



Some Inco employees get high on their jobs. See page 11 for pictures and story.

INCO Triangle

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Another 400 from suppliers

More than 1,200 Inco signatures for Keep Mining in Canada petition

Inco's Ontario Division employees have responded enthusiastically to a Keep Mining in Canada petition to be submitted to Parliament.

The almost 1,200 Ontario Division employees and 400 Division suppliers who signed the petition will be counted among the more than 8,000 people from almost 100 companies who signed their names to a petition that helps outline the importance of mining to Canada and some of the serious problems facing the industry.

The petition attempts to draw to the attention of the federal government the prob-

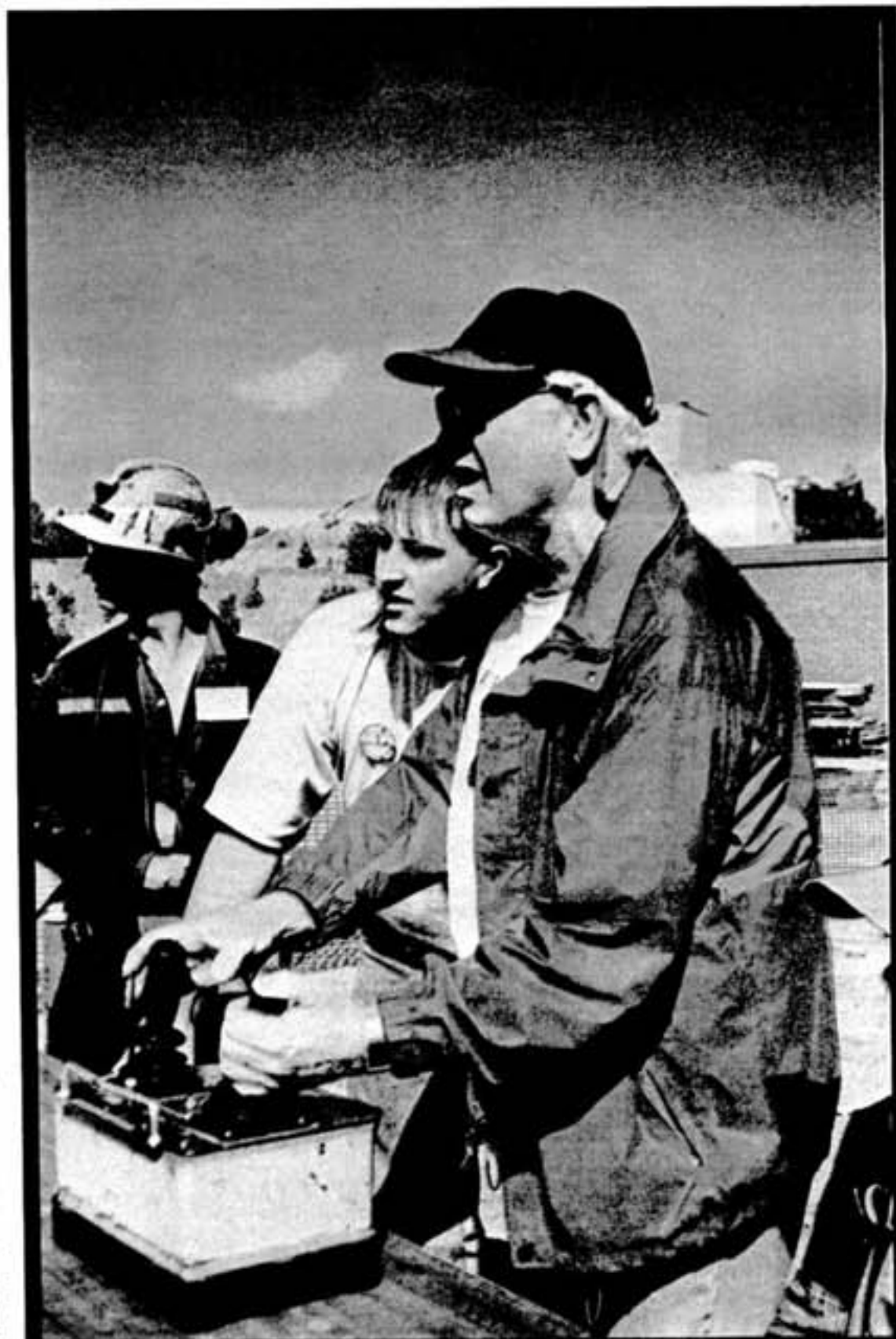
lems facing the industry and asks it to take appropriate action to keep the industry healthy.

The petition is worded as follows:

THAT Canada's mining industry is a mainstay of employment in over 150 communities across Canada, an important contributor to Canada's gross domestic product and total exports, and a cornerstone of our economic future;

THAT Canada's investment climate is forcing its mineral industry to look for new opportunities elsewhere, a trend which has eroded

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Remote operator Mark Campbell (white shirt) shows visitor Nelson Conroy the fine art of manoeuvring a scooptram via two joysticks while Coleman Mine miner Terry Houle looks on. The display was just one of many at Coleman Mine, McCreedy West Mine and Copper Cliff Refining family events held recently. See pages 8 and 9 for more pictures and story.

Employment Equity requires employee support to work

Employee participation, understanding and support will be critical to meet the objectives and principles of Ontario's new Employment Equity Act passed into legislation on Sept. 1 this year.

Bill 79 seeks to identify and remove discriminatory barriers that separate qualified people from opportunities in hiring, internal training and promotion.

In order to meet its obligations under Bill 79, Inco has established a company/union Employment Equity Coordinating Committee for the Sudbury District. This committee consists of a member and alternate member from each of the union locals and three Human Resources representatives. The committee is seeking non-union staff representation to round out the group.

The non-union staff volunteers will join committee

members Dennis Abrahams and Betty Wickie representing USWA Local 6500, Don Vaillancourt and Janie Stokes representing the Guards Association Local 105, Bonnie Beattie and Harold Love representing USWA Local 6600 and Jim Curry, Bob Todd and Helen Gordon of Human Resources.

Notices for non-union staff participation on the committee will appear on bulletin boards and anyone interested should contact Jim Curry at 682-7254 or Bob Todd at 682-5338.

"This will require us to recognize the talent and potential of all members of our community and workforce," said Jim. "First we need to ensure that all our employees understand the issues, the intent of the legislation and how everyone can benefit in the long run."

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Tour for old-timer

"Wow! a Creighton geologist before I was born"

George Janicki (right) with Geoff Leech.

With all the strange goings on at Inco's deepest mine, there's nothing unusual about another Creighton Mine visitor having a look around... at least that's what geologist George Janicki figured.

Creighton undergrounds attractions include a greenhouse where seedlings are grown, a neutrino observatory that's the razor's edge of nuclear physics and a full nickel mining schedule that keeps cage space at a finely scheduled premium. Any visitors must be spliced into the schedule to avoid further complicating the constant stream of vertical traffic.

The mine already hosts so many visitors that a world map is used to stick pins in places around the world where visitors to Creighton have come from. The mounted map is covered with scores of pins.

Yet George couldn't help putting in the extra effort when he got a call at home from former Creighton geologist Geoff Leech of Ottawa asking for a nostalgic look at his old workplace.

"A few weeks ago the geology office got a long distance call from Geoff asking for an underground tour," said George. "He said he had been a geologist at the mine, but he was told that we don't make it a habit and would get back to him in the off-chance that it could be arranged.

George, 25 years at

Creighton, didn't recall the name either from his memory or the signature on maps.

"We forgot about it until I got the call from him. I told him that things were very hectic at the mine and that we couldn't do it. I apologized that nobody got back to him to let him know."

But when he called, in town with his wife to take part in the Senior Summer Games, he said he was 76 years old and had worked at Creighton in the '30s and wanted to see how things have changed since his days.

"WOW! This guy was a geologist here when I was born. If anybody deserved a tour, this guy did. I told him I would go through all the proper channels to get him a chance to do the tour. I told him I would personally take him on the rounds of the mine if I could arrange it."

When George called him the following day and confirmed the tour, the visitor was excited. "He told me not to worry about his age because he said he climbs large hills and still does a little prospecting on the side. He even had his own gear."

George took the former Inco employee underground as well as to surface facilities including the geology office where Mr. Leech found some old maps with his signature.

"He was amazed how much things have changed in mining."



Diane Flynn of Public Affairs with some of the hundreds of signed forms for the Inco portion of the Keep Mining in Canada country-wide petition.

