



This won't hurt a bit, says Inco plateworker Edgar Burton as he extracts a cheque for \$500 for the annual Christmas Food Drive from the shirt pocket of dentist Tom Tiedemann. Edgar turned the table on his dentist as part of an expansion of the annual food drive outside Inco walls. The dentist, real estate agent Susan Piquette, Gerry Lougheed Jr. and Stripes North Restaurant have all contributed to the campaign this year. See page 3 for more.



Nickel Foam project process engineer Brian Martin has an animated discussion with Bob Rae during the Premier's visit to Copper Cliff Refining's nickel circuit to take part in the inauguration of the new Inco Nickel Foam facility. Premier Rae saw the project as an example of effective cooperation among industry, government and labor. See more pictures, stories on Pages 8 and 9.

## Member of Parliament praises Inco's environmental work

A three-day visit to Ontario Division's Sudbury operations by a member of a Parliamentary environmental group has resulted in some high praise for

Inco's environmental efforts. "Thanks to the forward looking, sustainable environmental policies of Inco and its cooperation with the local municipalities, the region is now

a green landscape again," Oxford Member of Parliament John Findlay told the House of Commons. "Sudbury and the surrounding region is no

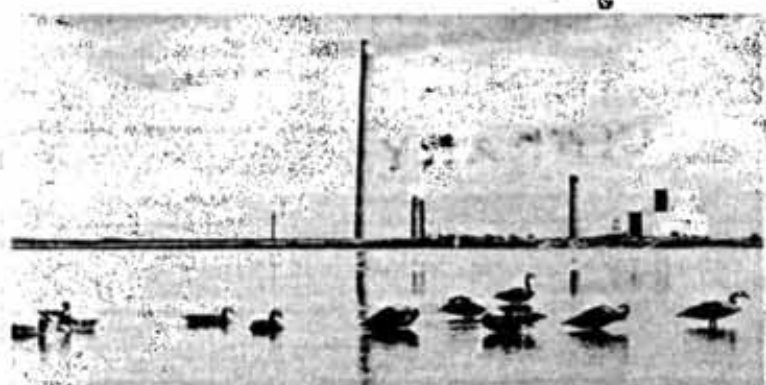
*continued on page 2*

6&7 Hockey & Inco

8&9 Premier's praise

12&13 Tom's green thumb

## Member impressed by Inco's commitment



Canada Geese make a rest stop at the Inco Tailings area. Scenes like this one impressed John Findlay, a member of the House Standing Committee on Environment and Sustainable Development, during a recent visit here.

*continued from page 1*

longer a moonscape. The air no longer smells of sulphur."

Mr. Findlay, a member of the House Standing Committee on Environment and Sustainable Development, visited Inco recently with Essex-Kent MP Jerry Pickard.

While here, the two were taken on a tour of Clarabelle Mill, the Smelter, Copper Cliff Refining, North Mine, Continuous Mining Systems and the Tailings Area.

Mr. Findlay's major interest was seeing first-hand Inco's environmental improve-

ments. He was in a good position to compare, having not visited Sudbury for many years. His interests include recycling, international trade, human resources and labor/management relations.

Here is the text, in full, of his address to Parliament:

"Mr. Speaker, this summer I was a guest of the International Nickel Company of Canada. The tour was arranged through the Parliamentary, Business and Labour Trust. I visited the research centre in Mississauga and the mine, smelter and refineries

in Sudbury. I met with the CEO, vice-presidents, managers, miners and union officials.

"What impressed me most were two things; the commitment of everyone in the corporation we met to compete internationally by virtue of research, new technology, enlightened management and downsizing; and second, the corporation's ongoing commitment to the betterment of the communities where it is situated and to the preservation of the ecosystem by the reduction of pollution."

