike Zakrzewski, 79, and Ray Johns, 71, reminisce about the old days. Ray, a mechanic at Clarabelle, retired in 1976 after 40 years with Inco and John retired from Clarabelle in 1971 after 38 years of service. Mike isn't sure about dates, names and places, but he remembers swiping the hard hat when he left Inco.



Birdie McHugh, 64, Bernice Larouche, 60, and Florence Husson, 79, recall fond memories. Birdie was a diamond sorter when she retired in 1985, Bernice retired in 1991 from the Safety and Training department and Florence retired in 1973 as a Safety Office senior clerk.



Mel Luck, 81, gets help with his name tag from Frank McAteer, 80. Mel retired in 1974 as assistant manager at the Copper Refinery. He served 41 years with Inco. Frank retired a year later with 42 years of service. He was vice-president of Nickel Basin Properties.



Retired Copper Refinery general foreman Aurelle Clement, 68, gets a warm welcome from former co-worker Margaret Paul, Copper Refinery process clerk. Aurelle retired in 1981 after 40 years of service.



Ted Woolman, 72 (front, left) and Richard Winiikka, 87, (front, right) dish up. Ted, a print machine operator at Engineering retired in 1982 after 35 years service and Richard retired in 1966 after 31 years service. He worked at Clarabelle.



Marty McAllister, himself a new pensioner from the Power Department and now on assignment as a freelance writer for the Triangle, interviews Bill Kuryliw, 82, a retired welder from Frood-Stobie.

week that this writer gave up after three tries at getting a story out of him (I never thought of a mouse trap!). Maybe next year.

If "Action Bill" doesn't attend your party you know you've really blown it. But Bill Kuryliw was at Pensioner Days and in fine form as always. A retired welder from Frood-Stobie, the 82-year-old is something of a legend around Sudbury. Everyone knows him and vice-versa. He loves being with people and can always get a laugh out of them. He's been writing for the local Ukrainian paper "New Pathway" for years.

On the subject of smoking, Bill translated an old Russian saying: "If the head is not working, cut it off."

It sounded more profound in Russian.

Gerry Wallace thanks God every day.

And no wonder. Retired in 1977, Gerry turned 75 last October and he's been married to his sweetheart Anne for 51 years. That's pretty wonderful in any book, but that's only the beginning.

Seriously, this guy should be doing an Armor-All commercial.

Down in the Ottawa area,

where they now live, Gerry umpired 152 ball games last season — ranging from 16-18 year old minor league contests to Class A semi-pro games of the Northern U.S. League. He spends the winters in Palm Harbour, Florida, where the climate allows him to, you guessed it, umpire ball games.

Gerry has done scouting for the Philadelphia Phillies and still dabbles once in a while, but he's content to be the oldest active registered baseball and softball umpire in Canada.

His visit to Sudbury couldn't be as long as he would have liked, because he had "a softball triple-header on Sunday night in Ottawa."

Ron Silver had never thought of mining. In 1933, he graduated with a physics

degree out in Saskatchewan because "they wanted to make a professor out of me."

But Ron loved hockey and he came to Sudbury in 1934 to play for the Frood Tigers. Then, just before Christmas that same year, he was hit during a game and lost the sight in one eye. He joined Inco in 1940, where he worked with the Mines Efficiency department until 1966 when an off-the-job accident cost him the sight of his one good eye.

It was enough to make a lesser man give up, but Ron was no quitter. Still isn't. Not one to sit around feeling sorry for himself, Ron neither looks nor sounds like a man in his 80s. And, his friends tell of the amazing things Ron does — like climbing a ladder to help fix a roof — things you

wouldn't expect of an octogenarian with two good eyes. When asked how he stays informed and motivated, Ron smiled: "I read a lot." He gets the Braille Courier through the CNIB and takes full advantage of the 'talking books' now available.

Pensioner Days have concluded for another year, leaving us warmed by the hugs and handshakes of our friends. I know my fellow retirees won't mind at all if I add a special thanks to: — the department volunteers who came each day to greet us, take our pictures, and just generally make sure

we were looked after; — the Caruso Club kitchen gang, who put on such a magnificent spread each day; — the supervisors who came out to share good times with former members of their departments; — Jim Ashcroft, not just for picking up the tab, but for taking the time to visit with us; — and to Inco-at-large, for continuing such a grand and worthwhile tradition.

