



Inco support helped make this camp for young cancer patients a success. See pages 8 and 9.

INCO Triangle

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Maintenance mechanic Bob Airhardt emerges from the Port Colborne bulk storage tank after installing a heating coil used to dry copper/nickel silica oxide slurry before shipment to Sudbury. The new drying process replaces air-drying in an outside pond that took up to eight months. The new method takes a week, allowing the Port Colborne slurry truck to return to Copper Cliff fully loaded.

SUDBURY
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United Way challenge greater than ever before

Fewer employees than ever will have to take up the slack if Inco employees are to continue their tradition of breaking the previous year's United Way campaign record.

"Despite the fact that our workforce has been decreasing gradually for years, our employees have always managed to set new records in the campaign," said campaign co-chairman and Inco pensioner Gerry Cullain.

Gerry and union co-chairman Brian King are confident that Inco employees will pull the rabbit out of the hat again this year, despite a 15 per cent reduction in the workforce.

"In the past the decrease has been gradual," said Gerry. "But the response to last year's special retirement offer means that there will be about 1,200 fewer employees to canvass. The traditional generosity of our employees and their community spirit is the only thing that'll help us match last year's campaign record of \$218,000 raised, let alone surpass it."

A combination of factors coming together at the worst possible time makes a successful campaign this year even more critical than in past years.

"The sluggish economy has hit the community hard," said Gerry. "There are many more people out of work this year and the number of

people on welfare has grown dramatically. There is more of a need this year than ever before."

The Inco employee and pensioner campaign combined with the annual corporate donation represents about a third of the overall United Way drive in the community.

Inco's corporate donation will come early to help launch this year's employee campaign. In past years, the corporate donation came at the conclusion of the campaign.

Again this year, each Inco plant, mine and office will be given the opportunity to run its own individual canvasses.

"We'll supply the information, training, materials and any other help they might need to run their campaigns," said Gerry.

"But we think that giving each area the responsibility for their own campaigns is the way to go."

He said that friendly competition between groups has made recent campaigns not only more interesting, enthusiastic and fun, but financially successful as well.

"It looks like everybody's on board again this year. We have full support from top level management on down and that's the only way we're going to accomplish our goal. It is this kind of support, of time and effort by Inco people, that has always pulled us through in the past."

Integrated emergency plan in the works

Responsible care. Just as Inco is committed to the safety and health of its employees, the company is also sensitive to community concerns about potential hazards associated with its operations.

That's why the Ontario

Division is placing a renewed emphasis on advising the community about its Sudbury area plants and mines and ensuring the Division's emergency plan becomes integrated with the Sudbury community emergency response program.

"As a company, we're dedicated to continuously improving our environment, health and safety performance," said Emergency Preparedness Coordinator Berno Wenzl, adding that community awareness is essential to responding to public concerns.

"We have to let our neighbors and the community at large know what's being done here to ensure a safe environment to reduce the risk of a mishap and to help reduce the understandable anxiety that can result when people lack enough information

to make an informed judgement. And we have to coordinate our emergency response systems more effectively with the community's emergency services."

Already, he sits on a regional steering committee of

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Lavach

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On the Path

Community involvement vital in emergency preparedness

continued from page 1
police, fire, health, industry and municipal government representatives involved in creating a comprehensive Sudbury community response plan.

Through the use of state-of-the-art chemical monitoring equipment and elaborate backup systems, Berno said that everything has been done to make Inco operations as safe as possible. Failsafe and other preventive safety programs are the bedrock of Inco's operations.

"If we've come up short in our emergency preparedness here," said Berno, "it's in the area of keeping our neighbors informed on what we're doing. We haven't worked together enough with those services out in the community like police and fire departments to coordinate our public awareness activities. We've done everything possible at our own sites, but when it comes to the community at large, it is the municipal government and experts in the police and fire

departments who are best equipped to do the job. We can contribute by coordinating our efforts with theirs."

The company's need for better communications with the public became clear at a public meeting held by Inco in June, shortly after an Acid Plant equipment problem set off Smelter emergency horns and sent Copper Cliff residents indoors.

Although the precautionary alarm signalled the escape of a relatively small amount of sulphur trioxide, well below those thought to pose a health risk, the horn alarmed many Copper Cliff residents.

"It was understandably a traumatic experience for our neighbors," said Berno. "Yet if the incident had a positive side, it reminded us that there are a lot of people out there who are as concerned about safety as we are. Taking all the appropriate measures isn't enough. You have to let people know that you are doing it.

"These recent incidents," he said, "have been more of a learning experience than all the drills we've held. That's a small consolation, but it's true."

Although a major incident is highly unlikely, Inco alarms may be sounded from time to time.

"It's inevitable," said Berno. "If it's a question of uncertainty, we're going to be over-cautious rather than take any risks. We feel it's better to incur the anger of the public by setting off the warning and have the incident turn out to be minor than waiting until we are 100 per cent sure of the seriousness of the incident. The first method risks public criticism, the latter risks lives. Nothing is 100 per cent fool-proof when you're dealing with nature and the human factor."

"Today's technology makes for almost instant communications. There is no reason why we can't work together with the community to get the word out, to make our

joint emergency preparedness as effective as possible."

Some immediate steps have already been taken. An up-to-date list of after-hour telephone numbers for media contacts has been given to the Sudbury Fire Department which will alert the public via the radio and television media of not only a Level 3 emergency at Inco but also of any major community emergency. Other communications with fire and police departments also being improved.

"They are the best equipped and trained to handle emergencies in the community," he said. "What we're doing is providing them the information they need to do their job as quickly and effectively as possible."

"We've had enthusiastic cooperation in our efforts," said Berno of the regional talks. "All the agencies have been very responsive. I think each of the community's emergency organizations are superbly prepared. What we need is a better plan to tie us

all together. We need an overall roadmap."

He said United Steelworkers Local 6500 and 6600 are actively supporting the effort.

He said the committee hopes to pull together the regional plan in the next few months so that a regional mock emergency exercise can be conducted in 1993.

Immediate response and faster public warning of any mishap is only part of Inco's thrust.

In the works is a media campaign of community awareness advertisements on radio, television and in newspapers.

Inco representatives will offer public safety sessions to area schools and plans are in the works for shopping mall displays in cooperation with the Sudbury fire departments.

An in-house campaign in company publications has already begun to inform employees of what's being done.

There will also be direct mail-outs of updated information to area residents.

How did you cope with the summer that wasn't?



Charlie McCoy, mine foreman, Crean Hill: "I spent the entire five weeks depressed. It was miserable. I went to my summer place near Peterborough but it was as miserable there as it was here. Usually I spend my vacation outside, but this year I was in the house most of the time. I've never seen such a lousy summer."



Tony Matichuk, electrician, Crean Hill: "I usually go to Lake Superior, but it was too darned cold and wet this year. We didn't have more than a half-dozen good days. I didn't get to use our pool at home more than a couple of times. For the first time, my wife and I had the five weeks off together."



Rob Savoie, anode helper, Copper Refinery: "The weather didn't bother me. I worked the first three weeks and had the last two off. The weather was actually pretty nice that first week which I spent at camp. In two weeks I'll be in the Caribbean with my new wife so I'll know what hot weather feels like."



Aime Lefebvre, instrument supervisor, Copper Refinery: "I was building a house during my holidays so the weather actually helped me. None of my friends and relatives went to camp so they came and helped me. The cool weather is always nice when you're working long hours outside."



Block Partners

Industrial tradesmen **Harold Heyermans, Dave Hunt, Albert Pinnelli and Alex Hanuska** change a crane block at the Port Colborne Refinery. The annual testing is just part of a general preventive maintenance program designed to keep things moving smoothly at the refinery.



Fabrine lines the bottom of one of the recharge pits.

Novel solution for better, cheaper Levack drinking water

Giving Levack miners their water on the rocks can be an expensive proposition.

Thanks to the ingenuity of complex maintenance superintendent Roy Landrye and foreman Jim Howe, keeping them happy may be a whole lot cheaper in the future.

"We run the potable water system that provides about 300,000 gallons of water a day for the town of Levack, the Levack Complex mines as well as four Falconbridge mines in the area," said Jim. "Last year we did a major upgrading of the pumphouse and surrounding area that included shoring up the banks and getting rid of overgrowth and some vegetation of the area."

From the pumphouse, the water is pumped from the Onaping River into two large recharge pits, one 600 feet long by 87 feet wide, the other 400 feet long and 40 feet wide. The water then seeps through a 10-inch thick layer of pea gravel that lines the pits and continues down until replenishing three 80 foot deep wells that supply the drinking water.

The problem, according to Jim, is that the gravel becomes silted and has to be changed every two years. "Last year it



Jim Howe with the rolls of Fabrine that he believes will be an unorthodox but inexpensive solution to a Levack water supply problem.

cost us \$150,000 to remove all the gravel and pour a new layer.

"Roy and I were down there last year looking at the situation to see if something could be done to reduce cost, and we came up with the idea of using a layer of fabrine on the surface of the gravel to catch the silt."

Fabrine, a woven plastic web material that's used in mines to line berms to contain backfill, comes in 10-foot rolls. Last summer, the material was sewn together to make 30-foot widths and placed on top of the gravel.

"It looks like it's going to work," he said. "Preliminary investigation shows that much of the silt is forming on the fabrine and the water flows are normal."

We can't be sure yet, but it looks like all we are going to have to do next year is spend \$3,000 in fabrine and \$2,000 in labor. Even if we have to do it every year, that'll mean an expenditure of \$10,000 every two years as opposed to \$150,000."

He suspects the gravel will have to be changed eventually, but even if it lasts only a year longer than without the fabrine, the savings will be substantial.