## Pacific Rim miners learn from Inco



Thailand geologists Waiwit Naraballoh and Prajan Thuesat rig up for an underground tour under the watchful eyes of Little Stobie Mine's Bob Banks. The two representatives of Padaeng Industry Company Limited say Canadian mining technology and equipment is in demand in the growing Pacific Rim mining sector.

Canada's reputation as a leader in mining technology, methods and training is paying off as mining activity picks up in the rapidly-expanding economies of the Pacific Rim.

As a leader in technology

and mining innovation, Inco was top on the list of places to visit for a team of geologists from Thailand.

Padaeng Industry Company Limited geologist Waiwit Naraballoh and Prajan Thuesat said the mining arm

of the Thai conglomerate is stepping up its exploration activities. As well as exploration in more than 20 Thai properties, the company is exploring in Vietnam, Laos and Myanmar (Burma).

All of Padaeng's mines are open pit operations, but with all the new exploration underway, the company's mining division expects to move underground soon.

"The visit to the underground mine (Little Stobie) here at Inco has been very valuable for us," said Mr. Naraballoh. "We learned a lot just by seeing what an underground deposit looks like and how the mine operates. I think we can learn a lot more from Canadian miners."

The two were particularly impressed with the automation, computerization and overall efficiency of the Inco mine and miners. "What impressed me the most," said Mr. Naraballoh, "is the small number of people it takes to run an Inco mine."

A Padaeng zinc deposit, located at Mae Sod district of

Tak province in southwest Thailand, is the biggest secondary zinc deposit in Thailand and probably the biggest in the world with total ore reserves at about 4,500,000 tons averaging 28.9 percent zinc.

While the move to high-tech mining isn't as urgent because of the Pacific Rim's cheaper labor costs, the growing need in the area for reliable, efficient equipment provides Canadian companies with some excellent opportunities.

"I expect the purchase of Canadian mining equipment to grow substantially in the future," said Mr. Naraballoh.

He said reliability, ruggedness and follow-up customer service are just some of the reasons why Canadian mining equipment suppliers are in an excellent position to take advantage of rapidly expanding Pacific Rim mining industries.

"The price of Canadian-built equipment is competitive with equipment built elsewhere," said Mr. Naraballoh, and the Canadian

equipment is more powerful and the quality is excellent. Canadian companies also have a good record in providing back-up support."

The August 10 Inco visit, including an underground tour of one Little Stobie Mine, was arranged by mining equipment supplier JKS Boyles International Inc. of North Bay. The firm recently sold diamond drilling equipment to the Thailand-based company.

JKS Boyles vice-president for export Stanley Stewart agrees. "The entire area (Pacific Rim) is opening up. Mining activity, in particular, seems to be rapidly expanding. Many countries have liberalized their mining laws and there's been a substantial increase in foreign and local investment."

He estimates that over the past five years, mining activity in both exploration and production has at least doubled.

"For us that's an opportunity that we want to take advantage of," said Mr. Stewart.

# Energy

## Not another energy audit!

Yes... but this one is different.

All our energy audits to date have focused on analysing and increasing the energy efficiency of our mining, milling, smelting and refining processes. Maintenance, technical, clerical and other support services were also evaluated to reveal even more energy savings opportunities.

This latest audit focuses on the energy organization, delivery of energy and our performance in energy conservation. Essentially, we will be putting ourselves under the microscope to seek areas of improvement.

This energy audit will focus on four main areas. First, assess with those involved in energy management the approaches taken, the methodology employed and the results of the energy cost reduction efforts.

Second, evaluate the process of purchasing natural gas and electricity, our electrical generation, distribution, metering and monitoring of both energy sources.

Third, determine plant consumption patterns, baseload and internal

costing including the level and accuracy of in-plant metering. Fourth, review the effectiveness of the energy management organization and its reporting system.

We are very confident this extensive evaluation will show areas where we excel and provide support to make recommendations for improvements in other areas.