And maybe we could give ourselves a pat on the back, for showing how much we continue to care. 'See you next year.'

## Inco pensioners welcome Italian air team

Inco pensioner Antonio DeBenedet led a group of 44 ex-Italian servicemen, all but four of them Inco pensioners, to the Timmins Air Show in June to greet the officers and men of the Italian Military Air Acrobatic Team.

Antonio, president of the Nation Association of Cavalieri della Patria and a volunteer worker with the Italian consulate in Sudbury for the past eight years, said the

Italian team was here to mark Canada's 125th Anniversary of Confederation and the 500th anniversary of the historic voyage to North America by Christopher Columbus.

Antonio retired in 1982 after 32 years with Inco. He was a plate worker at the plate shop. Since retiring, he has been working with the consulate on such things as helping Italian Canadians in their efforts to claim Italian pensions.



**I**t gets emotional at times, says Severo "Mouse" Zanatta as he tries to manoeuvre among a sea of pensioners that stretches from the Caruso Club hallway into the reception area and dining hall.

"Some of these people haven't seen each other for years and some of them travel every year from as far away as the United States and British Columbia to be reunited with old friends."

A pensioner himself, Severo has been helping organize the Pensioner Days event since retiring six years ago from the machine shop after 36 years at Inco.

He's seen the numbers swell steadily every year. Few pensioners miss the annual week-long celebration, he said, and every year there are more added to the list.

With more than 1,000 new pensioners added to the list through the recent early retirement package, this year's numbers swelled more than usual.

Almost 4,000 pensioners attended this year. Each day from Monday to Friday was designated for pensioners from different plants and mines within the division.

"It can get pretty busy," said Severo. "We get here about an hour before the doors open at 9 a.m. and get together with the volunteers to set things up and go over the agenda."

One of the reasons the event goes smoothly despite the overwhelming numbers is because of the response from people who volunteer to help. There are at least a dozen volunteers each day, all from the plants and mines being represented that day, who help out with everything from registration and taking pictures to just providing a warm welcome to old friends.

Severo said he does it be-

# WELCOME TO PENSIONER DAYS!



Severo Zanatta waits to greet the day's onslaught of pensioners.

## Friendships renewed at Pensioner Days

cause he likes to keep busy, although he also loves to "keep in touch" with all the people he knows at Inco. "I love people. There are some emotional reunions every year, a lot of fond memories exchanged."

"The mining industry has traditionally been a close-knit group," he said, "and the actual miners are perhaps more of a family than others in the business."

"I guess it's the nature of the business. The work is tough, particularly when

many of these guys began working, and there's a brotherhood that forms between these guys. You can feel the bond that cements these guys together."

Organizers report that calls begin coming in from pensioners as early as January with queries about the date of the event in order that pensioners can schedule their vacations to coincide with the trip to Sudbury.

With the Caruso Club booked and preliminary

preparations complete, invitations are sent out to pensioners informing them of which day their group or department is scheduled.

Perhaps the most popular activity is mixing and mingling with old friends and acquaintances, but other activities include games such as euchre, crib, horseshoes and bocce.

Pensioners can have Polaroid pictures taken with their friends as well and organizers report about 6,000

pictures were taken and handed out. A luncheon buffet is provided at noon and the day's activities wind down afterwards.

This year, a special draw each day for three Royal Visit sweatshirts proved a big hit.

In recognition of the contribution pensioners have made to Inco's success, at least a dozen management people were on hand during the week, including Ontario Division president Jim Ashcroft who attended whenever he could.



Adino Pederiva shows his winning hand (and the card turned up) while cribbage partner Berk Keaney, 70, gets close enough for the luck to rub off.

## Friendly card game a 'perfect' affair

**A**t the photo session, Berk Keaney tried to get close to card partner Adino Pederiva. It was part of the plan for his next shot at the lottery.

Maybe Adino's luck would rub off.