Surface maintenance foreman Peter Dusick shows the pile of metal at the Levack steel yard. It'll be recycled.

Levack's recycling is from the underground up

Finding solutions to environmental problems means looking at the sky above and Mother Earth below our feet.

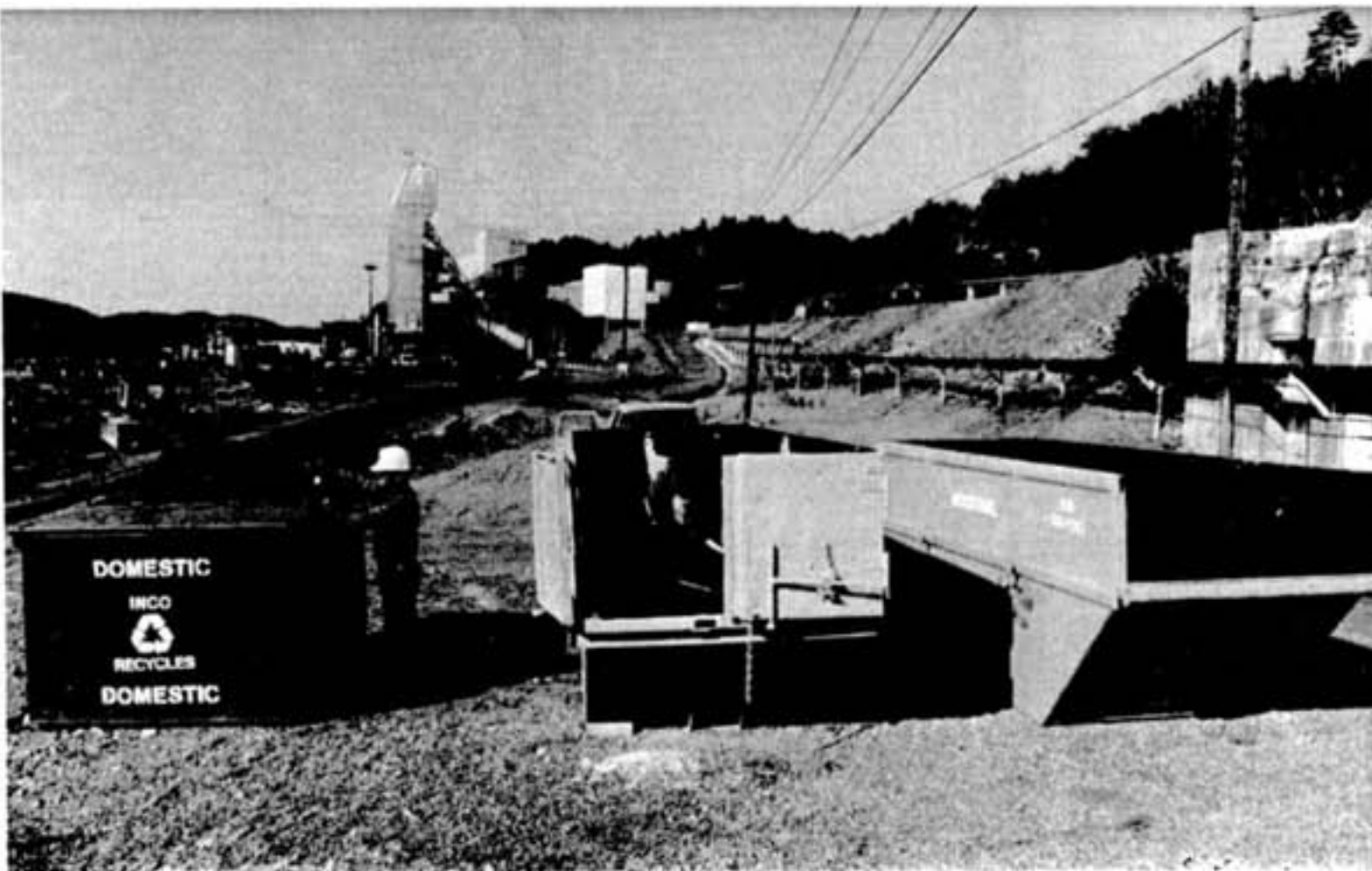
But to find out just how far beneath our feet the concern goes, you'll have to talk to some enthusiastic Levack miners.

When the Levack Complex launched a unique and innovative waste segregation program designed to deal with tons of metal, wood, industrial and other wastes, a group of miners decided to get on board and do their part.

"When maintenance superintendent Roy Landry put the waste segregation program to all plant employees, some underground employees asked about its implementation down in the mine as well as surface," said mine foreman Ray Parker. "We set up a pilot project from 1,900 to 2,350 level to separate domestic waste."

Inco green boxes were installed in three lunchrooms and the approximately 30 men working in the area are proving that everybody can get into the recycling act.

"I think it shows the kind of co-operation we're getting around here with the program," said surface maintenance



Sandplant operator Ron Mechefske disposes of a bag of material in one of the color-coded boxes at Levack.

foreman Peter Dusick. "These guys took it on themselves to get involved."

The initiative bodes well for the complex's ambitious program designed to reduce the amount of material going

to the Levack landfill site.

Color-coded bins

The program calls for the separation of all non-hazardous waste into specially-la-

belled and color-coded bins around the complex.

"Whatever we take underground eventually has to come back up," said Peter. "There's scrap metal, wood, rubber materials and other mining

materials as well as industrial and domestic waste. This morning alone we had 15 truckloads of waste material come up."

Before the waste segregation program was begun, the

bulk of the material was sent to the Inco landfill site. "Although there wasn't anything toxic, our emphasis on protecting the environment meant we had to find new ways of handling this stuff. And at the rate we were going, our landfill site was starting to fill up."

The unique color-coded boxes are the most visible signs of the project. Red boxes are for domestic waste, brown for wood, grey for steel, yellow for industrial waste and green for

recyclables.

"Most of our people didn't have to be motivated," said Peter. "Most are doing this kind of thing at home. We felt at first it would demand a little more time, but it hasn't worked out that way. It's actually more efficient than before."

Material from underground comes up separated. Although domestic waste continues to go to the community dump, dump fees are down significantly now that other

"Most of our people didn't have to be motivated, most are doing this kind of thing at home."

waste and recyclable materials are separated out.

The wood pile

Wood and steel waste, once collected in bins, is stored at central depots where employees can take what they need under a special pass system. Unclaimed materials will be recycled.

"The wood pile isn't growing much," said Peter. "We have about 15 or 20 loads a week taken away by our em-

atically.

"Used to be that the material was picked up regularly, and sometimes there would be nothing but a couple of pieces of lumber in the box. Under the new system, it's picked up only when we call."

Domestic garbage is still picked up regularly.

"This is one of those efforts that everybody has to pitch in," he said. "It would never work if our people weren't committed to it. So far, every-



These pallets used to be discarded. Today they are stored and picked up by a company that re-uses them.



Peter Dusick overlooks the landfill site with waste segregated in separate areas. This procedure ensures that waste disposal has the least possible impact on the environment.

ployees."

Any metal remaining in the Levack steel yard this spring will be sent to the Smelter for recycling and regular recyclable materials such as cardboard will be picked up once a month as part of the regular community program.

"The difference it has made is quite obvious," said Peter. "There's no huge new piles at the landfill site anymore."

Through innovation, the complex has managed to find users for some of their discarded materials. Thousands of wooden pallets, once tossed on the garbage heap, are now saved. "Every time we save up 500 pallets, a company from the Soo sends a truck down to take them off our hands. It's amazing how much of the stuff we used to throw away can be used by somebody else."

Costs for garbage removal, he said, have dropped dra-

body has been enthusiastic about it and it shows in the results.

Levack's output of waste is expected to drop by 40 per cent in 1992.

Her estimates may have been too conservative, judging from an Environmental Control and Occupational Health monthly report released last December.

The report states that an estimated diversion of about 50 per cent of waste from the landfill site has resulted since the project got under way three months before.

The reduction meets the environment ministry's objective for the turn of the century.

The report also states that a similar program is being expanded to include the Creighton Complex and the Copper Cliff Smelter, with most other areas to be included in the future.

Inco scholarships: another kind of natural resource development

Twenty young scholars will take advantage of Inco scholarships when they enter university this fall.

The competition was again keen for the Inco Reserved Scholarship Awards and the independent scholarship selection committee had to glean the winners from among 106 eligible applications.

Fifteen scholarships were awarded to children of Northern Ontario employees, three to children of Manitoba Division employees and two to children of employees in other areas such as southern Ontario and ex-patriates. The distribution is based on the number of employees in each area.

Full scholarships are valued at \$2,500 annually and are renewable for three years.

Three Finalist Award winners were also selected, one from southern Ontario and two from Sudbury. Valued at \$1,000, the Finalist awards are for the first year of university only.

They are intended to reward an applicant who has achieved a level of academic excellence which merits a full scholarship, but who is excluded from

winning because the standard of applications is very high, which was the case again this year.

Scholarships are awarded primarily on the basis of outstanding academic achievement. Candidates must also demonstrate broad interests and/or leadership qualities through participation in school and community activities.

The selection process includes a thorough study of areas ranging from the complete academic record and characterization of the applicant as supplied by the high school to personal information supplied by the applicant.

Some areas taken into account are the capability for sustained work at studies, a coherent approach to problem solving, stability of character, reaction to setbacks and criticism, breadth of interests, relationships with peer group and with teaching staff, leadership abilities and any unusual handicaps in life the student has overcome.

Children of full-time Canadian employees, of ex-patriate employees from Canadian locations, of Canadian pensioners and of deceased employees are eligible to apply for the awards.