Mining's future needs industry, government joint action

continued from page 1
industry employment substantially this decade and threatens the long-term viability of mining in Canada as well as the livelihood of hundreds of thousands of Canadians working in and servicing the mineral industry;

THAT the Canadian Mineral Industry Federation has proposed a Ten Point Plan of

action to be addressed by both the mineral industry and the Government of Canada to Keep Mining in Canada;

THEREFORE, your petitioners call upon Parliament to take action that will grow employment in this sector, promote exploration, rebuild Canada's mineral reserves, sustain mining communities and Keep Mining in Canada.



Creighton heavy equipment mechanic Matti Makitalo retired this year after 20 years and the event was something of an accomplishment according to mobile foreman Neville Johnson. Matti managed to work 20 years without a reported injury and a special plaque was presented to him in honor of his safety consciousness. From left are mine superintendent Fred Stanford, Matti, Neville and Maintenance general foreman Wayne Lavallie.

Inco's high tech methods, skilled people impress visiting PC Party leader

Provincial Progressive Conservative party leader Mike Harris visited Inco recently and was given a first-hand look at not only the state of high-tech mining, but the highly-skilled and highly-motivated modern miner.

Mr. Harris was taken on a tour of Inco's recently-completed, \$600 million Sulphur Dioxide Abatement Project in Sudbury, Inco's largest mining, milling and refining complex.

Background material on the mills rationalization at Clarabelle Mill and on the new flash furnace technology at the Copper Cliff Smelter was

presented to Mr. Harris.

In Sudbury for other political activities that day, he was accompanied to Inco by executive assistant Peter Hickey. The two arrived at the Smelter complex main gate in Copper Cliff from where they were escorted to Clarabelle Mill by Ontario Division president Jim Ashcroft. Clarabelle Mill manager Mick Throssell made a presentation in the mill conference room and then lead a tour of the facility. The group then went to the Smelter where manager Sid Segsworth made a brief presentation before the visitors toured the new flash furnace area.



Smelter furnace operators Wes Lambert and Paul Clizia (below left) meet Mike Harris during the PC party leader's tour of the flash furnace area. In the picture with Wes is Smelter manager Sid Segsworth.



SAG circuit operator Gilles Methe has a word with the PC party leader framed by the huge Clarabelle SAG mill.



Process and Mill foremen Luc Bedard and Gaetan Durocher have a few words with provincial PC party leader Mike Harris.



Clarabelle Mill process foreman Dean Young minds the intricacies of the mill control room even as his high profile guest asks questions.

Emergency preparedness publicity educates employees as well as public



Tom Bayford gets cornered for a few probing questions by inquisitive students Michael Hirtle and Chelsea Laviolette after Tom's Emergency Preparedness talk at Arthur Robinson Public School.

What's officially held one week a year and hopefully applied all-year round?

Emergency Awareness Week.

"There's every indication that people are starting to become more familiar than ever with our message," said Transportation emergency coordinator Ray Sasseville. "That's the aim here, to get the temporary event to remind everybody that it's a year-round concern."

At Mills and Transportation, a united October-long campaign features drills and exercises for employees, weekly draws and promotions and even a coloring contest for children or grandchildren of employees around the emergency preparedness theme.

"There's prizes for the winners," said Ray.

Inco's Emergency Preparedness coordinator Ellen Heale recognizes the benefits of the annual campaign. "It's been an exciting campaign this year. People are very appreciative of receiving information about our program."

Ellen is particularly pleased with the willingness of employees to volunteer, from staffing an information booth set up this year in conjunction with the Sudbury Fire Department and Falconbridge Limited during Fire Prevention Week at the New Sudbury

Centre, making presentations to more than 1,000 students and staff at area schools, to setting up emergency training table-top exercises.

Almost 70 people volunteered to help.

"People have been quick to help out. It's been wonderful. We couldn't have accomplished what we did without the volunteer support."

Ellen is confident the message is gradually getting through. "People understand what we are trying to do. We have been getting some very good feedback."

An emergency preparedness video production "Know What To Do" was new this year. Produced by Inco's audio visual department, the short feature was shown to local school children.

Copper Cliff Refining's nickel circuit held an emergency exercise that tested the plant's readiness. The scenario for the drill involved a sulphuric acid/sulphur trioxide spill from a tank truck accident at the complex that escalated to a Level 2 situation. Public address systems, group telephone calls within the complex and phone calls to #1 First Aid in Copper Cliff were part of the exercise.

Emergency horns were not activated.

Inco's third annual emergency awareness campaign



Inco's George Watmore and Tom Bayford captured the attention of these youngsters at Arthur Robinson Public School when they delivered the emergency preparedness message during Emergency Awareness Week.



Copper Cliff volunteer firefighters leader Tracy Habden looks over the shoulder of Acid Plant operator Jack Carre as he monitors the control room screens. Tracy, who took part in a tour of the acid plant warning system, said close cooperation between Inco and community emergency services is vital.

was promoted on radio and in newspapers and Office Services staff printed and stuffed 6,000 envelopes that were mailed to local residents with the emergency preparedness message, "Know what to do" and "ACT accordingly." The campaign and Ellen Heale were also highlighted in the premier of In Contact TV, Inco's monthly television program on Cable 7.

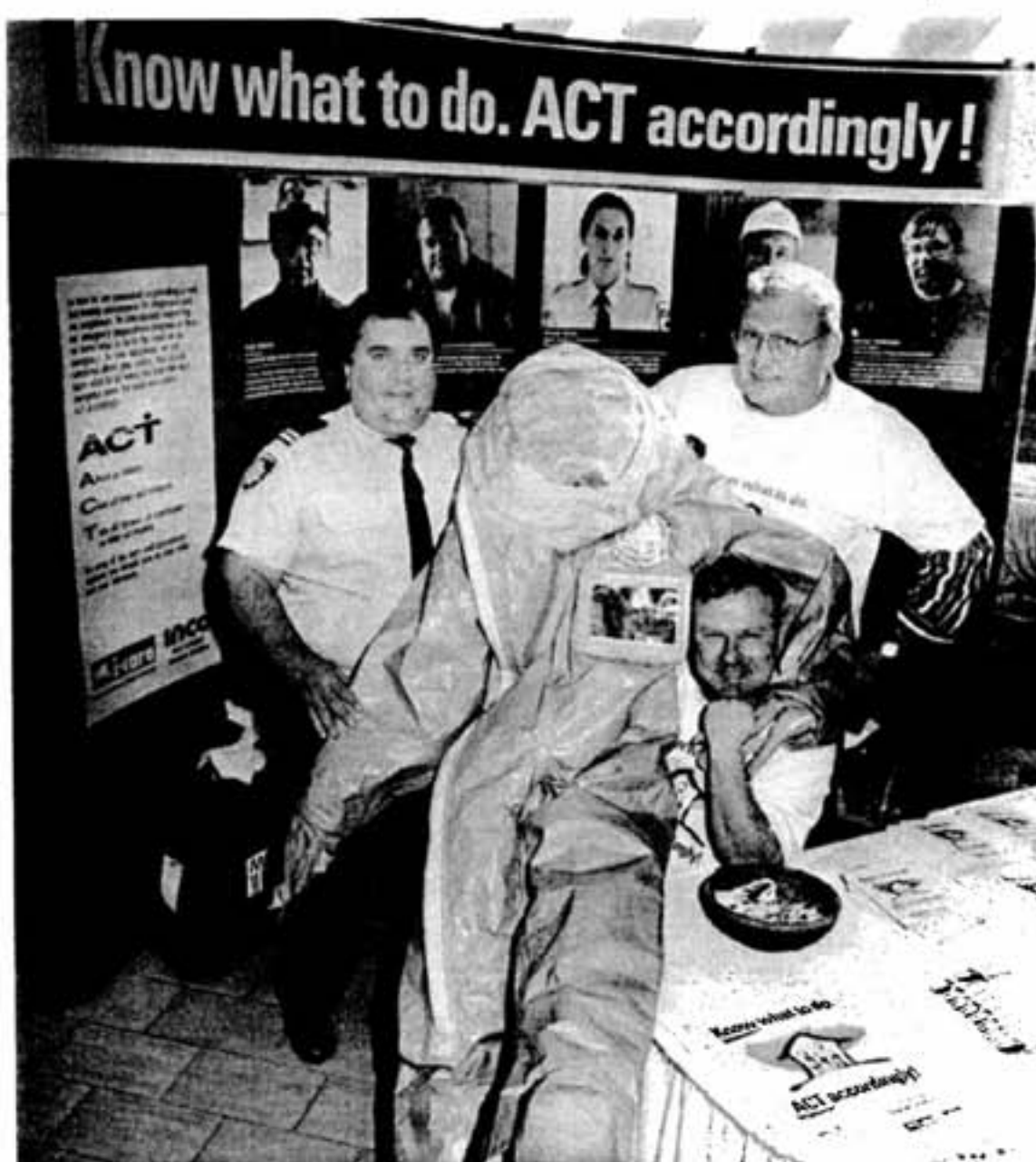
Inco's involvement with emergency organizations outside of Inco indicates the company's cooperative approach.