"I've been playing (crib) for about 50 years now," said the 70-year-old Inco pensioner who retired in 1982 as a plate worker with 43 years service, "and I've never seen a 29 point hand before. I'm going to buy a lottery ticket. I usually buy one, but this time I'll buy two. Maybe Dino's luck will rub off on me."

Lucky partner Adino, 65, a locomotive engineer who retired in 1982 after 32 years service, was all smiles as he held up the perfect crib hand that made this year's Pensioner Days celebrations an-

other one to remember.

"I've never gotten one before. I've never ever gotten even close. I've never been at a place where anyone else has



Wilf Duguay, 76: "Like a hole-in-one."

gotten one. I've never even heard of anyone getting a perfect hand," said Adino. "And I've been playing for at least 20 years."

Adino said he felt lucky, but he wouldn't buy a lottery ticket. "I got enough going for me to keep me busy," he said.

Berk's wife Nora and retired security man Wilf Duguay, 76, formed the opposition for the friendly game of cards at the Caruso Club. Wilf served 45 years with Inco and retired in 1980. He'd never seen a perfect hand either and when it stared him in the face from the other side of the table he threw in the towel.

"When I saw it I gave up. It's like watching a hole in one. I'd never get anything like that in a lifetime."

"It was exciting just to lose to a hand like that."





## HERITAGE THREADS

by Marty McAllister

I probably know one or two stories that aren't in it, but you'll never miss them. *Voices From The Past: Garson Remembers* is simply chock full of wonderful photos and stories of that great old Sudbury area community.

Garson the mine came to us through the Mond organization. It began production in 1908, at first shipping its ore to the Victoria smelter — a little later to the new smelter at Coniston — and became part of Inco in 1929.

### Special insight

But Garson the town helps illustrate something fascinating about the old 'company towns' of this area: they had as much uniqueness as commonality. At first glance, towns like Garson, Levack and Creighton seemed mighty similar. If your only exposure was to the Inco Club or a company house or two, you'd have been hard pressed to tell the difference. But when you took the time to digest each one, to feel the pulse of its people, you would discover a one-of-a-kind mosaic.

This new book lays bare the Garson mosaic and makes a truly important contribution to our 'Sudburiana'.

'Voices' just hit the street around the end of May. Three years in the making, it was researched by the Garson Historical Group, under the capable chairmanship of Ray Kaattari. Yep, another Kaattari. This one's a retired teacher, related to more Incoites than you can shake a stick at, and he's the book's author. If you're like me, with a bit of Garson in you somewhere, or if you just enjoy browsing through several decades of local pictorial history, don't miss these 175 pages of information and entertainment.

### A few teasers

You'll see — a young Butch Desjardins, looking as innocent as he does today — Doctor Kirk and his cigar — Paul Rudyk's first car in 1923 — Gladys Engblom clerking in Comrie's Drugstore, circa 1943 — Garson Mine superintendent Foster Todd turning over the keys to the new Inco Club in 1950 — a 1939 construction photo of Garson #2 Shaft — and scores of other swell photos.

And you'll read about the Mond strike of 1913, the Bontinen boarding house and some amusing notes from early staff meetings at the schools. From the latter:

"Fire drill practice is to be carried out in each room. The boys are to sit still while the girls take their clothes."

(Kind of fires the imagination, don't it?)

"Marble time is upon us and 80 per cent of the lates may be attributed to this."

## A Garson Treasure

"It must be made plain to all pupils that if they are heard using a foreign language around the school they will be punished." (About 1930, imagine!)

You'll learn about Garson shutting down in 1932, because of the depression and that it didn't resume operation until 1936. So, teachers' salaries had to be cut. By how much? It's in the book.

### Familiar faces

Even if you've never lived anywhere near Garson, don't be surprised if you see a lot of familiar faces in this delightful volume. I can't think of a Creighton boy who doesn't remember the pretty Koskela girls, yet here they are — a tad younger than when I knew them, alright — and you'll have no trouble recognizing them.

Did you think the late Eileen Mulligan had always taught school at Creighton? Uh-uh. Find her in "Voices" if you can, in a crystal-clear 1950 photo.