Inco Scholarship Winners

Northern Ontario



Linda Bayley, a graduate of Lo-Ellen Park Secondary School and daughter of Cynthia Abel and Nickel Refinery process sampler Merle "Bill" Bayley, will attend the University of Waterloo to earn an honors mathematics degree. An avid bowler, reader and music fan, she said the scholarship will pay for a "good chunk" of her course. "I'll be able to breathe easier and concentrate more on the studies."



Lowell Cochrane, a graduate of Lo-Ellen Park Secondary School, will complete a degree in English at Laurentian and then continue for his masters and PhD. Son of Lynne Cochrane and Mines Exploration superintendent Lawrence Cochrane, he's interested in writing, homebrewing and playing guitar. The scholarship, he said, has "filled a great hole in paying my tuition."



Son of Smelter Complex manager Peter Garritsen and Virginia Garritsen, **Donald James Garritsen** is a graduate of Lockerby Composite School who will attend McMaster University to study engineering. He plans to go into electrical engineering and work at a consulting firm. His hobbies include skiing, mountain biking and golfing. "The scholarship has helped to subsidize the outrageous costs of today's university education," he said.



Entry into the space program is the dream of Levack District High School graduate **Mike Heilmann**, the son of retired Levack miner Klaus Heilmann and Ursula Heilmann. He'll go to the University of Waterloo for a degree in applied honors co-op physics. He loves to hike, fish, hunt, cycle, read and work on cars. He said winning the scholarship has been a great relief. "It will allow me to spend my time doing other things, like homework and a little R&R."



Keith Joiner, son of Louise Joiner and Information Systems projects supervisor Ted Joiner, will attend Queen's University where he hopes to obtain a four-year engineering degree in biomechanics before entering medical school. He wants to design artificial limbs and organs for patients in need. A host of athletic activities from track and field to tennis keeps him busy in his spare time. "Because of this scholarship, I will be able to devote my time to my studies," he said. Keith is a graduate of Lo-Ellen Park Secondary School.



Aaron Marsaw of Ecole Secondaire Catholique, son of Inco Exploration and Technical Services exploration assistant Wesley Marsaw and Beatrice Marsaw, will go to Laurentian University. He plays guitar, rides bicycle, listens to music and is heavily involved in volunteer work.



Neil Maskery hopes to become an engineer and return to Sudbury. The son of Central Process Technology section leader David Maskery and the late Maureen Maskery, Neil is interested in windsurfing, cross-country skiing and church. He said the scholarship has greatly aided his financial situation. He graduated from Lo-Ellen Park Secondary School.



Tara Moskalyk of Lockerby Composite School, daughter of Engineering Department chemical engineer Ray Moskalyk and Gloria Moskalyk, will attend Queen's University where she'll take science courses needed to enter dentistry or medicine. She likes volleyball, cycling and running and feels the scholarship has given her a boost. "It's encouraged me to continue working hard," she said.



Son of Central Maintenance and Utilities administrative clerk Sandra Muzia and Michael Muzia, **David Muzia** is a graduate of Lively District Secondary School. He'll study at the University of Western Ontario for his Bachelor of Science degree in genetics. He wants to become a doctor in order to make a difference. "I hope to help a few people along the way," he said. Interested in archery and downhill skiing, David said the scholarship has taken much of the financial burden away from his parents. "I want my education to cost them as little as possible," he said.



Michael Noble, a graduate of St. Charles College, is the son of Information Systems security administrator John Noble and Carol Noble. He'll attend Western University to earn an honors science degree followed by a law degree. He wants to be a criminal lawyer. He likes tennis, baseball, guitar, reading and music and said that without the scholarship it would have been very difficult to meet the financial demands of attending university out of town.



Beatrice Politi is a graduate of Marymount College. She's the daughter of the late Dante Politi, a former Cleaning Services janitor, and Antonietta Politi. She will attend York University to complete a Bachelor of Arts degree in Political Science and Italian, then attend law school. She hopes to become a criminal lawyer. "The Inco scholarship will provide for me the financial security while I pursue my goals," she said.



Son of Process Technology technologist Gary Quig and Ann Quig, **Robert Quig** graduated from Lo-Ellen Park Secondary School. He will attend the University of Toronto to earn his Bachelor of Mechanical Engineering degree and enter the field of robotics. A fisherman, camper, cyclist and canoeist, he also includes karate among his athletic interests. "The Inco scholarship will pay for my tuition and university. It makes it possible for me to attend."



The diplomatic service or private business are the career goals of **Stephen Smith**, a graduate of Lo-Ellen Park Secondary School and son of Purchasing and Warehousing buyer Ronald Smith and Sylvia Smith. He likes golf, tennis, curling, skiing and soccer. "The financial aid this scholarship has provided is extraordinary and inspiring," he said.



Malcolm Steenburgh, a graduate of Lasalle Secondary School is the son of Inco Specialty Powder Products manager Bill Steenburgh and Mairi Fillion. He'll go to Queen's University to get an honors degree in science. He's into basketball, music and computers. He said the scholarship will remove much of the stress associated with earning enough money during the summer to pay for the next year of school.

Finalist Award Winners



Teaching and social work are the careers **Susannah Travers** is considering. A graduate of Lockerby Composite School, she's the daughter of Margaret Travers and Joseph Travers, a furnace operator at the Smelter. She's off to Laurentian University to get her Bachelor of Arts degree and continue into graduate or professional school. Susannah likes writing poetry, reading, politics and music. "The scholarship will provide the money necessary for me to pursue my post-secondary education," she said.



Eleonora Filippone is the daughter of Francesca Filippone and Copper Cliff Mill industrial mechanic Carmelo Filippone. A graduate of Marymount College, she'll take the social sciences program at the University of Western Ontario. "Currently, I'm leaving my options open with the social sciences program, seeing where it'll lead me after I see what interests me the most," she said.



St. Charles College graduate **Darrin Johnson** will be working for a degree in civil engineering at Queen's University. Son of Information Systems analyst Reg Johnson and Mary Johnson, Darrin wants to become a professional engineer for a Northern Ontario company or join a structural engineering consulting firm. Among his interests are photography, debating, golf and hiking. "Going out of town to university is very expensive," he said. "This (scholarship) will reduce the financial burden on myself and my parents."

Southern Ontario and Ex-Patriate Winners



Jeanette Ettel, a graduate of Applewood Heights Secondary School, is the daughter of Sheridan Park Research Laboratory section head Victor Ettel.



Beth Reyburn, a graduate of E.L. Crossley Secondary School, is the daughter of Port Colborne Refinery Total Quality Improvement Coordinator Robert Reyburn.

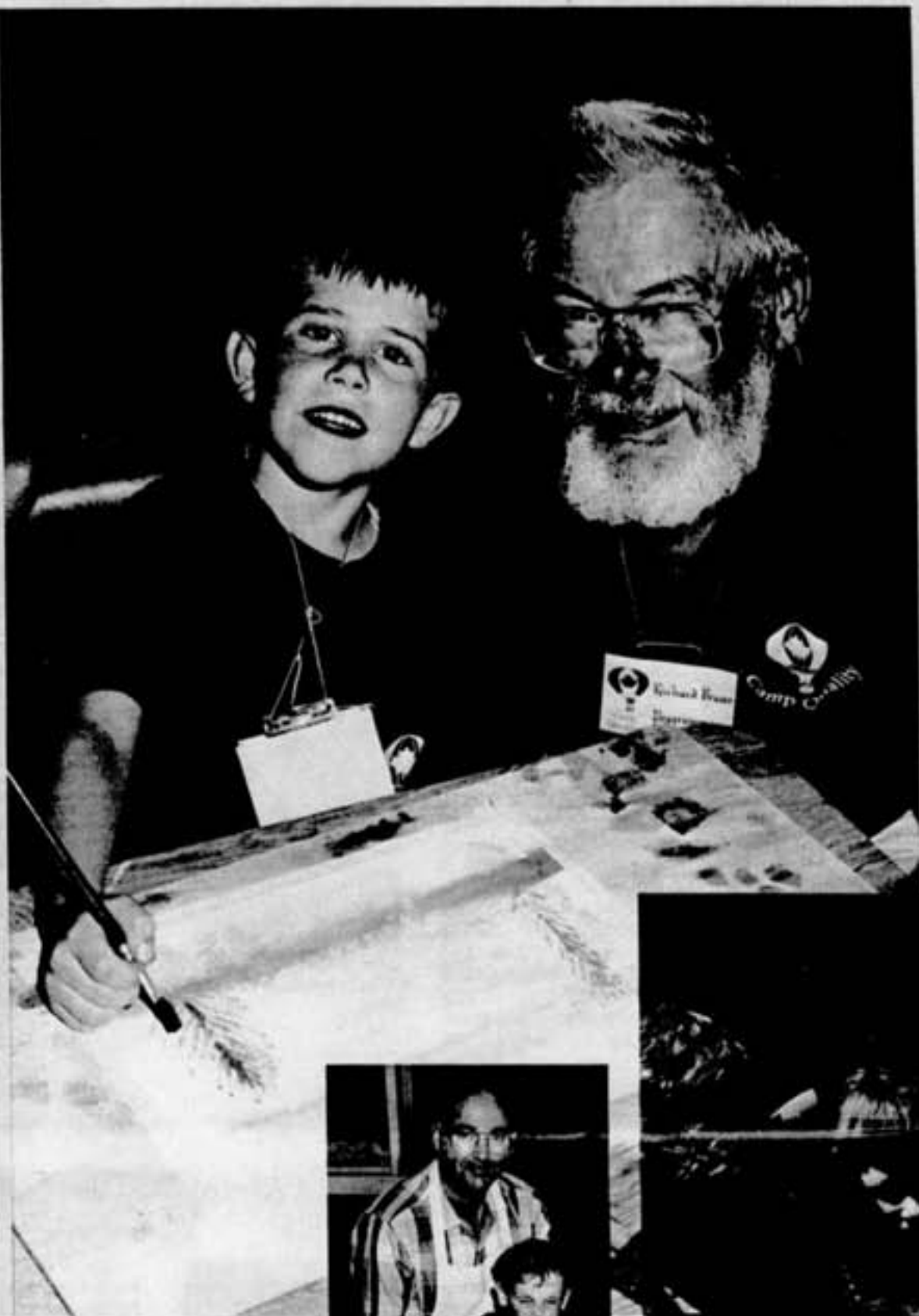


Salma Bhaloo is a graduate of Leaside High School. She's the daughter of Toronto office legal secretary Nasim Bhaloo.