"It's important to be informed of what goes on here," said Copper Cliff volunteer fire department leader Tracy Hobden, who, along with other volunteer firefighters,

was given a tour of the newly-installed Acid Plant warning system. "It's important to know where to go, where things are when we are called and to know the procedures that are in place to assist."

"Inco has been good in providing the information we need. Just about any time day or night that we ask, they (Inco) give us a look around. When it comes to fire protection Inco and the fire department have a mutual interest."

The company's cooperative stance is exemplified by volunteer firefighters like Tracy, a stationary engineer at Clarabelle Mill who said his employer doesn't complain when he and other volunteer firefighters get called out.



Inco's emergency preparedness program was the message at a New Sudbury Centre display. The Inco emergency information booth was set up during Fire Prevention Week display. Checking out a mannequin in an Inco protective suit are Sudbury Fire Department fire prevention officer Richard Giroux, Central Mills emergency response coordinator Bob Shaw and Smelter emergency response coordinator Ron Babin.

Triangle buff wants to trade or buy issues

Attention, all Inco Triangle collectors. Richard Martin wants to know who you are.

Richard, who works at the Copper Cliff Clinic, has 20 years with Inco.

He's recently inherited a vast collection of Triangles dating back to 1958 and decided that collecting the Triangle could become an interesting hobby.

"I'm missing a lot of early issues. That's why I would like to start up a Triangle collectors club," Richard said.

A club of this kind would be beneficial for Richard by adding to his own collection, as well as helping his fellow employees buy, sell or trade copies of the Triangle.

However, Richard has only one regret with his new-found hobby. Before receiving the more than 500 Triangles collected by his brother Eddie, he missed an opportunity to purchase issues dating back to

the '30s and '40s.

"Now I'm really kicking myself for missing out on those issues," said Richard.

For Richard, one interesting aspect of collecting past issues of the Triangle are the 'before and after' pictures of employees and their families.

In most cases the 'before' photos depict families in their earliest stages. Meanwhile, the 'after' photos show families had changed. Children were now grown, while in some cases the families had many more children.

But Richard's favorite Triangle is a 1970 issue featuring a photo of his parents Eli and Ida, when Eli retired after 37 years of service at Inco.

Richard said he's sure he's not the only one collecting rare issues of

the Triangle and wants to meet others with similar interests. Anyone interested in starting a club can contact Richard at 524-2174.



Richard Martin displays two of the old Triangles he has in his collection. Richard wants to meet other Triangle collectors who may have old issues to trade or sell.

MAKING Change

Inco to meet Employment Equity legislation

This is the first in a series of articles on Employment Equity which will be implemented at Inco and other Ontario companies to fulfill the objectives and principles of Ontario's new Employment Equity Act. It was enacted this fall.

Employment Equity Legislation - New in Ontario

The Ontario government has passed employment equity legislation known as Bill 79. This became law on Sept. 1. The Act extends the principles of the Human Rights Code and the Employment Standards Act and has, as its objective, the removal of employment-related conditions that impact unfairly on four "designated groups": aboriginal persons; members of racial minorities; persons with disabilities; and women.

In this article, you will find a brief overview of what employment equity is all about. This will be followed in the months ahead by more detailed descriptions of how the legislation will affect us, what has to be done, and how the company, our unions and non-union employees will work together to comply with it.

Why was Bill 79 introduced?

A Royal Commission study found that designated groups:

- have higher rates of unemployment;
- faced more discrimination in finding and retaining employment;
- were under-represented in senior and management positions;
- were over-represented in lower paying jobs;

What specifically is the aim of the Act?

Employment equity in Ontario is based on five principles:

- 1) that members of designated groups are entitled to be considered free of barriers with respect to being hired, retained, treated and promoted;
- 2) that all company employment-related policies and practices are free of barriers, both deliberate and systemic;
- 3) that, eventually, qualified designated group members will be employed in roughly the same proportion at all levels as they exist in the communities in which Inco operates;
- 4) that employers implement "positive measures" related to employment practices for the designated groups;
- 5) that employers also im-



Employment Equity Coordinating Committee members are, from left, Betty Wickie representing USWA Local 6500, Bob Todd and Jim Curry of Human Resources, Harold Love representing USWA Local 6600 and Don Vaillancourt of Guards Local 105. Absent when the picture was taken were Dennis Abrahams (USWA 6500), Janie Stokes (Guards 105), Bonnie Beattie (USWA 6600) and Helen Gordon of Human Resources.

plement "supportive measures" related to employment practices to benefit not only the designated groups, but the workforce as a whole.

What does the government mean by positive and supportive measures?

Supportive measures are intended to remove barriers which have a greater impact on designated groups but are also barriers for all employees.

Positive measures are temporary accommodations to facilitate the integration of the designated groups into all levels of the workforce.

How is this to be accomplished?

The following steps will be undertaken by a Joint Company Union Coordinating Committee:

- 1) Inco employees will be provided an overview of Bill 79, the employment equity principles and an explanation of each step in the process before each step begins.
- 2) A review of Inco's employment-related practices will be conducted to ensure that they do not contain any form of deliberate or systemic discrimination. If any such barriers are discovered, they will be removed.
- 3) An all-employee survey for the Sudbury and Port Colborne areas will be conducted to determine the current representation of designated group members at Inco. The results of the survey will be compared with the demographic statistics for the Sudbury District and the Niagara area respectively.
- 4) An employment equity plan will be developed that:

Levelling the playing field

continued from page 1

The intent of the legislation is to level the playing field for all people by ensuring that all Human Resources policies and procedures are free of barriers that may unintentionally exclude certain groups from promotion, training or hiring.

"Measures will be implemented that will benefit not only certain groups but all employees," said Jim.

"Employment equity legislation is not well understood," said Bob. "What people must recognize is that there will be no quotas imposed upon Inco by the government. Skill and

ability will continue to be the main criteria for promotion and employment. Seniority rights are maintained for unionized workers.

"Since 70 per cent of the population of Ontario is currently from one or more of the designated groups, employers will naturally need to recruit designated group members," said Bob. "What everyone must recognize is that this legislation does not require employers to hire or promote unqualified people. Rather, it seeks to ensure that everyone is given a fair chance, free from bias and discrimination."

The first stage of the committee's work involves informing employers about the principles of employment equity and setting up a means for all employees to participate in the program, either directly or through their unions, Human Resources or members of the coordinating committee.

Included in this edition of the Triangle is the first in a series of articles on employment equity which will provide the reader with an overview of what employment equity is about.

- sets reasonable goals and timetables for the integration of designated group members into all levels of the workforce.
- outlines positive and supportive measures to be implemented.
- identifies barriers to be removed.

How will progress be measured?

Progress will be determined by how well we achieved the objectives of our employment equity plan. Inco is required to certify every three years what employment equity actions it intends to undertake and at the end of each period, to report on what has been accomplished.

More information to come.

Future articles will provide more information on the survey, the designated groups, the review of employment-related practices and positive and supportive measures, all leading up to Inco's first employment equity plan. They will also explain what is meant by deliberate and systemic discrimination and deal more fully with the role the Joint Company/Union Committee will play in the months ahead.

If you wish to provide input to the Employment Equity Coordinating Committee, you may contact any member of the Coordinating Committee or any Human Resources

representative. Coordinating Committee members can be reached at:

- Dennis Abrahams (USWA 6500) 682-5205
- Betty Wickie (USWA 6500) 682-6399
- Don Vaillancourt (Guards 105) 682-6622
- Janie Stokes (Guards 105) 682-7220
- Bonnie Beattie (USWA 6600) 682-5877
- Harold Love (USWA 6600) 673-6600
- Jim Curry 682-7254
- Helen Gordon 682-6675
- Bob Todd 682-5338

If Port Colborne you may contact Bob Reyburn at 835-6224 or John Kramer at 835-6217

MAKING *Change*

Div Shops crew keeps work in-house, and cuts costs to Inco in the process



A scissor truck dismantled by a heavy repair shop crew symbolizes not only work kept in-house, but a 50 per cent savings for the company compared to the price of doing the job outside. From left are Pat Burns, Ed Tremblay and Colin Ferris. Absent when the picture was taken was Perry St. Jacques.

by Steve Deighton
Inco is trying to reduce the millions of dollars spent on contracting out while the workforce is shrinking and less people are available to do the work.