And there are names and faces that lead me to one of those yarns of my own. My folks lived on Henry Street from 1956 to 1960. I was with them for part of that time, from mid-1957 to early 1959. Well, not quite. When the '58 strike came along, I headed off to Toronto, where I worked on a Queen Street television assembly line for three months — a shy teenage male among dozens of hard-working, hard-playing women. It gave me some insight into how a woman in an Inco plant might feel: partly challenged, partly flattered and partly scared to death.

How'd I get off on that tangent? Anyway, here's my little contribution to Garson folklore.

### Strong medicine

I lived such a short time in Garson, but collected many wonderful memories now brought back with a rush by this new book. Like the MacIver family — neighbors across the street from us, dear friends of my mom and dad.

Jock MacIver was special. One time, when Jock was confined to bed with a bad case of the flu, my dad went over to visit. Up in the bedroom, Jock looked and sounded like he was ready to depart this vale of tears and it took all his patience to respond politely when dad presented him with a thick, heavy book to help him pass the time. But when he flipped open the cover, Jock quickly realized that Adams' Special Edition was anything but a book. Displaying a recovery that bordered on the miraculous, Jock bound out of bed in search for two glasses.

Thanks for the memories, Garson friends.



## INCOME ideas

### Dollar - Cost Averaging: Taking the guess work out of investing

Which way is the stock market heading? Have interest rates bottomed out? Or are they going to plummet even lower? Is it time to buy into a mutual fund? Should you park your money in something short-term or look for something longer term?

These are difficult questions. And nobody — not even the expert — has an answer that you can take to the bank. It appears that we are coming out of the recession, but the process could take years. Current inflation is at its lowest point in decades but we've heard that before and then lived through double-digit inflation. The economy is undergoing major structural changes that could affect investment returns for many years to come.

So what do you do with your hard earned savings? The answer just might be to play it safe and don't bet on the accuracy of anybody's crystal ball-gazing. Instead, use dollar-cost averaging and let time take care of your investment decisions.

#### Regular schedule is key

Dollar-cost averaging is so simple it hardly seems like an investment technique at all. Instead of trying to time market ups and downs or interest rate swings you set up a regular schedule for making investments and stick to it come rain or come shine.

If you have decided to play it safe and invest in only conservative interest bearing investments, you might set up a

three-month rotating schedule. On the first day of the first month you invest, say, \$500 in one-year GICs. On the first day of the second month you invest \$500 in three-year GICs. And in the third month, you invest \$500 in five-year GICs. Then you repeat the pattern.

You continue investing this way month in and month out. When your GICs mature, you simply reinvest them in the same one, two or three-year certificate.

As the years go by you'll invest when rates are high and when rates are low, but you'll never risk investing all your savings during a period when rates are abnormally low. Conversely, you won't hit the jackpot and have all your savings invested at unusually high rates.

What you will do is hit the longer term average and avoid a great deal of risk. Some call it practising the "it all comes out in the wash" theory. Most importantly, you also won't be faced with making serious investment decisions every pay day or each time an investment matures.

#### Good for most investments

Dollar-cost averaging works well with most types of investments, including mutual funds, mortgage-backed securities and treasury bills. It does not work particularly well if you are investing small amounts each month and are paying minimum charges or commissions on the investment, which eats into your

return. Thus, it may not work well with stocks or other type of investments that you acquire through a broker.

One of the easiest ways to ensure that you stick to your dollar-cost averaging program is to have the funds for the purchase of your investments automatically withdrawn from your bank account on the appropriate date.

And one of the easiest ways to ensure your program doesn't work is to second-guess the investment marketplace. After all, how qualified are you to decide with great certainty that, for instance, the stock market is about to take a spectacular leap upward?

Leave the predictions to the experts and get on with the more enjoyable side of life.



# Yesterdays todays



## Mining pioneers remembered

### 9 Years Ago

Their names were Rinaldo McConnel, Thomas Frood, Frances Crean, James Stobie, Henri Ranger, Thomas Murray, Thomas Baycroft, Henry Totten, W.B. McAllister, F.J. Eyre, William McVittie, Aeneas McCharles, Russel Cryderman and A.J. Cockburn.

They were the early discoverers of the most important ore bodies on the rim of the Sudbury Basin and by 1900 most of the valuable nickel and copper properties had been located.