Inco pensioner Richard Bruser explains the finer points of painting to Nick, 7, a camper from McKerrow. Richard retired in 1983 from the Geology Department.



Natalie, 9, of Val Therese leaves her wheelchair for the caring arms of companion Kendra Shepherdson of Sudbury. Throughout the week Natalie traded in her wheelchair for rides aboard a golf cart, airplane and houseboat.



Little Stobie compressorman Wayne Sparham watches as five-year-old Frankie devours his pizza. Wayne was kitchen supervisor at the camp.



Volunteers help young cancer patients enjoy life to the fullest

Five-year-old Frankie wolfed down his pizza and rushed to the piano at the end of the dining hall. In what had become a mealtime ritual, he scaled the chest-high bench and poked indiscriminately at the black and white keys before him. Greeting each note with an approving smile, the wide-eyed redhead continued his impromptu concert while the room around him buzzed with campers sharing tales of the morning's activities. To the observer, the scene might have arisen at any one of countless campgrounds around the world. But this summer camp was different. Frankie, like most other campers at Camp Quality, has cancer. "That," said camp director Red Butler, "is where the dif-

ference begins and ends. At Camp Quality, the emphasis is not on cancer, it's on having fun." A plant protection officer who retired from Inco in 1985 with 36 years' service, Red has been involved with summer camps since the mid-1950s. He agreed to help establish a summer camp for cancer patients in the North after being approached by Camp Quality organizers. "The first Camp Quality was actually launched in 1983 near Sydney, Australia," said Red. "Today, there are 32 camps in eight countries. The first Canadian camp opened in 1988 in southern Ontario — this is the second. We couldn't have done it without the support of several businesses, organizations and individuals." Inco donated about 100 sweatshirts and provided early

publicity for the camp in company publications. Triangle stories solicited volunteers and helped organizers find children who could take advantage of the camp's program. Located on the scenic West Arm of Lake Nipissing, on 20 acres of beautiful, borrowed church campground, Camp Quality offers young cancer patients a chance to trade in their medical routines for a week of outdoor fun. In its first year of operation, the camp attracted 18 cancer patients and siblings ranging in age from five to 13. Looking after their needs was a corps of volunteers doing everything from washing dishes, setting tables and cooking, to taking registrations, organizing activities and serving as campers' companions. "Ideally, we would have liked

between 40 and 50 campers," said Red. "But for the first year this is about average. I'm sure that as more people become aware of the program our registrations will grow." This camp's inaugural session took place from July 20 to 24, one of the more pleasant weeks of an otherwise dismal summer. Cool temperatures early in the session failed to sway campers and volunteers who bundled up in custom-made sweatshirts provided by Inco. "For the first two days, everywhere you looked you saw those hooded sweatshirts," said Red. "They certainly came in handy." Mother Nature smiled on Camp Quality the remainder of the week as campers tried their hands at activities and crafts such as archery, woodworking, fishing, painting and

chocolate making. The exhaustive activity program also included plane, houseboat and hot air balloon rides, a golf outing, campfires, magic show and visits from police and ambulance attendants. On the final evening, campers square danced to the music of champion fiddlers from nearby Noelville. "It's been great," said Brad, 10, of Dowling, whose cancer has been in remission for several years. "This is my first time at a camp like this and I've made a lot of friends, especially Sean," he said, motioning towards his 23-year-old companion from Espanola. Companions are an essential part of the Camp Quality experience and each camper is paired with an adult for the week. The bond between camper



Stephanie, 10, of Lively and Ginette, 12, of Val Therese sit atop the inflatable ski-bob on the camp dock, awaiting their turn for a ride on the lake.



Wayne Sparham, Lou Bolger and Red Butler sit in the dining hall where Lou made candy trains for the campers.



Brian Kane of General Engineering helps Jean, 10, master the art of archery. Both are wearing sweatshirts donated to the camp by Inco.



Darrell Dewar of Field Engineering teaches Dawna, 6, Brad, 10, and Stephanie, 10, the proper way to build a birdhouse.

and companion has been everything Brian Kane hoped it would be when he volunteered his services.

A contract administrator in General Engineering, Brian became interested in Camp Quality after reading about it in the April issue of the Inco Triangle. He felt a particular kinship with the campers, having lost his left leg to bone cancer at the age of 21.

"Having had cancer, I thought I could make a contribution," he said. "It's been better than I expected."

Brian's face beamed with pride as he relates how his camper, a shy 10-year-old named Jean, benefitted from the Camp Quality experience.

"When he first arrived here he was a very shy individual," said Brian.

"Through the week his per-

sonality developed to the point where he's out playing with the other campers and doing what he does best — being a 10-year-old boy.

"The pleasure you derive from seeing the change in these youngsters from the time they get here to the end of the camping week makes volunteering worth every minute of your time."

Companions weren't the only volunteers to form bonds with campers.

Wayne Sparham, whose wife and daughter also volunteered, beamed with delight as he proudly showed off a painted picture presented to him by a six-year-old camper named Dawna.

"This picture made my week," said the Little Stobie compressorman who served as kitchen supervisor for the week.

"These children had big appetites and could dirty a lot of dishes, but seeing them enjoy themselves made the entire experience worthwhile."

Big appetites and dirty dishes are nothing new to summer camps. In fact, there is little to distinguish Camp Quality from any other summer camp where children run, shout and play.

The occasional passing of a child in a wheelchair serves as the only reminder that most campers here are fighting a deadly disease.

It's a fact not lost on Darrell Dewar of Field Engineering.

"When I volunteered to come here I expected to see more children in wheelchairs and in worse shape," said Darrell, who served



as the camp's wood working instructor.

"I think as the camp grows it may attract more chronic campers because it is certainly equipped to look after them."

Nine-year-old Natalie of Val Therese was the camp's most visible cancer patient, sitting in a wheelchair with a kerchief covering the hair loss that accompanies chemotherapy.

Her physical limitations, however, in no way restricted her participation in any of the camp's activities.

"I'm having a good time and I'm getting along fine," said Natalie, leaving her wheelchair with the help of companion Kendra Shepherdson.

"I've made good friends and I've enjoyed myself. I especially liked building birdhouses."

At various times during the week, Natalie traded her wheelchair for seats on a golf cart, airplane and houseboat.

It's the kind of total participation that makes Red Butler proud.

"The Camp Quality program is designed so that no one is precluded because of size, ability or strength," he said.

"The camp's international symbol is a hot air balloon which represents campers rising above their problems. At Camp Quality we see to it these youngsters have no time to think about anything but having fun."

Tour promotes mining's changing image



"Casualty" Nancy Dufour, 17, gets assistance from Brenda Dezalak, 21, while North Mine First Aid Instructor Cathy Mulroy and Severo Zanatta look on.

Multi-million dollar pollution abatement projects, massive regreening and land reclamation efforts.

It's all part of the changing image of the mining industry, yet getting the word out to the public can sometimes be a frustrating affair.

That's why Severo Zanatta figures the Path of Discovery tour is so valuable.

"It's some of the best public relations that we can do," said the Inco pensioner who has been involved with the tour for five years. Acting as liaison between the company and the tour's facilitator, Science North, Severo accompanies visitors as they tour Inco mines, plants and other areas.

He said many tourists are surprised by the cleanliness of our plants and mines, the emphasis on safety and the company's commitment to the environment.

"The tailings area is the most visual example of our environmental efforts," he said. "It shows what we've managed to do and it never fails to impress people."

The 2 1/2 hour tour includes the Frood Open Pit, Clarabelle Mill, the Copper Cliff Smelter and other Inco sites.

Seven to 10-minutes are spent at each Inco site and the visits are coordinated with plant management to ensure safety and to avoid interfering with operations.

"The plants do their best to accommodate us despite the fact that they have their own operations to worry about," said Severo. "In return, we do our best to avoid any intrusion on their operations."

No Inco employees are involved in conducting the tours. Knowledgeable guides, trained by Inco, are there to outline our operations and answer the barrage of questions that are inevitable with every tour.

"Most of the visitors have never seen a mine site before," said Severo. "It's a totally new environment for them. Most are impressed by the high tech-

nology, the machinery and by the overall size of the operation here."

Although the tours are operated by Science North, Inco has considerable input.

"We couldn't do it if it wasn't for the cooperation and support of Inco," said Big Nickel Mine manager Brenda Tremblay. "Inco provides the pensioner guides who give tourists a chance to talk with actual miners. Inco also provides sample cards for the visitors and training for the guides hired for the summer."

About a dozen student guides are trained by Inco every year. They are given an intensive course on mining that includes a visit to an active mine and are given a tour and introduction to smelting and refining.

Safety gets a high priority and tour guides are given a good grounding in the company's strict safety standards, intensive first aid training, a detailed account of emergency evacuation procedures and contacts in case of emergencies.

Tremblay said about 6,000 visitors take advantage of the tour each year, from across Canada and as far away as Japan, Germany and China.