More work will have to be done in-house if money spent outside the company is going to be reduced, meaning certain work that has not been done by Inco people for many years will once again be tackled on our property.

A good example is an initiative of Divisional Shops' Heavy Repair Shop (HRS) where the repatriation of a scissor lift truck rebuild job has not only kept the job with Inco tradesmen, but cut the \$30,000 rebuild bill by more than half.

Scissor lift trucks have been contracted out by various mines for many years. Scissor trucks are used underground in the mines. Miners stand on the back lifting platform which elevates the miner to a level where drilling can be

performed. With more than 117 scissor trucks in operation throughout Inco, that adds up to a lot of repair work.

What's involved in repairing a scissor truck that can't be done at the mine? Because it is considered a "lifting device" there are rules and inspections to be followed. Every three years each scissor lift truck has to be disassembled, non-destructive examined (NDE) and repaired where required, then reassembled before the final inspection.

The tradesmen at the Heavy Repair Shop (HRS) like the idea of diversifying their skills. Plateworker Pat Burns, who works on the repair of the scissor lifts, feels the HRS can be more than competitive with outside contractors. Burns, who has worked for contractors on scissor trucks before being re-hired by Inco five years ago, knows the repair and assembly well.

"For the 10 year span that I was laid off from Inco, the majority of work in the shops

where I was employed was Inco equipment. My beliefs and experience tell me that the most talented and skilled tradesmen are employed by Inco because of our high wages and benefits," explains Burns.

As of Oct. 1, the HRS has repaired three scissor lifts. This is still a learning experience for the shop considering the first scissor lift was not brought into the shop until late in August. The disassembly, inspection, repair and assembly has been a real team effort.

"The shop is creating a work cell involving machinists, welders and plateworkers to establish a repetitive repair file to work on scissor lift trucks which will increase efficiency and productivity," says shop planner Bernie Piche.

The first scissor lift was quoted by a contractor for \$30,000 rebuilt or \$64,000 for a new scissor platform assembly. The HRS quoted \$15,000 to rebuild the scissor lift. After the job was completed by the HRS, the bill came in at \$12,000. So

not only did the HRS beat the contractor's price but they cut their own quote by \$3,000. Since it was the first time that the HRS has quoted on a scissor truck repair, the savings were a pleasant surprise.

If customer satisfaction is any indication of a job well done, the HRS does a good job.

Stobie Mine Maintenance supervisor Rick Miron explains, "Keep the work for our people. By doing this we have cut our costs on the lift trucks by 50 per cent. The quality of the work is very good. The lift was back to us (Stobie Mine) on time and there was extra work done. Denis (Hutchison) and I have organized a system to send one scissor truck per month to be overhauled and NDE inspected. Whatever I asked to be done to the lift has been done, and well."

You might think that extra work at the HRS might dampen the spirits of the tradesmen, because they al-

ready have all of Inco's scooptram buckets and skips to repair.

Wrong.

HRS supervisor Denis Hutchison likes the enthusiasm shown by Pat Burns, Edmond Tremblay, Colin Ferris and Perry St. Jacques to use their skills on this new line of work. "It is very encouraging to see the tradesmen eager to take on new work," comments Hutchison.

Divisional Shops superintendent Ivon Chaumont agrees that this way of doing Inco work at Inco is smart business. Chaumont, who has recently moved to the shops from the mines, sees the possibilities for Div Shops to become more competitive and productive. He and shops personnel are working on a personal commitment for 1994/95 to develop a business plan that will continuously reduce contracting out. Efforts like the HRS will undoubtedly help lead the shops in that direction.

Pensioners, employees, families, friends are guests at plants and mines events

With weather unusually warm and dry for a Northern Ontario fall, it turned out to be the perfect season to stage events for employee's families and friends.

Special events at McCreedy West Mine, Coleman Mine and Copper Cliff Refining saw thousands of family members, relatives and friends of employees visit Inco facilities.

Rumor has it that a Manitoba family, travelling east along Highway 17, noticed the good time everybody seemed to be having at Copper Cliff Refining and joined in to have the time of their lives.

The refineries always did have the reputation for throwing a great party, but with the former copper and nickel refineries under one roof and pooling their talents, this year's Family Day celebrations were particularly memorable.

"We figure we had at least 2,000 people turn out this year," said training instructor Steve Maville, one of the two dozen volunteers who set up the event. "It was the first time the two refineries held the event together instead of holding them individually."

The theme this year was safety and organizers promoted safety at home as well as one the job.

To help drive home the safety message, organizers arranged for exhibits by police and fire departments as well as a hunter safety and training exhibit.

The police doubled as security officers for one of the most popular exhibits at the event where visitors could

have their pictures taken with a \$200,000 gold bar supplied by the silver refinery.

There was even a horse-drawn hay ride for those day-dreaming about what they would do if they could take all the gold home.

There was also a safety-related poster contest for youngsters.

For the hungry, there were the usual burgers, sausages, drinks and even candy floss. Left overs were given to a local charity.

About 1,000 people turned out for the McCreedy West

Mine Family Day that included blasting demonstrations, underground tours, drilling, screening and bolting demonstrations and even a remote scooptram that the visitor (under supervision of an experienced operator) was able to manoeuvre via two joysticks.

"From the feedback we were getting, a lot of people had a good time and learned something about mining," said Gilbert Davies, one of a score of volunteers who made the event a success. "I think it's good for the families of our people - particularly the kids

- to see what their moms and dads do when they leave for work. Some of these people had never been underground before."

Coleman Mine's first family day was a resounding success as almost 80 volunteers staffing displays, demonstrations and exhibits greeted some 1,500 visiting family members and friends of mine employees.

"People pitched in to help," said training instructor Carol Walton, one of the organizers and a volunteer at the event.

Coleman visitors also tried their luck at handling a

remote scoop and about 600 people took advantage of the underground tours.

Coleman volunteers even staffed a babysitting service for youngsters too young to go underground. While mom, dad, older brother and sister toured underground, youngsters were stuffing themselves with hot dogs, getting their faces painted and watching movies.

Another popular exhibit was the mine rescue team's rope rescue demonstrations. Youngsters were raised and lowered on a rope via a harness and sling.



Maintenance mechanic Guido Chezzi, process technician Mike Rogers, Copper Cliff Refining manager Al Cruthers and electrician Jack Perry cook up a storm for visitors.



Having a blow-up are forklift operator Brian Workmen and sampler Brian Cayen. The two were in charge of inflating balloons at the Refineries event.



Remote scooptram operator Mark Campbell teaches Chris MacDonald how to run a remote scooptram at Coleman Mine. Waiting for his turn is Kyle Walton.



Horse-drawn rides were a popular feature at the Refining event.



Training Instructor Steve Maville snaps a picture of one of the Refining guests holding a gold bar. Note the line-up for the golden opportunity.



Electrician Gerry Lagrue and process clerk Margaret Paul and her daughter at one of the more popular facilities (the goodies) at the Refining event.



McCreedy survey party leader Jean Savignac demonstrates the operation of a surveying instrument to Lori Llautuan and Kevin Labelle



Mine Rescue team member Mark Kenny runs through his paces for interested youngsters at the Coleman event.



Tankhouse operator George Perko and wife Rose pose with the Sudbury Wolves mascot "Howler" and Inco energy conservation mascot "Less Watt" at the Refining event.



The "hot item" Refining furnaceman Roger Spencer is handling here is candy floss.



Remote scoop operator Guy Miron and wife Colette enjoyed the Coleman activities.



Maintenance foreman Jim Rouselle and wife Nicole with children Christine, Michelle, Jennifer and Jim at McCreedy's celebrations.



Coleman Maintenance mechanic Glen Eady (left) greets Coleman electrician Brendan Byrne's family and friends.



FOR YOUR HEALTH

From the Occupational Medicine Dept.

Our feet are wonderful things. They are our body's natural shock absorbers. They support our body when we are standing, walking, running, hopping, jumping, starting and stopping quickly. They make many adjustments so that there is less stress on our knees and back when we are on uneven surfaces or step down unexpectedly. Our feet are very small for the size of the rest of us but they support our body no matter how much we weigh. They are a very important part of our balance system. They send messages to the brain to tell the muscles to work so that we can respond to changes in our body in relation to gravity and movement without us even thinking about it.