Lacking the money to explore and develop their claims, they sold them to the mining companies in Sudbury at the time: the Canadian Copper Company, British American Nickel Company, H.H. Vivian and Company, Dominion Mineral Company and the Mond Nickel Company.

Some became rich. Many did not, never realizing the potential wealth of their discoveries until decades later when drilling and shafts indicated huge ore bodies.

During Sudbury's Centennial birthday in 1983, their accomplishments and memory were honored in the July issue of the Inco Triangle.

### 25 Years Ago

Twenty-five years ago this month, Inco's IBM System 360 model 40 computer was rapidly thrusting the company's data processing practices inexorably into the 21st Century. Since May, 15,000 checks had been processed every week by the room-sized computer using 100 separate programs and 8,000 time reports each day.

And since December 1966, all mine schedules were on computer.

A lot of people like to think of a computer as a "brain," said data processing personnel, but nothing could be further from the truth. It's just a big chunk of hardware completely dependent on people. Capable of performing staggering amounts of calculations at lightning speed, it had to be told what to do and when to do it every step of the way.

To assist this "big chunk of hardware" to perform these tasks were 300 9-track, 2,400-foot reels of magnetic tape. One inch of magnetic tape could hold

1,600 alphabetic characters or 3,200 numbers. This made a single tape capable of holding 30,000 bits of information.

Next to be programmed into the computer were new systems for plant maintenance, inventory control, costing and other accounting programs. The age of computerization and cybernetics had begun — the transistor and the computer chip had opened the door on a new era. It would have far-reaching effects in all sections of the mining industry and life patterns right around the world.

### 40 Years Ago

In the early 1950s the stock car racing craze was sweeping the nation. Take a little beat-up coupe or two-door, reinforce the roof with tubular steel bracing, put in a new motor, machine the heads to increase compression, put in over-sized piston rings, drill out the carburetor for more gas, lighten the flywheel for faster pickup and add any other gimmick you can think of and you had a stock car.

Race it around a 440-yard asphalt, oval track with a few other cronies from Inco in souped-up, beat up, little jalopies of fury in a "rip-roaring, slam-bang, biff-boom" sprint for the checkered flag and you had a stock car race.

Sometimes fenders flew, there were pile-ups on the barriers, cars went out of control, there were roll-overs and just plain conk-outs that had to be towed ignominiously back to the pit, yet the grueling, grinding extravaganza built up a steady following of fans.

Two nights a week, near the Hydro changer station just off the old Garson Road, they roared and jostled for position and the coveted prize money, "pitting skill and strategy in a thrilling game," said the Triangle.

As much as \$3,000 went into the little bucket of Dolts and if you managed to escape the day's races with all your red blood corpuscles in place where they were supposed to be, you might even win enough money to fix the car up for the next week's set of races.

Kind of loony when you think about it now? Well maybe... but that's the way it was 40 years ago this month — in 1952.

(Due to the strike in 1982 this column will go back nine years instead of 10 years for the rest of the year.)

## Hoistman demonstrates technical excellence

Frood-Stobie-Garson Complex hoistman Andy Scott won first place in the Technician's Competition at the provincial Mine Rescue Championships in Timmins recently.

Andy, a seasoned Inco mine rescue participant who attended the competitions as team technician with the Levack Complex district winners, competed against six other teams to win the overall prize.

The competition tests the ability of competitors to take breathing apparatus through field tests, find the problem correct it and put the equipment back in the field, under judges' scrutiny as with time as well as accuracy restrictions.

Andy tested the equipment, found the problem and had it ready to go in 15 minutes.

A sophisticated piece of equipment, the breathing apparatus has a multitude of parts that must be checked.

**Andy Scott with the trophy he won at the provincial Mine Rescue competitions.**



**Inco donated \$1,000 toward a \$17,000 playground project at the Larchwood Public School in Dowling. Jon Gill, then manager of the Levack Complex, passes the cheque to students Garry Reid, 7, Bradley Davey, 5, and Kearissa, 6, while Parents Advisory Committee members Barb Calabakas, Monique Malandrino, Nancy Reid and Kathy Davey look on.**

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