"Maybe 25 or 30 per cent of our visitors have some knowledge about mining or a related field," she said, adding that reaction from most has been overwhelmingly positive. "People love it. They ask a lot of questions. They're amazed by the size of the operation here."

She agrees with Severo that the tour is perhaps one of the best ways to change the image of mining.

"It's definitely effective," she said.

The Path of Discovery tour, separate from the Big Nickel Mine tour, runs from late April to mid-October. Science North provides buses for the tours from the end of June through September. Group tours, where groups provide their own buses, are held for the extended period. Science North offers guides for the group tours.

No freeze on transportation improvements

Pinning the tail on the dog, Moe Bertrand calls it. You keep trying, but the dog keeps changing.

The "continuous" in the Continuous Improvement philosophy is there because yesterday's solutions become today's challenges, says the Transportation and Traffic operations superintendent. Like most Inco operations, the Transportation department has been moving almost continuously from problem to solution to challenge, and they've managed to keep one step ahead in the effort.

Ore flow studies going on now that will help Transportation tighten up rail scheduling are the latest effort to solve a problem that was yester-

day's solution. In fact, it comes from a line of problem/solution scenarios that stretch back to the time when Inco blasted ore in railcars.

"Rail cars at one time were part of the ore storage system," said Moe. "We used to have as many as 800 cars under load at any given time which represented approximately 50,000 tons of stored ore."

While the system worked reasonably well in the summer months, once the weather got colder the difficulties began. Ore would freeze in the cars while waiting to be unloaded, and the only way to get it out was to blast it with explosives.

"It worked," said Moe, "but

it was slow, hard, labor-intensive, expensive work... and kind of hard on the railway cars.

"Binmen had to drive steel pipes into the frozen ore, as many as 16 of them, with a sledge hammer. The pipes were loaded with explosives and the ore would be blasted loose."

The solution to that problem?

The thaw shed, a huge structure with six separate sheds that straddles Inco tracks. The cars, loaded with frozen ore, are hauled in and doors on each end of the sheds are closed. When the furnaces kick in, the ore is defrosted.

Sound like the perfect solution?

"At the time the sheds were installed," said Moe, "it was the answer. But with the costs of all types of energy going up, our natural gas bill was going through the roof."

"The sheds," he said, "were costing us about \$1 million in natural gas annually."

Teamwork, co-operation and communication has already cut costs, but not by using expensive new modifications or elaborate technology and equipment. Instead, the department has focused on rapid cycling of ore cars to minimize the time that ore is left outside long enough to freeze.

"We've worked to reduce the cycle from the mine to the mill by making our schedules

much more flexible and adaptive to customer needs.

Because of the shorter cycle times we have far fewer cars today than ever before and the job gets done better. At one time there were over 1,200 cars used to move Ontario Division ore. Today we use less than 450."

The improvement cycle is continuing. The department recently negotiated with Canadian Pacific, expanding joint use provisions of existing operating agreements and encouraging rapid cycling of CP rail cars in exchange for a substantial reduction in freight costs.

"Continuous improvement," says Moe, "means you keep going."

Fish puts fisherman into high gear

Sometimes tall tales told by Inco's fishermen/bards are so good that you're afraid to call up and verify the story in case it might not be true.

This, told by a retired Levack miner, is one of those.

Dear publications editor,
Here I have a good fisherman story.

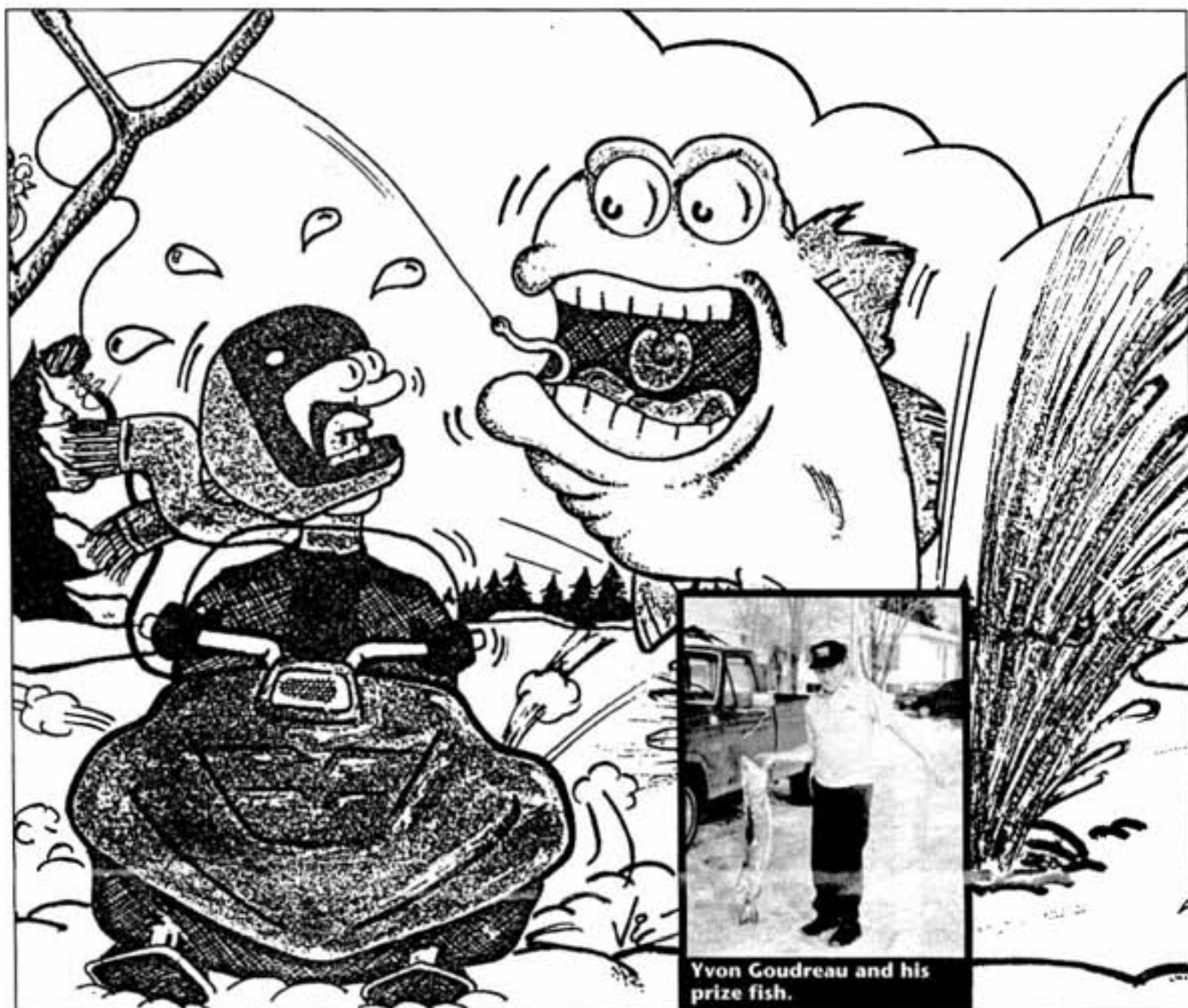
Last March I was fishing at Jerome gold mine, Opiquaway Lake, for pike. On a nice, sunny afternoon the sun was hot. At approximately 2:15 p.m. I was lying on my Ski-doo. I had tied up my fishing line on my Ski-doo rewind (pull cord) and relaxing.

All of a sudden this 22-pound pike pulled on my rewind and started my machine and the machine went approximately 25 feet and as a result this is what came out of the eight-inch hole, this 22-pound pike that I caught. Believe it or not.

This is the picture of myself and my 22-pound pike that I caught.

Yvon Goudreau

P.S. Seems Yvon's fishing fiction is rivaled only by his extraordinary luck. He swears he once caught a huge pike after he put his fishing rod away. He said he was hauling in a string of fish caught earlier in the day when a huge pike swallowed one of the smaller fish on the string, so he hauled the predator and meal into the boat together.



Yvon Goudreau and his prize fish.

Win \$100 in the Great Inco Angler Tall Tale Contest

Where there's fish there's bull, and rumor has it that our fishermen are legendary in both. Get your hooks into the \$100 top prize by giving us the fishing yarns that even your best friends don't believe.

Write to us. String us a line. Send along a picture if you have one and include your name, occupation, department and work phone number. For pensioners, submit home address, phone number, occupation and date when you retired.

Entries will be judged on originality, believability, humor and imagination. We'll send you an Inco Triangle pen for the tall tales used in a future edition of the Triangle. We reserve the

right to edit and embellish a bit.

Send entries by post to Tall Tale, Inco Triangle, Public Affairs Department, Copper Cliff, Ont., POM INO, or send by inter-office mail to Triangle, General Office. Open to Inco employees and pensioners.



in touch

Inco pensioners in the swing of things

Wisdom comes with age, the saying goes, and it seems Inco pensioners are no exception to the rule.

"Tuesdays are good for good weather," prophesied Inco pensioner Jim Bryson. "We've only had one day of rain on our regular weekly golfing days so far this year."

In one of the wettest, coldest summers in about a century, the annual In Touch pensioner association golf tournament was held on the regular pensioners' golfing day and again defied the weather-



Leno Crema, 65, who retired in 1982 after 35 years at Inco, tries for the hole.

man. Almost 160 Inco senior golfers and their guests navigated the Lively Golf and Country Club greens under a bright sun and near perfect temperatures.

A tradition going back about 20 years, the tournament again saw a good turnout. There were 10 flights with four winners to each flight. The groups were set up with handicaps to even things out.

Guest golfer Don Stack, an Ontario Hydro pensioner, became the talk of the tournament when he knocked in a hole-in-one at hole #2.

A roast beef dinner and the awarding of prizes followed the golfing, and Central Maintenance and Utilities manager Al Cruthers was on hand to award two trophies to the winners.