During the first part of our life we take our feet for granted. We go barefoot over all types of surfaces without any support. We wear shoes with poor support or squeeze our feet into shoes that we think look good but may be the wrong shape for our feet. For the first 30 to 40 years of our life most of us have few problems with our feet unless we happen to buy a pair of poorly fitting shoes.

Structure of the Foot

The foot is very small for the amount of weight it has to support and adjust to. It has 26 bones, an incredible number of ligaments and small muscles.

The arch of the foot, from the heel to the ball of the foot, is made up of 11 bones and 14 joints. It is held by many ligaments and muscles in the foot. It also gets help from the long tough tendons from some of the muscles of the lower leg. The heel of the foot has a fat pad that helps absorb the shock when we walk or run and protects the heel bone from undue stress.

Aging

Think of the number of steps that you have taken, the kind of surfaces that you have taken them on and what type of footwear you have had over the first 30 to 40 years of your life. Is it any wonder that we start to have problems as we get older? With normal aging our muscles and tendons are not quite as elastic and tend to have a little more stretch to them or they may be extra tight.

We have been practicing some habits that put more stress on our feet. This includes going barefoot, wearing shoes that are unevenly worn, leaning our feet on their sides when we are sitting and wearing shoes that do not give our feet much support.

Uneven Shoe Wear

Normal wear of our shoes or boots may be uneven. Look at the back of your shoes or boots and see if the heel is starting to wear unevenly. Look at the top of your shoe or boot and see if the top part is leaning in or out. If you see either of these signs of uneven wear it is time to throw the shoes or boots away. Wearing footwear that is worn unevenly puts uneven stress on your joints and muscles all the way up to your neck. If this uneven wear happens when the shoe or boot is quite new, it may be that it was not well made or it doesn't have the support that you need.

Tight or weak muscles on the front or back of the lower leg can pull our foot unevenly and cause uneven wear.

Abnormally high arches or flat feet can also cause uneven wear of our footwear.

Abnormal uneven wear

If the above happens all the time with any footwear that is only a month or two old, then you may need to see a foot specialist to get some custom made inserts to correct the problem. Whatever the cause, throw out unevenly worn footwear as soon as you notice the wear.

Surface

Walking on uneven surfaces which requires a lot of adjustments for the foot does not seem to lead to problems as long as you have shoes or boots with good support.

Hard and slippery surfaces seem to be the worst. People will often notice that they have more aches and pains when they go shopping at an indoor shopping mall or work on cement floors.

If you work on hard slippery surfaces or cement, you must make sure that you wear good supporting, shock absorbing footwear with soles that do not slip. If this isn't enough, then you may want to try shock absorbing inserts, heel pads and good arch supports inside your shoes. Make sure that the soles have a tread and do not slip easily. These are usually available from most drug stores or medical supply outlets who have a specialty section on the feet.

If you work on vibrating equipment the above suggestions should help.

Common Foot Problems and Possible Solutions

PLANTAR FASCITIS is usually from repetitive strain.

There is a tough broad, sheet-like tendon that goes from the front of the heel to the balls of the foot. It is one of the many structures that helps keep the arch up. This can get irritated and cause mild to severe pain at the front of the heel where it attaches and down into the arch of the foot.

Possible Causes

Age, wearing shoes without enough arch support or shock absorption, jogging, excessive walking on hard smooth surface, working on cement floors or on vibrating equipment.

A feat of healthy feet

Prevention and Treatment

Wear shoes or boots with good support. Wear arch supports inside your shoes or boots. You may need the "semi rigid" type. Wear shock absorbing inserts in your shoes. Gel heel pads often help. The ones with the indentation in the middle are usually best.

Put an ice pack wrapped in a thin towel on your feet for 20 minutes a few times a day. Alternating hot and cold every 5 minutes also can help. Massage your foot often. Do not use enough pressure to increase the soreness. Penetrating rubs help sometimes. Do some gentle exercises for your toes and ankles. Physiotherapy may help.

Sore Heels

We have pads of fat on the bottom of our heels to protect our heel bone. As we age these pads get thinner and we get more wear and tear on the heel bone. This can cause pain in the middle of the heel. Sometimes this develops into heel spurs that can be seen on an x-ray.

Prevention and Treatment

Try gel heel pads with the centre out. Wear shoes with some shock absorbing properties. Try ice therapy and gentle massage.

HEELS TURNING IN. Heel of shoes or boots worn on the inside.

This is often from an uneven pull of the muscles of the lower leg on the heel and foot.

Prevention and Treatment

Once again, get shoes and boots with good support. Try heel cups. These are often available from sporting goods stores as well as drug stores. Do exercises for your ankles to strengthen and stretch the muscles of the lower leg so that they are pulling evenly on the heel and foot. If this doesn't help, a specialist may be able to make rigid inserts that will help correct the problem.

Pain in the Ball of the Foot

There are five joints that make up the ball of your foot. These often get irritated if you have a high arch or wear high heeled shoes or cowboy boots or shoes that are too tight across the toes.

Prevention and Treatment

Wear lower heeled shoes. Make sure your shoes have a wide toes box so that the joints aren't cramped. Use a towel wrapped ice pack for 20 minutes. Try a small pad just in front to take the pressure off the joint. See a specialist.

Hot Sweaty Foot

There are 125,000 sweat glands in each foot. Some people's feet sweat an abnormal amount. Try sprinkling them with cornstarch every time you change boots or shoes. There are some types of sock liners that are supposed to absorb the sweat that may be worth trying.

Cold Feet

This is often due to poor circulation. For your interest, smoking reduces the blood flow by up to 50 per cent. Caffeine and some medications also decrease circulation. Talk to your pharmacist or doctor about any medications that you are on. Long underwear or long socks can sometimes help. Foot and ankle exercises will help increase the circulation.

Weight

Your feet have to support your weight every step that you take. If you are tall or have gained weight as you have gotten older it is even more important that you get rid of the extra weight so that your feet have less work to do and can serve you better for the rest of your life.

Carrying a heavy purse, tool bag, equipment and supplies all the time adds to your body weight and causes more stress on your feet. Try to avoid carrying things that you do not need very often.

Foot Wear

DO NOT go barefoot or wear soft floppy slippers or shoes. Buy shoes that are comfortable, wide enough across the ball of the foot, have good support and shock absorbing soles. Wear inserts if they help. Make sure to take the inserts with you when you are buying new shoes because you will probably need a different size.

If you like to wear a dressy shoe there are ladies' and men's light weight walking shoes available in a variety of styles.

Our Apologies

Ooops, bad swing. In a picture from the Safety and Plant Protection golf tournament on page 11 of the September Triangle, Ron Jokinen was incorrectly identified as John Burke. Our apologies.

Sometimes, working for Inco can be for the birds...



John Lemon sends a collection of sticks and branches to Claude Blais via a rope.

KELLY LAKE AREA - Fully furnished, detached, elevated homes with spectacular lakefront view. All the fish you can eat. Free rent.

So far, there's been no takers for this unique new Inco real estate, but prospective tenants have been spotted hovering around getting a birds' eye view of the aerial accommodations for probable occupation next season.

"We got the (housing) project off the ground a little late in the season so we didn't really expect to get occupants this year," said Central Process Technology senior analyst John Lemon.

He was referring to two osprey nests anchored to the top of two power line poles decommissioned and donated to the project by the Power Department. Built at the Agricultural shop, the platforms were fully furnished with the hawk's favorite "bedding" of sticks and branches, but so far the birds have only eyeballed the nests and nearby lake.

"I'm confident that we'll have birds in the nests next



year," said John. "The habitat is perfect. Kelly Lake has made quite a comeback these last few years. Water quality is getting better all the time and the surrounding area is experiencing a return of plants and animals. I've spotted a couple of osprey in the area. I figure they're checking out the accommodations and the fishing."

The platforms are two of many being erected across the



Reminiscent of the famous picture of marines raising the flag, Inco employees raise the ladder for a different kind of rescue operation.

country by naturalists' clubs and other groups hoping to attract this remarkable bird. Although success isn't always quick, most of the platforms are eventually occupied, suggesting there is a shortage of suitable nesting sites for ospreys in the wild.

Ospreys are found on every continent except Antarctica, but estimates suggest that approximately 70 per cent of the world's breeding population make their home in Canada and the United States. In Canada, their nesting range spans the country from west to east, extending as far north as the central Yukon. According to surveys conducted in the 1980s, Canadian ospreys accounted for slightly more than half of the estimated 17,500 to 20,000 pairs nesting north of Mexico. The survival of some osprey populations was put in doubt, however, when their numbers plummeted during the 1950s and '60s. The decline may have started as early as the 19th century, when tall trees and dead snags along shorelines were cut for timber or to clear land for settlement and agriculture.