An audit of this nature requires a multi-disciplinary team with experience in auditing to succeed. Our Internal Audit department and a representative from every managerial area took the challenge. The audit team consists of Tom Newburn, Rick Eles and Greg Riddoch from Internal Audit, Milt Goble from the Manitoba Division and Andy Lemay from Energy. Carmen Sharpe from Internal Audit and John LeMay from Central Maintenance make up the Steering Committee. Fourteen people with a multitude of backgrounds from different plants were selected for the resource group.

# Edgar Burton's food campaign moves outside Inco gates

If there's any extracting to be done in his office, dentist Tom Tiedemann is the man to do it.

But when Edgar Burton visited the office for a routine checkup and cleaning, it was the Inco plateworker who extracted a \$500 cheque from the dentist's account.

"When Edgar told me about his campaign I figured it was the least I could do," said Dr. Tiedemann.

Every year employee support for the Christmas food drive keeps growing, so it seems only natural that the only place to expand is outside Inco walls.

"Edgar's sure got the enthusiasm and there's a need for more of it in the community," said real estate agent Susan Piquette whose \$1,000 donation became the first from outside Inco to support the food drive.

"When Edgar approached my husband and I about taking part in the drive, we felt that it was the kind of initiative that should be supported. I've been in real estate for many years and I can see clearly that there is a growing need for what Edgar is trying to do."

Gerry Lougheed Jr. and Stripes North Restaurant also donated to the campaign this year.

Edgar is more than eager to accept the outside support.

"We've reached 100 per cent coverage of Inco plants, mines and offices and most Inco people are familiar with the drive and are supporting it," he said.

Edgar saw about \$14,000 in canned goods collected from over 30 boxes at Inco workplaces last year, a far cry from the \$400 in food collected at a box each at No. 1 Dry and the North Mine warm room in 1988. Edgar hopes the expansion outside the Inco gates will continue to grow as the campaign did inside the gates.

In the fall of 1988 Edgar was impressed by the efforts of the students of St. David's School where his three daughters attended. They were gathering canned goods to help the needy at Christmas, he said, and he decided that he would try to help and approached the Salvation Army with an idea to hold a canned goods drive at the Copper Cliff Smelter.

"They were grateful and assisted me with some ideas to make the drive a success," said Edgar. "I approached Smelter management, explaining what I was trying to do, and was offered people and materials to build the first two donation boxes. I placed one box at the # 1 Dry at Copper Cliff and one box at the North Mine warm room."

Edgar never looked back. "We had good success at these two locations, bringing in about \$400 worth of canned and dry goods."

Encouraged by the success



Real estate agent Susan Piquette presents Edgar Burton with a \$1,000 cheque for Edgar's food drive. The donation was the first from outside Inco.

of the previous year, three more donation boxes were added for the 1989 Christmas drive. South Mine, the Iron Ore Plant, and Creighton Mine joined in with the Smelter and North Mine. The result was more than \$1,200 worth of canned goods and dry foods collected for the needy.

Edgar said that as the fall of 1990 approached the unemployment picture was worsening and the number of needy families in Sudbury was increasing rapidly. He made an appointment to see the Smelter management who helped him double the coverage area. The Smelter provided five more donation

boxes which were set up at Levack, McCreedy and Coleman Mines, and the last to the Modified Work Centre.

"Once again unit and staff employees volunteered to monitor the donation boxes. The overall response was very good, bringing in over \$3,500 worth of food stuffs for the needy," said Edgar.

In the summer of 1991 it was decided that the drive should include 75 per cent of Inco's Sudbury operations. Edgar approached the Union Safety and Health representatives for help in monitoring the donation boxes and they agreed. "Once again I approached Smelter management with the new plan and

once again they offered people and materials to build the required 13 boxes. The Transportation Department lent a hand by distributing the 23 boxes to each area. Unit and staff employees volunteered to monitor the donation boxes. We were grateful for the extra efforts and generosity of Inco employees who brought in over \$8,500 worth of goods to the Salvation Army."