Winners were Peter Marynuk with a score of 80 and John Sarkans with an 81.



Doug Pappin, 61, who retired in 1984 after 37 years' service, checks the score while fellow golfers look on. From left, Leno Crema, 65, who retired in 1982 after 35 years' service; Larry Coderre, 62, who retired in 1991 after 37 years' service; and Bud Bertrand, 68, who retired in 1982 after 22 years' service.



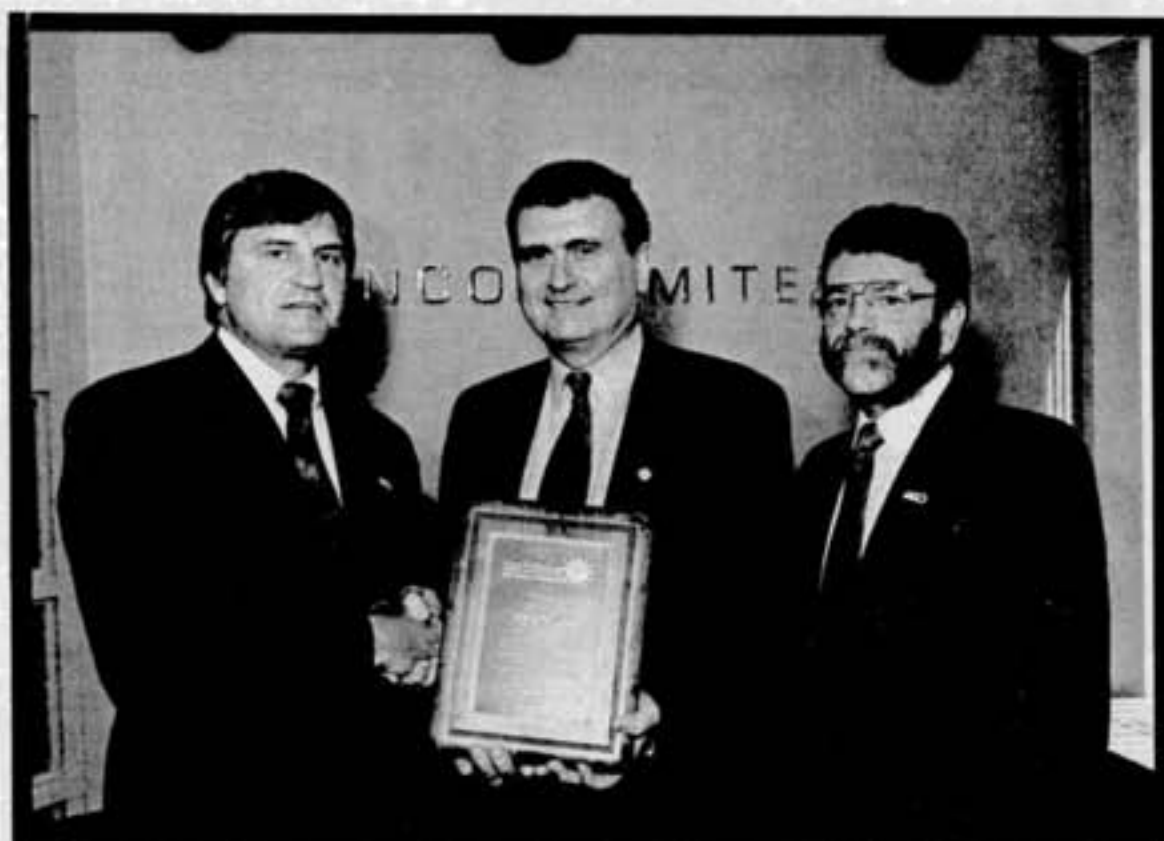
Leo O'Brien, 70, who retired 1982 after 34 years at Inco, checks to see where his shot is going.



A scenic drive to the next hole.



Don Houle, 60, who retired in 1984 after 33 years at Inco, prepares to swing.



Thanks for Support

The Canada-Wide Science Fair held here in Sudbury was considered to be one of the best ever, and organizers say that one of the reasons for the success was the overwhelming support from local industries, business, organizations and individuals. In recognition of Inco's support, Ontario Division President Jim Ashcroft (centre) was presented a plaque by fair finance chairman Jack Ceming (left) and chairman Brian Scott.

INCO

Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1993 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1993 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

ELIGIBILITY

Children of full-time Canadian employees, pensioners, expatriates from Canadian locations and of deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1993.

SELECTION

An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August, 1993.

APPLICATION

Application forms will be available from September 1, 1992 at local schools, your place of work, and at:
Office of the Administrator
Inco Limited Scholarship Program
Box 44, Royal Trust Tower
Toronto-Dominion Centre
Toronto, Ontario M5K 1N4
(416) 361-7844
THE APPLICATION DEADLINE IS APRIL 9, 1993

SAT TEST DEADLINE

APPLICANTS MUST REGISTER FOR AND WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES. TEST DATES IN OTHER COUNTRIES MAY VARY.

REGISTRATION DEADLINES

September 28, 1992
October 26, 1992
December 14, 1992

TEST DATES

November 7, 1992
December 5, 1992
January 23, 1993

SAT Test material is available at the applicant's school

Food for Thought

Healthy eating for active people

By Nancy Guppy

Summer is winding down and nearly everyone at Inco is back at work. If you haven't already made fitness a part of your routine, this is the ideal time of year to start to be more active.

When planning your fitness routine make sure you include healthy eating in your program. Enjoyable, regular physical activity coupled with moderate changes to the way you eat go hand-in-hand for short and long term health benefits.

You do not need to have a special diet or eat for performance because you are exercising. The experts' nutrition recommendations on what to eat for active people don't differ much from the nutrition guidelines endorsed by Health and Welfare Canada.

"Canada's Guidelines for Healthy Eating" are designed to promote health in people over two years of age, maintain weight and reduce the risk of developing chronic diseases like heart disease and some kinds of cancer.

In scientific terms the guidelines translate into a diet with about 55 per cent of total calories from carbohydrate, a maximum of 30 per cent total calories from fat and the remaining 15 per cent of calories from protein. The six guidelines are described below.

Enjoy a variety of foods

This is the easiest way to get the 50-plus nutrients needed everyday to promote and maintain health. Variety means you choose different kinds of foods within the four food groups. Be adventurous and try new foods and recipes.

Emphasize breads, cereals, other grain products, vegetables and fruits

Active people need to eat a lot of carbohydrate. It is stored as glycogen in the muscles and used as fuel for the body, particularly during exercise.

For the man who eats about 2,500 calories a day, this translates into 1,375 calories in carbohydrate. This could be four cups of milk, seven fruits and vegetables and 15 servings of breads and cereals.

At one time we thought bread, rice, pasta and starchy foods were fattening. Now they are promoted because they are low in fat, nutritious and filling foods that can satisfy appetites with fewer calories.

Choose the whole grain starchy foods like whole wheat bread, oats and brown rice that are good sources of fibre. Use the more refined carbohydrates like white bread, white sugar and honey, pop, danishes and donuts less often.

It is also recommended that you eat a high carbohydrate diet regularly, not just on days you work out. Your body can't store much glycogen in muscles so you must replace it daily.

Achieve and maintain a healthy body weight by enjoying regular physical activities and healthy eating

The more active you are, the less trouble you will have maintaining a healthy weight. Remember, if you're overweight, there is a good chance it's as much due to under-exercising as it is due to over-eating.

Choose lower fat dairy products, leaner meats and foods prepared with little or no fat

The guidelines advise Canadians to cut back on fat. Right now the average person gets about 38 per cent of a day's calories from fat and it would be healthier if we cut this back to 30 per cent.

If you usually drink two glasses of two per cent milk a day, switch to one per cent and save four grams of fat. If you drink homo milk changing to one per cent can save you 12 grams of fat a day.

If you drink three cups of coffee a day with a creamer in each, switch to two per cent milk and save five grams of fat.

Hold the butter and have the jam on four slices of bread, and you save 11 grams of fat.

Switching to a fat free dressing will save about 12 grams of fat.

Limit salt, alcohol and caffeine

In terms of overall health, if you enjoy coffee, limit it to no more than four regular cups each day. A healthy intake of alcohol is considered to be two or fewer drinks each day.

Nancy Guppy is a registered professional dietitian who lives in Sudbury with her husband Jason Zeppa and their two children Jasper and Dylan.

If you have any questions relating to food and nutrition, please write Ms. Guppy c/o Inco Triangle and she will answer them in her regular monthly column.



HERITAGE THREADS

by Marty McAllister

At the cottage next to ours, the fisherman grew increasingly upset. He had come for the fighting muskie of the West Arm. His kids had come to swim, and his wife had come to enjoy the outdoor barbecues and sunshine. But it rained — and rained. It didn't help his mood at all that the Windsor folks on the other side of us behaved as if this were the way summer was supposed to be. Whatever the Northern Ontario sky threw at them, they had fun anyway.

To Muriel and Odie and me, it didn't matter much. We had come just to relax, rain or shine. It was fabulous weather for watching a blue heron catch more fish than our neighbor, and for reading — until we tired of the lodge's stack of magazines that would be outdated even in a doctor's office.

Marty, Elvis is dead! Okay, maybe not that old.

Anyway, we took a drive in to Noelville where I bought the July 6, 1992 issue of MacLean's.

Then it was my turn to get upset.

Once a moonscape . . .

The long article was about a cross-country train ride, with a lone paragraph about the reporter's view of Sudbury Junction.

That evening, I must have written 15 letters to the editor, ranging from the downright sarcastic to the patiently educational, trying to explain that it was not nice to describe Sudbury as a place "... where a grey-black moonscape and slag heaps as big as ski hills are a dismal monument to the world's biggest nickel mining and smelting operation."