Osprey populations crashed in many parts of southern Canada. Biologists who examined osprey nests reported that many eggs had such thin shells that they broke under the female's weight, while many other chicks died before hatching. Laboratory analysis indicated that the eggs contained high concentrations of the pesticide DDT. Huge areas of Canada's forests were blanketed by aerial DDT spraying to kill leaf-eating caterpillars. The problem with DDT was its side effects

and its persistence in the environment.

With the banning of DDT in the early 1970s, many populations have staged a heartening comeback. For example, just over 20 years ago, no osprey nests were found along the shores of Lake Huron's Georgian Bay. Now, more than 50 pairs nest in the area.

But as osprey numbers increased, choice nesting sites were soon in short supply. Waterfront development has eliminated many of the ospreys' preferred tall, shoreline nest trees. In desperation, they turned to duck blinds, navigation markers, communication and hydro towers, TV antennas, lighthouses—anything that gave them height and a good view of their fishing grounds. They were even starting to nest on cottage chimneys.

Putting out the red carpet for the rebounding Osprey population seemed an ideal project for a group of Inco employees that has banded together to plan strategies for wildlife on Inco properties.

Included in the group along with John are Paul Yearwood, Chris Bell, Mike Peters, Carolyn Hunt, Bill Whittaker, Bob Martindale and Ron Orasi.

"The group doesn't officially represent Inco, but I think we have the support of management in this kind of work," said John. "In most cases, there isn't a lot of expense involved. For example, the poles we used as a base for the nests were surplus material we got from the Power Department."

"I think the return of wildlife species on Inco lands is



Claude Blais of the Agriculture Department braves the heights to line the nest as Winston Vaillancourt and John Lemon steady the ladder.



perhaps the best indication that Inco is committed to the environment and that we are making progress. Wildlife seems to be giving us the most important stamp of approval of all."

With much of Inco lands in the Sudbury area in the midst of a major environmental transformation, the Wildlife Management Committee sees itself in a good

tal work. Employee response was excellent when the committee offered to provide plans for floating platforms for loon nests. John said the committee would like to hear how successful these efforts were and asks anyone with information to call him at 682-5562.

The osprey is only the latest example of returning wildlife. In the 30 years he's



Claude tries his hand at nest building.

position to make progress.

"This is just a start," said John. "In the future we plan to try out other locations. Maybe we can make arrangements with the Power Department to leave some poles up in promising areas rather than remove them."

Kelly Lake has made a considerable comeback, particularly in fish populations and the surrounding environment. "Most of the fish are small in size, ideal for osprey," said John.

Not only committee members, but many other Inco employees seem to be eager to get involved in environmen-

worked for Inco, John has seen a remarkable improvement in wildlife habitat. He's particularly impressed with work being done in the tailings area. "I've been going to the tailings area every week for almost 15 years to do an unofficial survey of wildlife," he said. "The results have been tremendous."

Almost 20 years ago, John put up five kestrel (a small falcon) nests in the tailings area and he reports they've been used every year since.

"I'm convinced that in the area of the environment, each individual has the power to make a difference."

OCTOBER 1994

in touch

Pensioners still on the ball... liesurely

It was no wonder that 155 Inco pensioners and guests turned out at the Lively Golf and Country Club for the annual Pensioners Golf Tournament.

Bright sunshine, moderate

temperatures and a slight breeze made the weather just about perfect for chancing a white ball was just about perfect.

The first golfers teed off at 6:30 a.m. and the last group at 9:30 a.m., and by 2 p.m.

most of Inco's senior golfers were back in the club preparing for a meal and handout of prizes.

Ontario Division comptroller Doug Hamilton was on hand to do most of the official

honors and bring official greetings from the company. He handed the trophies to low scorer Jim Blanchard (76) and runner up Dave Scott.



The White Hats (good guys) Leo Primeau, 72, guest golfer Carl Cole and Super Bertuzzi, 71, wait for their turn to tee off. Leo retired in 1987 as maintenance foreman at the Copper Refinery with 31 years service and Super retired in 1982 as a Smelter foreman with 41 years seniority.



It was a perfect day for the pensioners golf tournament, as demonstrated by these golfers taking a liesurely stroll to the next hole.



Former Iron Ore Recovery Plant maintenance services coordinator Leo O'Brien, 72, takes a bead on an imaginary ball. Note the cigar lodged firmly between his teeth. Leo retired in 1982 after 34 years with the company.



Retired Construction supervisor Geno Gobbo, 76, washes his golf ball before heading for the green. Geno retired in 1980 with 42 Inco years under his belt.



Lining up for their turn are Oxygen Plant general foreman John Robson, 64, retired with 37 years; Power Systems operator Jack Hodgins, 59, retired after 36 years; Smelter general foreman Darold Hrych, 60, retired with 38 years experience; and Utilities foreman Ross Weber, 59, retired after 38 years of service. They retired in 1991.



Retired player Art Mayer, 70, puts a little body language into his golf even after the ball is on its way. Art served 35 years with Inco, retiring in 1985.



This team of athletes from General Engineering (plus one pensioner) won a Bronze medal in the corporate division of the Beaton Classic this August. It was the final event of the annual Fitness Challenge. Team members had to compete in a six kilometre canoe event, a 1.5 kilometre swim, 30 kilometres cycling and a 12 kilometre run. From left are teammates John Gullick (retired), Mike Anthony, Matti Jousi and Peter Cunningham. This is the third year of competition for the General Engineering team. Inco is a sponsor of the Sudbury Fitness Challenge and employees are not only participants but also volunteer at events throughout the year.

In Memoriam

| NAME | BORN | DIED | YRS SERVED |
|--------------------|----------|----------|---------------|
| Barlowez, Alex | 12/12/21 | 09/10/94 | 27 |
| Blanchette, Albert | 12/02/33 | 09/21/94 | 32 |
| Armstrong, Elwood | 12/29/05 | 09/30/94 | 33 |
| Bryce, Pye | 02/11/25 | 08/03/94 | 31 |
| Chevrier, Lionel | 04/10/26 | 09/18/94 | 40 |
| Cull, Joseph | 07/19/19 | 09/25/94 | 44 |
| Deschamps, Jacques | 05/25/22 | 09/24/94 | 31 |
| Desrochers, Marcel | 05/29/30 | 09/10/94 | 36 |
| Doucette, Joseph | 03/22/27 | 09/03/94 | 33 |
| Glinicki, Tadeusz | 10/07/13 | 09/26/94 | 22 |
| Goga, Mike | 07/14/04 | 09/12/94 | 27 |
| Goulet, Alfred | 06/10/12 | 09/18/94 | 30 |
| Hall, John | 09/02/10 | 09/17/94 | 35 |
| Lachapelle, Emile | 04/09/14 | 09/17/94 | 29 |
| Mason, Joseph | 08/12/09 | 09/03/94 | 37 |
| Mayo, Hubert | 04/16/24 | 09/28/94 | 23 |
| Mayville, Roderick | 12/16/13 | 09/21/94 | 31 |
| McInnes, Edward | 12/14/11 | 09/14/94 | 36 |
| Olson, Wilmar | 09/03/18 | 09/09/94 | 31 |
| Patterson, Fred | 01/13/25 | 09/16/94 | 34 |
| Shewchuk, John | 09/19/26 | 09/08/94 | 37 |
| Siguin, Ernest | 12/10/05 | 09/25/94 | 33 |
| Sionoretti, Guido | 02/28/13 | 09/13/94 | 39 |
| Smith, Munroe | 08/25/06 | 09/20/94 | 19 |
| St.Amand, Norman | 05/27/32 | 09/05/94 | 41 |
| Stickles, Donald | 06/21/05 | 09/16/94 | 46 |



HERITAGE T H R E A D S

by Marty McAllister

Sorry about missing last month's column, but I was invited to a health care seminar over on Paris Street and they wouldn't take no for an answer. It may be stretching things just a little to pass this off as an Inco heritage story, but maybe not. Without the contributions of Inco and many members of the Inco Family . . . since way back in the last century, and even yet . . . my seminar would have been far less illuminating. So . . . if you can't stand a little appreciation, stop doing good stuff.

Socrates said . . .

I've always liked, if not always followed, the philosophy of 'moderation in all things'. It is a simple, sensible guide and has seemed especially so in retirement. I could live to a ripe old age, I figured, by simply avoiding extremes. I was, after all, in pretty good shape . . . for the shape I was in. With only a little more exercise, a little better food management and a little less self-induced stress . . . why, I'd be sailing. And, I argued my half-pack smoking habit was a vast improvement over earlier years. All things considered, I was setting a moderate, perhaps even boring, example.