Since then, the annual project has grown to cover 100 per cent of Inco's Sudbury operations, with ambitious goals approaching the \$20,000 mark.

"Again, we are counting on everyone to do what they can to support this effort. One

has only to listen to the news to realize conditions out there have become even more desperate. Please help make this effort a success," said Edgar.

Edgar says the phenomenal success of the project could never have been realized without the help of his fellow employees, people like the union safety representatives who put the boxes out and take them in every year. "Not only their generosity, but their support, behind-the-scenes help and encouragement has made the difference," he said.

For more information, contact Edgar at 682-6141 or the safety and health representative in your area.

# MAKING *Change*

## Vendor rationalization involves suppliers in Inco's quality improvement program



The In The Hole drill team consists of Mike Inkster, Wally Lamondin, Eric Loney, Len Kitchener and Jules Beaudoin.

The Vendor Rationalization Bearings and Power Transmission team's study has just been completed and machinist Bob Fournier is already seeing the improvements the Vendor Rationalization process is having in his workplace at Divisional Shops.

"We're now meeting with the suppliers and developing a strategy and an action plan," said Bob, a member of the team that has been empowered to ensure Inco is getting the best value for its money when it comes to purchasing bearings and power transmission items.

"As a machinist I use bearings almost every day and you can see the difference even though many of the areas for improvement identified by the team have yet to be implemented. "For instance, all of the suppliers that were evaluated have committed to implementing ISO."

Since the Vendor Rationalization program began about three years ago, the first 18 commodity teams have reduced supply costs by approximately \$6 million per year by examining not only how and where Inco spends its money, but what value the company gets for the material purchased.

"The V.R. team's job was to select which suppliers are best able to satisfy Inco's needs at the best price possible for that commodity. "We've selected two local distributors to supply bearings and power transmission materials" said Bob.

While price is a major consideration of the team, it's not the only one. In fact, it shares equal importance with quality, security of supply, technical support and a list of other criteria.

Bob insists that as well as saving money and ensuring a high quality product, the Ven-

dor Rationalization program makes for less frustration on the job for employees.

"When you work with a quality supplier and better products it reflects on your job. If I put a low quality product in a piece of equipment and that piece of equipment fails, that can't help but reflect on the job I'm doing."

Henry Salach, Purchasing Agent and Co-chairman of the Vendor Rationalization steering team, along with Superintendent Tom Flynn of Mines Research, is convinced the most important ingredient in the program is the use of multi functional teams.

"Teamwork, cooperation, empowerment and taking more ownership has made our process work," said Henry. "We try to ensure as broad a representation of stakeholders on the commodity teams as possible, from miners, furnace operators, mechanics, plan-

ners, buyers, engineers etc. No longer are business allocation decisions made without the direct involvement of the customer."

Inco is well along the road to the cultural change which brings quality, efficiency and teamwork to the workplace. Greg Riddoch, a member of the V.R. steering team, who was a Buyer before recently moving to Internal Audit, believes that through V.R., believes through V.R. Inco is able to extend its Total Quality Improvement process to include its suppliers. "If it does nothing else, it brings people together that have a common interest and goals and provides an excellent forum to tap the expertise of our suppliers," said Greg.

"For our own people, it's a matter of breaking down barriers as well," said Greg. "It's getting our people to look at the company's collective in-

terest rather than their little corner. I think this is a critical step in the whole process."

While we are not alone in implementing a supplier management program—many major firms like Ford and Motorola have adapted the concept—but we are somewhat unique in using different teams of product users to perform supplier evaluations. "Most firms use a small group dedicated solely to performing supplier audits" outlined Tom Flynn. "We train our users to do this themselves and therefore get a lot more "buy in" in the field to the decisions the team subsequently makes. Both Tom and Henry indicate it is imperative to get support from all areas effected by the teams decision, otherwise the potential benefits derived from the process will not be as great.