Just as I was getting rolling a racoon knocked the lid off the garbage can right outside our door. That's when I became a real Rodney Dangerfield, ranting that we "get no respect."

By the time I got back to Sudbury a few days later, I had cooled down just a mite. Besides, as I had been sure he would, good ole Two-Gun Tom had already drawn a bead on the folks in the mirrored MacLean-Hunter tower. No use trying to clean the lawn with a scooter after the power mower's gone by, so I dropped the whole thing.

Besides, if we all got our backs up over that story, there'd be a potential quarter-million people who totally missed the very important thing that MacLean's was trying to do with that special issue: "... to make Canada's history a living legend."

After I forgave them for that one lousy paragraph, I loved it!

A little horn-tooting

It's since dawned on me that, if we put off a good night's sleep until every reporter everywhere enters the 'Nice Sudbury Story' contest, we'll be a pretty bleary-eyed bunch when hell freezes over. As the old song says: "You've got to ac-cen-tu-ate the positive!"

There's been plenty to be positive about. You've heard about Sudbury's top-10 ranking in last year's Chatelaine magazine, about the more recent United Nations environmental award, and, as far as our company is concerned, about the gracious words of His Royal Highness, Prince Charles.

But let's go back a little further, once again to that special edition of The Sudbury Star published in 1933 to celebrate the 50th anniversary of the local nickel industry. It was during The Great Depression and hope was in pretty short supply, so this was truly a grand occasion. Prime Minister R.B. Bennett, every provincial Premier, and

Ya gotta get off the train!

even the High Commissioner in London wrote wonderful letters of support and congratulations — to the region, this industry and our company.

Bennett wrote: "What we know as 'nickel' has made the whole world pay tribute to a native resource in this Dominion as no other product has done."

Premier G.S. Harrington of Nova Scotia added: "By reason of its intrinsic qualities, nickel has made an important place for itself in the great fields of beauty and utility. . . Alone and in combination, this lustrous element serves manifold useful purposes, and more remain to be discovered."

Further on in the paper, the legendary E.W. Beatty, then president of the C.P.R., wrote in part: "... for many years later (following the famous discovery near Murray Mine), that long stretch of territory between Old Ontario and the West gave little prospect of ever being anything but a barrier between the settled areas of our country. The enterprise of miner and metallurgist has been largely responsible for bringing about a new conception of that part of Canada and its destiny."

Their words are even truer today!

Bouquets for industry

I can't resist throwing in the final paragraph of that day's editorial: "Well may Canadians at large, no less than Sudburians, raise their hats to the plume of smoke that billows from Copper Cliff chimneys and with an almost religious fervour declare: 'Long may it wave!'"

Now, that was the sounding of a different drum!

In 1937, no less a writer than Stephen Leacock, the great Canadian humorist, penned the following: "This is the famous Sudbury Basin, the nickel-copper area, a huge egg-shaped basin of upheaved rock that lies in a sort of giant's ring... 36 miles long and holds the greatest treasure of nickel deposit known to the world. The country is stern, majestic and grim enough to suit its exalted destiny."

Ours to give

That was over a half-century ago. In those days, when photographs and much of our landscape were black and white, visitors weren't as enthralled by a drive through Sudbury as they are today — yet even then Beatty and Leacock saw a deeper, more enduring beauty. They believed that the futures of Sudbury and Canada were interdependent, and the years have proved them right.

And now, even more than it did during the depression, Canada needs Sudbury again — to once more help give our country's hope a shot in the arm — to show by example what it takes to make a community great.

Mostly, it takes people. People who can work and live and play together. People who care for and about each other. People who've learned to laugh at themselves and with their neighbors, not the other way around. It didn't happen overnight and it still has its glitches, but Sudbury is proving that social ugliness can be beaten — and, on the economic side, that people cooperating can achieve infinitely more than those who scrap over crumbs.

We have a lot to show and be proud of.

But, as a host of prospectors discovered over 100 years ago, and as thousands of others have learned since, if you would discover Sudbury's wealth — either in its rocks or its people — ya gotta get off the train!



INCOME ideas

by Richard Birch

Income splitting - tax savings for couples

Every couple can save tax dollars by income splitting. But first you should know the rules so you can choose the techniques that will work for you.

Income splitting is simply arranging for one spouse's income to be taxed in the hands of the other spouse. The tax savings are dramatic if one spouse's tax rate is higher than the other's.

For example, if you are taxed at 40% and your spouse is taxed at 26%, you'll pay \$14 less tax for every \$100 earned (\$40 minus \$26) if that \$100 is taxed at 26%, not at 40%. Tax rates jump from approximately 26% to 40% when your taxable income climbs above about \$29,000 (1991).

If your tax rates are the same, there could still be benefits in the future if one spouse

will be out of the work force for a period of time, or if one spouse's retirement income will be considerably smaller than that of the other spouse.

Income splitting roadblocks

Unfortunately, shifting income from one spouse to the other isn't always easy. If you are normally in the 40% tax bracket, the government of course prefers to see your income above the \$29,000 level taxed at 40%. So a variety of rules have been put in place to discourage couples from shifting income from one to the other.

These complex sections of the tax law are called the attribution rules. Basically, they say that any income, including

capital gains earned by your spouse that normally would have been earned by you will be taxed in your hands, not in the hand, of your spouse. The rules apply even though your spouse may now actually own the income generating assets. In fact, virtually any method of transferring assets is caught under these regulations.

However, there are a few exceptions. And there are a few instances where the attribution rules don't apply.

Looking for exceptions

Spousal RRSPs can accomplish your income splitting goals and they are actually encouraged by our legislators. With a spousal plan, you contribute to your spouse's RRSP and receive a deduction for the

amount contributed on your tax return. However, the funds contributed now belong to your spouse and will be taxed in his or her hands when received later in life as a retirement income. Note that if your spouse immediately withdraws funds from a spousal plan, the amounts will be taxed back to you.

If you are close to retiring, you should be aware that you and your spouse can split your Canada/Quebec Pension Plan benefits. This will produce tax savings if the two of you are taxed at different rates.

Interest on interest is not caused by the attribution rules. What this means is that if you give your spouse \$1,000 that earns 10%, the \$100 will be taxed in your hands, even though your spouse actually

earned it. However, any interest then earned by your spouse on that \$100 (interest on interest) will be taxed in your spouse's hands.

This type of planning doesn't yield a big pay-off immediately, the dollars are quite small at first. But within a few years, the lower income spouse could be earning hundreds or even thousands of dollars of interest that would otherwise be taxed in the hands of the higher income spouse.

Finally, remember that any investments brought into the marriage by one spouse are considered to belong to that spouse. So any income earned on them also belongs to that spouse. This will be the case even though the two of you have been pooling all your income for many years.

Modified work an industry model: WCB

Inco's modified work program is one of two in the province chosen by the Workers' Compensation Board to be featured in depth in a film highlighting the positive aspects of modified work and workplace modifications.

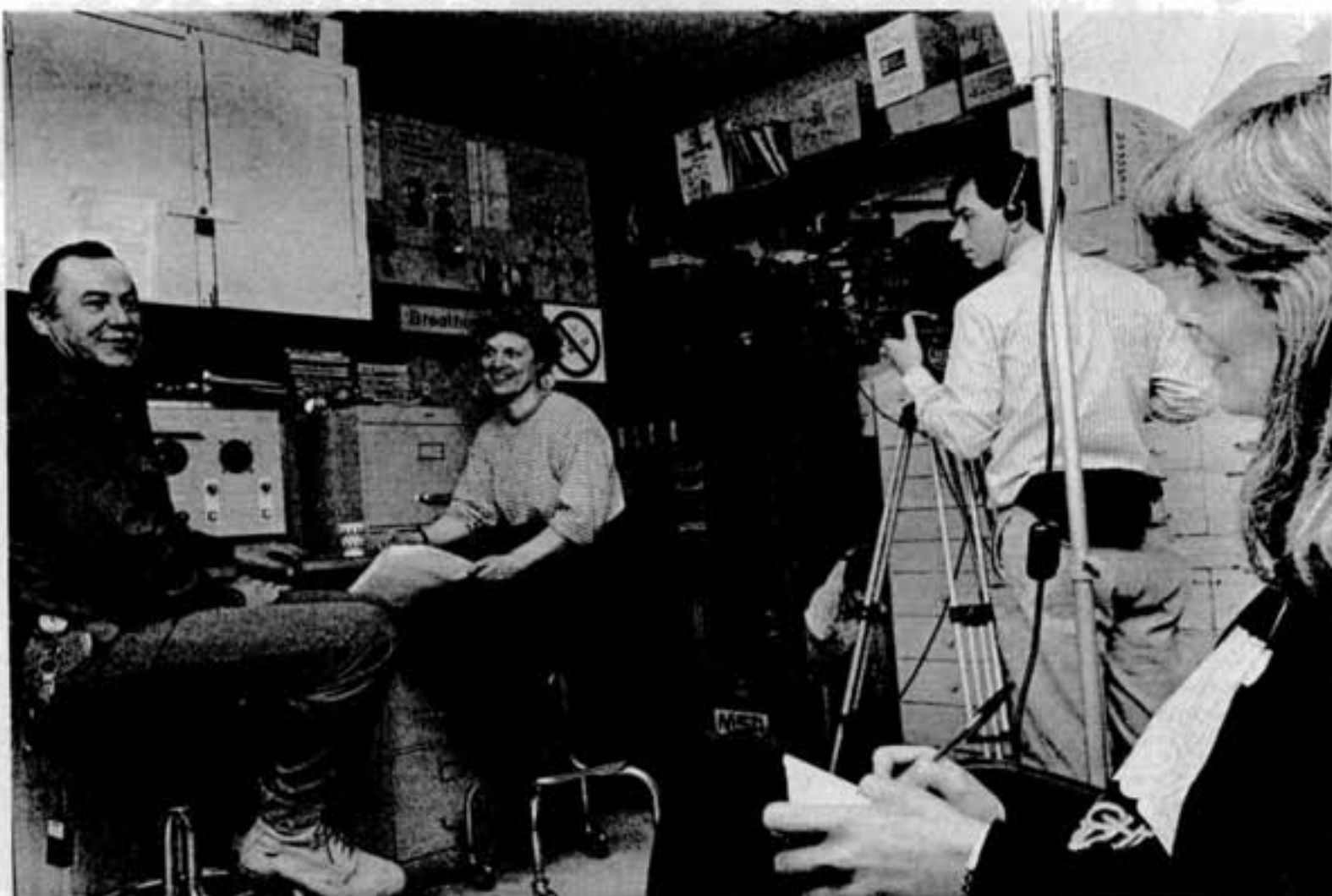
"We have the Cadillac of modified work programs in the province here," said general foreman of Safety Gary Hughes following the visit. "We should be proud of what we are doing here."