... "Know thyself." Then, on that September Saturday morning, while I stood in the carport to watch Odie's circular search of the yard, I lit my first of the day. I hadn't meant it as a secret signal . . . but was handed a message anyway. My 55-year-old body, long a faithful and unprotesting servant, tapped itself on the shoulder and said: "Excuse me . . . Mister Moderation?? You really think we're okay, you and I? Even after all the hints I've been dropping these last few months?" By this time, an unsuspecting George Thomson had interrupted his morning walk . . . and my alternate conversation. Just a tad dizzier than usual, I tried keeping George on one channel and my ticked self on another: "That was you? I-I mean, me? . . . I didn't realize . . ." That did it. Unwilling to share even a smidgen of my attention, my inner voice lost it: "You didn't realize! Hear that, brain? He didn't realize! Hooray, that makes everything just tiddly! You really don't know me at all, do you? You want moderation? . . . I'll show you moderation!!" What ensued was the most frightening half-hour reprimand I have received since mother decided I should no longer wet myself: nauseating dizziness, ghastly pallor, shortness of breath, slurred speech, sweating, shivering, retching, and aching everywhere. No blinding pain, no loss of consciousness . . . nothing quite that extreme . . . but the promise was there: "Just try me, baby." I didn't. It was time, you see, to go to the seminar.

The Real Thing

I had been to Sudbury General Emerg before. As recently as exactly one week before, in fact, to get some of my other foolishness stitched up. Afterward, I had walked out under my own steam, grateful for the care I had received, but still blissfully ignorant of the drama being played out through the big doors only a heartbeat away. This time, I was part of the drama behind the big doors. Stripped down, stressed out, plugged in, hooked up . . . I tried not to look as scared as I really was. As the crew gradually reassured

Through Somewhat Clearer Glasses

me I was in no immediate danger, and I became a little less preoccupied with my own coronary mystery, I began to sense more of what was going on around me. For a while, I thought maybe all the doctors had the day off. But these two guys, Brian and Mark, were doing one hell of a job! Rushing here, stopping there . . . suggesting this, doing that . . . just like the real McCoy! It finally dawned on me that they were the doctors and that everyone was just too busy, too focused on what this was really all about, to be bothered with protocol. There was no letup. Some walked in, some could not. Some explained their illness or injury, others could not. Ambulances kept coming in . . . by land, by air . . . and, forewarned, the crews juggled beds and themselves to be ready. They had plenty of cause for concern . . . *the man pinned by a tractor . . . the youth struck on the forehead with a golf driver . . . the too-young stroke victim from Parry Sound . . . the word that there was only one bed left in I.C.U. . . .* but no time for panic. Keeping my mouth politely shut, I thought: "My God, there are real, hurt people in here! I shouldn't be taking up such precious time and space!" The Emerg team knew better than I about when I should leave and eventually came to the same conclusion without my help . . . and sent me upstairs.

A Family To Count On

I have visited many times, bearing witness to life's arrivals, trials and departures, but this, honest-to-goodness, was to be my first hospital sleep-over as a grown-up . . . as a patient. Twenty-four hours, they said, just to be sure. Multiplied by 12, as it turned out. Although this is neither the time nor place to discuss many of the things I was privileged to learn in those 12 days, I'd like to share just a couple. A lot of Inco folks and other readers took part, one way or another, in my 'seminar' and its aftermath. Too bad there's only space to thank a few. I'll omit the names, but you know who you are. A lot humbler and a little wiser, I faced my first Monday overlooking Lake Ramsey with no doubt about priorities. Still, this whole thing had thrown a bit of a spanner into my writing plans. I would not be in Toronto on Tuesday morning . . . or any morning soon . . . so there were a couple of Inco people to track down and tell. You helped me do that. And, as I began feeling better, I wanted to do a little reading and try to make some notes. My wife brought in my books and stuff, but drew the line at carrying my computer. Maybe, I thought, I could borrow a laptop somewhere. You proved I could. You came to visit your own, but found time to stop by. When I saw you there in your moment of sadness, you didn't turn away, but trusted me to see your tears. Since I got out of hospital and have needed a little time to get my stories back on track, you've been more than patient. And finally, bless you, you stopped me downtown just to say you'd missed the column.

For all of that, and for all you do for this community's wonderful health care network, my sincere thanks.

P.S.: Someone asked if I quit smoking. Wouldn't you?

ISO TODAY

Shooting for international standard

Copper Cliff Refinery, Matte Processing and the Port Colborne Refinery are currently involved in the ISO registration process.

What is ISO registration and what is being registered? Simply put, it is the "quality system" that must be registered. It is the assessment and audit of the quality system by an independent third party, referred to as a "registrar".

Each area has defined its respective registration scope, that is, the portion of the process or operation that the quality system pertains to, which will be evaluated by the registrar.

The ISO 9002-1994 Standard has been selected as the appropriate quality assurance standard. The registrar's audit will reference compliance to this standard.

The Ontario Division has selected the Quality Management Institute (QMI) as our registrar. QMI is a division of the Canadian Standards Association and has offered internationally recognized, independent third party auditing for quality assurance system registration for the past 14 years. It is also accredited by the Standards Council of Canada and by RVC in the Netherlands.

The registrar's audit includes the examination of the quality policy manual, the quality system procedures and quality records. An essential part of the evaluation is an on-site audit by the registrar to determine whether "each" element within the quality system is established, documented and implemented, including the required records to verify that the prescribed activities are current and available. Training of personnel is verified through records and on-site interviews. In essence, "we must say what we will do" and "do what we say" and document, document,

document!!!!

The registration audit will address all 20 elements of the ISO 9002-1994 Standard. Eighteen elements are specific to each of the plants. There are two common elements, Contract Review and Purchasing. As such, the registrar will audit both Marketing and Purchasing, Warehousing and Traffic respectively, to ensure compliance with these activities.

Registration audits will commence in October, with the objective of achieving registration by the end of the year.

When all 20 elements of the quality system conform to the registrar's interpretation of the ISO standard, the company is then registered to the selected external quality assurance standard. The registration is listed in the directory of registered companies, which is available to the public. The registrar allows the supplier to display the registrar's mark on advertising, stationery, etc., as evidence that it has achieved registration.

Remember, it is only the "quality system", as defined in the registration scope, that has been assessed and registered. It would be false to describe either products or organizations as "ISO-certified or ISO-registered". ISO is not an auditor, assessor or registrar. ISO develops international standards and does not verify conformance to these standards. This function is provided by the registrar.

The registration period is valid typically for three years. The registrar will conduct periodic surveillances of the registered quality system. At the end of the registration period, the registrar will conduct either a complete re-audit of the quality system, or a partial audit. To ensure that we maintain our registration we must continue to comply with the standard and as we implement continuous improvement properly document these activities.

Port Colborne



II

Port recycling efforts move ahead

The employees of Inco's Port Colborne Refinery took some well deserved bows during waste reduction week, October 16 - 22.

In an article for the plant's newsletter "InPort Nooz", Maria Bellantino of the environmental group pointed out that many positive moves towards recycling are currently under way in the plant. Scrap metal recycling is continuing to generate revenue through metal deposited in buckets and the wood recycled through Bethel Sawmill has helped save an

estimated 800 trees.

The maintenance department was applauded for their continuing efforts in recycling batteries, oil, oil filters and plastic oil containers. In addition, the sale of lead carbonate cake to a lead smelter instead of placing it in a landfill site was also highlighted.

Bismuth sand, also sent to a customer for recycling, is yet another positive environmental step and the spent lead anodes are returned to the supplier and turned into new anodes. Plus, local pre-cast concrete companies are utiliz-

ing the crusher grease with marked success.

Environmental concerns are also strong within the offices and lunchrooms. Used laser printer cartridges are being traded in for new cartridges containing recycled toner. Special blue waste paper baskets are on hand for collecting shredded paper for recycling and the office is purchasing 50 per cent recycled photocopy paper. Blue boxes continue to be well used in the lunch rooms and employees are still continuing to collect all their pop pull tabs in spe-

cially marked yellow containers. The collected tabs will then be sold to a recycler and the proceeds used to buy a wheelchair for the Red Cross which can be used by local people. Even the clubhouse is getting into the act, by composting organic food waste.

Several employees interested in buying a home computer through a special program attended a seminar hosted by MicroAge on Sept. 29. MicroAge demonstrated several typical systems.