Once a supplier is selected the work is not necessarily over for the V.R. team. The team is then augmented to include supplier representation and the new group focuses on opportunities for improving the use of the product from a total cost perspective.

The \$6 million of annualized savings realized from the process to date, is attributable to improved price competitiveness of the successful suppliers and cost reductions derived from using improved products and their applications.

Some, less tangible reductions in cost aren't so easily calculated. Mine screening is one area where savings could be substantial over the long term but are difficult to accurately estimate.

"Our team identified that the previous specifications were adapted from screen manufactured for the construction industry," said Henry. "For almost the same price we were able to replace it



The vendor rationalization team examining Inco travel included, from left, (standing) Nina Leroux, Doug Morrison, Randy Barazzuol and Gisele Pharand; (seated) Miriam Laframboise, Kathy Latendre, Janices Giles and Karen Roger.

Members of the Electrical Cable Team are, from left to right, (rear) Roger Lascl, Henry Salach, George Stesco, Al Frank, Jeff Fullen (seated) Art Robinson, Barry Vaudry and Ron Girard.

# MAKING *Change*



Pipe that's far more resistant to corrosion was one result of the Pipe Team's investigation. From left are Pipe Team member and Creighton yard boss Bob LeBlanc, lift truck operator Gerry Vachon, Rick Antoine of pipe supplier Grinnell Corporation and Pipe Team member Faye Wafer of Purchasing.

with a stronger more durable screen."

In this case, according Henry, the savings in purchase price is insignificant compared to the reduction in total costs as a result of less rework. "The price of the screen is about a quarter of the total handling and installation cost."

The pipe team came up with a similar improvement, introducing competitively-priced two-inch pipe that's far more resistant to corrosion than the previous variety. Savings down the road from less pipe replacement costs should be equally substantial.

Henry also added "... the V.R. process has motivated many of our suppliers to become as committed to Total Quality Improvement as Inco and consequently has enhanced their position with us, but as importantly made them more competitive in the marketplace."

Pipe supplier Grinnell Corporation doesn't mind Inco's changing methodology. In fact, the Vendor Rationalization program has been good for its business.

"We've monitored ourselves before," said Rick Antoine of Grinnell, "but working together with Inco has expanded our efforts and created a lot of good opportunities for us. The end result has been an advantage not only in dealing with Inco, but with our other customers as well. Inco's process has made it a win win situation for us and Inco. Our business has picked up generally as a result of our participation in the VR program at Inco. The experi-

ence for us has been very positive."

There are some 76,000 coded items in our warehouses" said Henry. "And we have approximately 2,800 suppliers who provide us with everything from scooptrams to pencils. We are initially concentrating on the more strategic materials that have a significant impact on our overall supply costs."

The savings achieved to date demonstrate the effectiveness of the V.R. process and this level of contribution will continue to grow as more commodities are evaluated. "There are currently another seven teams in progress. In addition to the savings generated in the first phase of the V.R. process, Henry added we are able to continue to reduce our costs by establishing closer working relationships with our suppliers. Closer relationships with suppliers and the resulting improved communications can lead to new and or improved products or better utilization of these products."

As part of the Vendor Rationalization program here are some of the elements and their respective importance that are examined by the teams during the evaluation process:

| Evaluation Criteria            |     |
|--------------------------------|-----|
| Criteria Weighing              |     |
| Commitment to Quality          | 20% |
| Security of Supply             | 20% |
| Commercial                     | 20% |
| Technical Support              | 20% |
| Miscellaneous                  | 10% |
| Product, Packaging, & Delivery | 5%  |
| Environmental                  | 5%  |