He said he got nothing but positive comments from the WCB staff and film crew in their five-day visit. He said the crews filmed underground and Levack, the Iron Ore Plant, Modified Work Centre, North Mine reconditioning shop and the Copper Cliff Clinic.

"The Inco example is the most significant one we've found," said producer Norah Wakula of the WCB. She said the Inco program will form a major segment of a 30-minute bi-monthly cable program called Working In Ontario that will be telecast to about 80 cable stations across the province in both English and French.

She said the Inco footage was "wonderful," particularly the workplace modifications. "We got so much good footage at Inco, much of it that we can't use, that perhaps we might be able to expand it into something else. There's a real demand out there for information on modified work."

She said that although the Inco program will form the predominant footage for the film, other smaller companies will also take part.



A Workers' Compensation Board film crew zeros in on Jack Laderoute at the self-contained breathing apparatus repair room at Inco's Modified Work Centre.

"We are featuring companies that have successful programs in place," he said. "Rehabilitation and the return to productive and meaningful employment as quickly as possible following an accident will be an important component, but the show's aim is to emphasise the creative ways companies have responded to this need by developing and

implementing progressive modified work programs.

"Companies with successful programs will be highlighted to illustrate the positive aspects of modified work programs and workplace modifications.

Modified work programs at two companies will be explored in some depth, Inco Limited in Sudbury and Cuddy

Food Products in London. As well, we will cite examples of successful programs or solutions smaller companies have implemented so as not to discourage employers with fewer staffs."

As an example of a successful modified work program in a large-sized company, Inco's segment includes interviews with staff involved in

the implementation of the program, supervisory people, injured workers who have been through the modified work program, employees who have not been injured to seek the awareness level and attitudes toward workers on modified work.

There is also general footage of workers in the plants and at the centre.

Transportation: Staying ahead of competition

The co-operation, teamwork and foresight evident in a Transportation and Traffic Department project to deliver flux material to Smelter bins is a good example of how Inco can stay one step ahead of the competition.

Begun almost a decade ago, Transportation planners have managed to change a labor intensive, inefficient and costly process into a highly efficient one that not only frees up manpower for more valuable work, but saves the company thousands in annual operating costs.

"It was a very labor intensive system just a few years ago," said Transportation and Traffic operations superintendent Moe Bertrand. "At the Smelter flux bins, we had an entire crew dedicated to the job of unloading bottom dump rail cars by manually opening and closing car doors. There were about eight people involved in the hard and dirty work."

At the same time, Inco had a year-round operation at the

Garson flux pit involving the mining, screening and drying of sand, the primary flux material (Sand flux is used to remove iron and other impurities in the smelting process). Another year-round operation at the Lawson Quarry dealt with the mining and crushing of quartz, the prime flux material for the converting process. Both operations involved another dozen people on a permanent basis.

In addition about 300 rail cars were dedicated to the transportation of the two materials to the Smelter.

After years of dogged determination to reduce the process to a more streamlined, efficient operation combining both in-house and outside remedies, the entire system is today operated by one front-end loader operator and a two-man train crew.

"Instead of the dirty and mundane work that this process used to provide, the new jobs are interesting and challenging. These people work on their own. We give them the tools they need to do the

"This was about the best example of continuous improvement I can think of."

job, and they work together to keep it running smoothly.

"This was about the best example of continuous improvement I can think of," said Moe. "Everybody put their heads together for this one. All the stakeholders were involved."

The first thing looked at was an alternate supply of converter flux. Testing revealed that quartz blended with converter aisle scrap was

most effective and that blending based on smelter requirements would be quickly and easily done with a front end loader. Aisle scrap is the pie crust-like material that builds up on the ladles.

Instead of mining quartz and sand, dependable outside suppliers were found who would deliver a year's supply of the materials in a two to four-month period. The materials are stored in the upper yard at the Smelter Complex and daily requirements are drawn on a 'just in time' basis.

"We were able to retire the quartz quarry, stand down the Garson flux pit, and at the same time eliminate about 300 CP and CN rail cars and about 100 of our own rail cars."

At the same time, Transportation planners worked on ways to improve the rail deliv-

ery system that brought the materials to the Smelter bins. Instead of the bottom emptying cars (the floor of the rail car drops open like a bomb bay door), five air dump cars were purchased. The box on these rail cars tips sideways when an air cylinder lever is activated. Bin modifications were made to accommodate the bi-directional air dump cars and the system was adopted.

"The permanent bin crews were made available for other work," said Moe.

For Moe, the project is a good example of the kinds of solutions Inco has to find to meet today's challenges, to remain competitive and to become more efficient. It's a good example of teamwork, continuous improvement, co-operation. In short, it's working together for the common good.

"We are continuing to improve this and other systems," he said. "We have to recognize that yesterday's solution is today's challenge."

Yesterdays todays



Taking pains with pyrrhotite

9 Years Ago

Nine years ago a \$14.5-million pyrrhotite rejection circuit at the Copper Cliff Mill enabled Inco to reduce sulphur dioxide emissions by 22 per cent by removing non-magnetic pyrrhotite from nickel concentrates.

For many years Inco had rejected pyrrhotite in the milling process, but this new pyrrhotite rejection circuit allowed the company to remove more pyrrhotite in the flotation system.

Finely ground slurry was pumped to pre-flotation cells where various chemicals were added causing the high grade nickel and copper concentrates to float to the surface where they were removed.

The non-floating pyrrhotite, after two more flotation stages to remove the last bit of valuable minerals, went into tailings as a waste product.

Preceding the flotation circuit were cyclone classifiers that separated coarse feed fraction from fine feed fraction. The coarse feed fraction was reground to remove more copper and nickel particles before it came back into the cyclone classifiers, and then as a fine grind, into the flotation circuit.

25 Years Ago

Two new mines were rapidly coming on stream in 1967, said the Inco Triangle, to close the gap between the demand for nickel and the supply.

"Despite the urgency for greatly increased production of nickel," said the article, "unfortunately nobody has come up with a formula for an 'instant mine.'" But Inco had come up with a formula for bringing mines into production very quickly. "It speaks volumes for the company's engineering departments and for the contractors called in to make the crash development program possible," said the article.

The Copper Cliff North Mine, where a massive 178-foot concrete frame

was nearing completion, was scheduled to start production in early 1968. With a shaft already sunk to the 4,000-foot level, underground development work was progressing rapidly, mostly above the 1,400-foot level. Ultimate production capacity would be 6,000 tons of ore per day.

The Little Stobie Mine, with the same production capacity, was scheduled to commence operation in early 1969.

Since Inco inaugurated its major mining expansion program in the early '60s, three new mines had come into production, four were in the development stage and on schedule, and work was progressing on target in the Manitoba Division.

40 Years Ago

It was a model of a 16th century galleon, completely fabricated of nickel except the base, which was nickel-silver and the flags, which were made of a copper-nickel alloy.

It was exhibited in the entrance hall of the Mond Nickel Company, Inco subsidiary in England, at Sutherland House, Curson Street, London.

"Exhibited at the Shipping, Engineering and Machinery Exhibition in 1931, the galleon attracted much attention," said the September 1952 issue of the Inco Triangle.

Designed to show the versatility of nickel in as many ways as possible, the figurehead was molded nickel casting, the sails made of nickel sheet, the ropes nickel wire, the masts and oars of nickel rod — and the small bowsprit sail had been crumpled up to show the malleability of the metal, while the blades of the oars had been beaten flat by hand to show the metal's ductility.

The artist who constructed this amazing piece of workmanship was Paul Hardy, who had also fabricated two pure nickel knights in the 1930s that graced the hall of Queen Mary's famous Doll's House.



Shuffle to Anywhere He Pleases

Port Colborne Research Station Sr. Shift Operator James Wilford, one of some 200 people at the refinery who turned out for the "Shift Shuffle" recently, won the Canada Safety Council grand prize for two Air Canada passes to the destination of his choice and \$500 spending money. The "Shift shuffle" is targeted by the council to production and manufacturing workplaces. From left, refinery nurse Sheila Orlando, Canada Safety Council National Shift Shuffle Coordinator John King, Jim Wilford and refinery manager Haydn Davies.



Nickel & Blood

Smelter superintendent of Safety and Administration Bill Dopson accepts a citation certificate from Red Cross Sudbury branch president Ellen Heale in recognition of the support of Inco and its employees over the years. As well as financial support and an impressive blood donor list at Inco, employees have taken an active part as volunteers. In fact, Ellen is Inco's environmental coordinator.

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