For those employees who love theatre, administration's

Bob Reyburn has offered to serve as a contact for obtaining up to 50 per cent off upcoming productions at the Stratford Festival Theatre during the months of October and November.

Efforts towards ISO 9002 registration and eventual certification continue at full speed and the registrar's audit took place October 18-20.

Outside, the stack continues to come down. As of the end of September 270 feet had been removed and the stack will soon no longer dominate the Port Colborne skyline.

Keeping in shape at Port Colborne



Getting fit in Port Colborne are Cathy Tweedy, Jim Mann, Richard Smith, Frank Puopolo and Tony D'Uva.

The bases were loaded, the golfers were on the green and the walkers were on the tarmac as Fitweek '94 took place this spring in Port Colborne.

"Our mandate is to promote a more active living style yearlong," says Occupational Health Nurse and Active Living Committee Member Sheila Orlando. "We've never had as many activities as we did this year."

This year the Active Living Committee consisting of Sheila

John Agnew, Gary Hurst, George DeRuyte, Mary-Ann Kantymir, Walter DiMatteo, Jim Mann, Paul Liddon, Barrie Wilson and Dave Rusenstrom out did itself, organizing a range of fun activities encompassing everything from walking to bowling.

The biggest hit, she says was the baseball game, which featured a number of teams divided by departments. Each played two games.

Other events during Fitweek included walking, bik-

ing, swimming, bowling, volleyball and golf. Of all the activities offered, the golf, baseball and walking were the most popular. In addition, sessions offered by an exercise consultant which addressed the need for combination aerobics exercise as well as strength training were well received.

Looking back over the week, Mrs. Orlando says one of the things which pleased her the most was seeing so many employees getting in-

involved with the pre-work stretches taught by an exercise consultant. The stretches are easy to do, loosen you muscles, help you relax and hence reduce the risk of strains, sprains and injury.

At the present time, she estimates more than 50 employees are now doing pre-work stretches and she's confident the numbers are increasing.

"These individuals are working to achieve our goal of incorporating daily activity

into their lives," she says. "I'd really like to see this program expand to include everyone."

A video is available in each department along with booklets explaining each of the stretches.

During Fitweek, each registered participant was eligible for a daily draw for a free Fitweek sweatshirt. This year's winners were Richard Buchholz, YSSS, Rob Cerenzia, YSSS, Bob Reyburn, Administration, John Agnew, Maintenance and Ray Damude Jr.

Yesterdays todays



40 Years Ago

Although it went relatively unnoticed 40 years ago, another achievement was recorded by Inco in the annals of metallurgical technology. As a result of improvements in refining techniques, the first commercial production of electrolytic cobalt in Canada was produced at its Port Colborne Refinery.

Previously, the company's entire production of cobalt was marketed as oxides and salts, produced at its Clydach refinery in Wales.

Electrolytic cobalt, with its high purity, was particularly valuable in the manufacture of alloys. The announcement was made by Ralph D. Parker, general manager of Canadian operations and assistant vice-president of the company, October 1, 1954.

Other stories that month:

"Announce Awards in Annual Inco Gardens Competition"
"Wallace Leads Copper Cliff to Nickel Belt Baseball Supremacy"

24 Years Ago

In a statement explaining what the International Nickel Company of Canada was doing, and intended to do, to combat pollution and improve the environment, the message was concise and constructive.

In an address to the 12th biennial Conservation Authorities Conference, R.R. Saddington, assistant to divisional general manager (Ontario), outlined the company's pollution abatement programs - tailings reclamation, treatment of waste water, development of better methods of processing ore, electrostatic precipitators to minimize dust emissions, recovery of sulphur dioxide and its conversion to sulphuric acid and a reduction of sulphur dioxide emissions at the Copper Cliff Smelter by 40 per cent.

To implement what had not already been done, the company had allocated another \$40 million to upgrade facilities. Part of the expenditure was directed towards the construction of the Superstack, but an even more important part, which would be the strategy of the future - was for the recovery of sulphur dioxide

before it was emitted out of the Superstack.

Other stories that month:

"Greenery Big Difference in Comparison Views of 'Cliff'"
"Football Without All That Padding, Rugger Is Rugged"
"Inco Iron Ore Goes to Mills by Rail, Boat"

14 Years Ago

"Busy working to fill the artistic needs of Sudbury" read part of the headline, describing the Laurentian Museum and Arts Centre.

The 73-year-old building, which had been donated to the Sudbury Memorial Hospital and gutted a year earlier by a fire, was once owned by William Bell, an early lumber magnate in the Sudbury area. Along with the public, other companies and many local organizations in 1966-67, Inco had donated money to have the building reconstructed and it was then turned over to Laurentian University and converted into the Laurentian University Museum and Arts Centre.

Now, 13 years later, it was going through another renovation program. A new entrance had been constructed and a separate shipping and receiving area was being installed. A much needed vault was also being added to house the centre's permanent art collection.

To ensure proper temperature and humidity throughout the building, an environmental control system was being put in place and the third floor had been converted to a retail outlet called "The Attic" to exhibit local crafts.

Total cost of the project was \$175,000, considerably helped with donations of local labor.

Managed by the university, the centre contained 430 pieces of art, 5,000 slides and a reference library on the third floor for research purposes.

Other stories that month:

"Audiometric Testing Continues at Inco Plants"
"These Vans Don't Use Gasoline"
"What's in Store For the Office of the Future"

Refinery refines technique



by
Susan LeMay,
CMA

INCOME ideas

Questions & Answers

This month I am presenting a number of the questions I hear most often and my responses to them. If there are other questions you'd like to see addressed here, send or fax them to The Triangle (fax # 682-5319)

Where to Best Invest a Windfall

I have several thousand dollars to invest. Is it better to put it into my RRSP, pay down my mortgage or buy a Guaranteed Investment Certificate (GIC), Mutual Funds, or stocks?

It depends to some extent on the details of your financial state right now. The easiest to discuss is whether you should purchase the GIC, Mutual Funds or stocks. Unless you have a very good reason for doing so, these purchases should not be made outside your RRSP unless you have already paid off your mortgage and contributed the limit to your RRSP. Which of the other two options you choose depends on your preference and the interest rate on your mortgage. Investing in either ownership of your home or your RRSP makes good sense. Both investments grow without attracting tax (so far). The interest on your mortgage is not tax deductible, so you want to pay

it off as soon as possible. If the interest rate on your mortgage is lower than the rate you are earning on your RRSP, you want to invest in your RRSP. I have known people who chose to invest a windfall in their RRSP, and then when they received the tax refund generated by the RRSP contribution, they put that money into paying down their mortgage. If, for example, you had \$5,000 to invest in one or the other, and you could claim a tax deduction for an RRSP for \$5,000, you would invest the whole amount in the RRSP, and if your income were between about \$33,000 and \$57,000 you would save approximately \$2,200 in income taxes. When this refund came, you would put it against your mortgage.

Investments Coming Due
I have investments with my bank or trust company. The funds are in term deposits and GICs which are all coming due in the next six months. Interest rates are really low right now, what should I do?

This question applies to investments held in your RRSP as well as to savings outside your RRSP. If you choose to continue to hold term deposits and GICs, you can stagger the due dates, so you don't get caught with all of your invest-

ments coming due at one time when interest rates are low. You could use the following formula to renew your investments. Renew 20 percent for each of 1, 2, 3, 4 and 5 years. That way next year if rates are lower, you will only have to reinvest one fifth of your money at the low rate. This strategy smooths out the interest rate peaks and valleys. You don't make a bundle when rates go high, but you don't lose that same bundle when rates go down. You could choose to move from term deposits and GICs to Mutual Funds which invest in the same things. These funds also use strategies to smooth out the rate peaks and valleys.

Protecting Your Investments

I have heard of people losing their money when a trust or insurance company has had financial difficulty. How do I make sure it doesn't happen to me?

In Canada, not too many trust or insurance companies have suffered severe enough financial difficulty for their customers to lose their savings and investments. Banks and trust companies and insurance companies do have insurance against such catastrophes, but only to a maximum of \$60,000

for any one customer. What this means is that they guarantee that the first \$60,000 you have in that institution will be returned to you if the company goes bankrupt or has to shut down for other related reasons. This \$60,000 includes any RRSPs too. You have to be aware of the increases in value of your investments, and even your savings account if you

deal with only one financial institution for all your banking and investment needs. If the total is coming close to \$60,000, the easiest thing to do is to select more than one institution, and spread your investments around. Always ask if your investment is covered by deposit insurance should the institution experience financial difficulty.

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