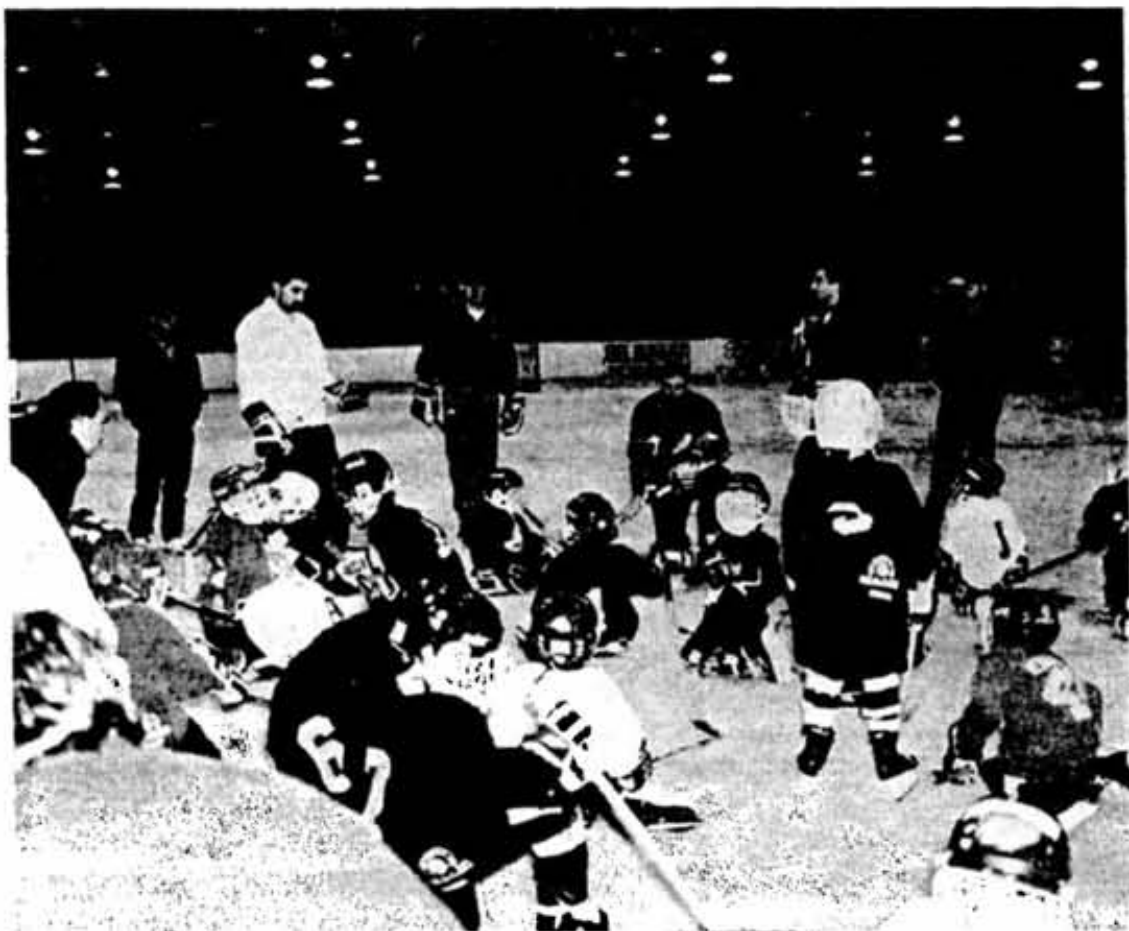
The Tool Vendor Rationalization Team members are (seated) Andy Lemay and Claude Kerr and (standing) Kirk Koski, Richard Rivers and Ed Bedard. Absent were Norm Smith and Leo Bombardieri.



The Bearings and Power Transmission Team members, from left, are (standing) Henry Salach, Gerry Funk, Wayne Prowse and Fred Williams. Seated are Pat Wozny and Bob Fournier. Absent were Dave Syvanen, Bob Smedley and Don Stewart.

# Sports Sports Sports Sports Sports Spo

## Copper Cliff celebrates 60 years of minor hockey



Youngsters take to the ice at Copper Cliff much the same way as their parents did decades before.

Minor hockey has always been an important tool for children wanting to develop their hockey skills.

The scene of parents sacrificing Saturday and Sunday mornings so their children can chase a dream can be seen in countless arenas across the country.

This couldn't ring truer for parents in Copper Cliff. Their successful minor hockey league has just reached the 60-year milestone. It all began in 1934 when Copper Cliff residents, with the help of Inco, decided to organize and create a league for children of all ages.

Formerly known as the Copper Cliff Athletic Association, the league is now called

the Copper Cliff Minor Hockey Association (CCMHA).

Inco has since left the league's governing body and turned it over to the private sector. Nevertheless, the CCMHA continues on its own to produce high calibre talent destined for the National Hockey League (NHL).

Commemorating the CCMHA's illustrious past, a President's Social was held recently at the Copper Cliff Club. Memorabilia including rare photos, many from the Inco archives, were put on display at the club. Invited guests were able to take a trip down memory lane while reminiscing with old acquaintances. The evening also included presentations to past and present members of the

CCMHA for their contribution to the development and promotion of the league. The honored were presented with a commemorative watch with the Copper Cliff Redmen logo inscribed on its face.

Other presentations were made to the City of Sudbury, the 1969 all-Ontario Redmen and the 1937 Redmen. A cheque was presented to Jonathan Kwik who will be competing in the World Games for the Hearing Impaired in Finland.

Jim Ashcroft, president of Inco's Ontario Division, co-chaired the 60th anniversary celebrations with CCMHA president Ken Creasey. An electrician with 35 years of service for Inco at the Copper Cliff Smelter, Ken has been

involved with the CCMHA since the '70s including six terms as league president. He was also very impressed and grateful to all who worked on the CCMHA's 60th anniversary celebrations.

When asked if he would do anything different to change or improve the CCMHA, Ken replied, "We'd be glad if Inco got back into it (the CCMHA)."

The league's vice-president Alex Miglioranza works at the Purchasing, Warehouse and Traffic Department at Inco and has been there for 15 years. He was also instrumental in the 60th celebration's success. Alex didn't want to take any credit for the celebration, but he was seen doing laps around the hall making sure everyone was having an enjoyable evening.

Both Ken and Alex give Rick O'Brien a lot of credit for organizing the 60th anniversary. Rick has 25 years at Inco and works in Utilities at the Oxygen Plant. His job with the committee was to organize the tabloid pull out section in the Sudbury Star. But, not surprisingly he gives the credit to others. First, Rick thanked Jack Hynes for tracking down and framing the rare pictures put on display.

"I would also like to thank

McClelland Arena," Rick said.

Jack Phillips is another parent who gave plenty of his time when his kids were growing up. Jack worked in the Plant Protection Department at Inco and used his skill in first aid to help kids with their injuries. "I became a trainer and worked with the kids. I was there (the arena) every Friday, Saturday and Sunday," Jack said.

Even since his retirement in 1978, Jack still finds himself going back to the arena from time to time to watch kids play hockey.

Jack's wife Elvi was also popular at the rink where she taught figure skating for 20 years. On day two, the CCMHA's 60th anniversary celebrations changed venues to the McClelland Arena where all of the pictures were put on display for the general public.

An added attraction was Copper Cliff native son Brian Savage, who plays for the Montreal Canadiens. He appeared at the McClelland Arena and skated with the kids.

After a short but nonetheless impressive hockey school, Brian signed autographs, chatted and posed for pictures with young hockey players and their parents. How-



Jack Phillips is a long-time active participant in the Copper Cliff club.

the Triangle and the Record Centre at Inco for finding many of the pictures," Rick said.

"And I would like to thank Jack Phillips for his support through the years," he added. The extensive collection of photographs was truly amazing. It tells the CCMHA story from its early beginnings right up to the present.

"We're not exactly sure what will happen to the photo collection. But they will most likely be out on display at the

ever, Brian is not the only professional hockey player to come out of Copper Cliff. The list reads like a who's who of NHL players, such as the late Tim Horton, Jimmy Pappin, Arnie Pappin, Gerry Topazzini, Nelson DeBenedet and referee Dave Newell, to name a few.

When the celebrations came to an end, the executive committee thanked everyone who gave their all to make sure the 60th anniversary was a huge success.



Jonathan Kwik holds a cheque presented to him by the association. Jonathan will be competing in the World Games for the Hearing Impaired to be held in Finland. At left is association treasurer Ron Didony and on the right is CCMHA president Ken Creasey. Ken is an electrician at the Copper Cliff Smelter.

# Sports Sports Sports Sports Sports Spo

## Copper Cliff minor hockey's roots include Inco



1937 Copper Cliff Redman Wilf Lemieux with Inco's Rick O'Brien, a member of the Copper Cliff Minor Hockey Association executive



Michael Black, son of Creighton's Gord Black, gets his picture taken with Copper Cliff native son and Montreal Canadien Brian Savage.

Sixty years ago, in 1934, Stanley Stadium was built by the International Nickel Company and from that time on the Copper Cliff Athletic Association developed into a thriving organization for employees and community families.

The Association offered varied programs such as hockey, figure skating, public skating, stickball and broomball.

As the years unfolded, Copper Cliff left its mark in history for hockey and figure skating. Many stories are heard about individuals who skated at five and six o'clock every morning before school so that they could become the best in their sport. What followed throughout the years was the success stories of these individuals who became professional skaters and hockey players.

The Athletic Association, under company direction, was also very involved in such pursuits as baseball, music, soccer, lacrosse, swimming, bowling, public speaking, debates, first aid competitions, writing skills, poetry, golfing and canoeing. The most popular annual event was the Christmas party. Thousands of families participated at the local theatres and halls throughout the City of Sudbury. Kids were treated to cartoons, candies and a gift from Santa Claus.

Not only were programs for youngsters popular, but programs for adults were also very active. The Frood/Stobie,

Creighton, Coniston and Garson Athletic Associations are a few of the many company/employee groups which were building all kinds of teams. The rivalry between the associations made for very competitive leagues. Baseball and hockey players would travel from all over the country to play for these teams. Of course the very best ended up playing both sports and usually had a good shot at becoming a professional. As times changed and priorities shifted more to business, large companies like Inco were unable to continue to support and promote all the associations to the extent that they did over the years.

With the demolition of Stanley Stadium and many of the other older facilities, new arenas were built. The City of Sudbury has three hockey associations: Copper Cliff, Sudbury Minor and the Playground Hockey Association. Most recently a fourth group known as Sports North has also joined in. All hockey groups along with the City Recreation Department, have been working together to provide the best quality of hockey and development programs available.

Even though history has forced change, kids will be kids and that's why kids can still be seen playing street hockey in July. Over the last 60 years Copper Cliff Minor Hockey has changed with the times but the original purpose is still there . . . for kids to enjoy themselves.



Engineer Mary Dubel explains the nickel foam operation to Premier Rae.



Dino Fabris reaches for a handshake from Inco Chairman Mike Sopko while Premier Rae watches as he cuts the ribbon to officially open the new facility.



"Inco has become a key player in the high-tech future and this will help to attract new investment to the province in the future," Premier Rae said at the nickel foam facility inauguration.



Guide John Liba, a nickel vapor deposit shows Premier Bob Rae a nickel foam facility. Inco Chairman Mike Sopko looks on.

## Inco a key player in high-tech future: Rae

A vote of confidence in the community, an example of business-government partnership, a high-tech investment, the fruits of ambitious research and development, the most promising development in Sudbury, for some time.

Those were just some of the views expressed by guests, visitors and dignitaries at the inauguration of the new Inco Nickel Foam facility at Copper Cliff Refining's nickel circuit.

"Nickel foam will add considerable value to the resource that Sudbury is famous for," said Ontario Premier Bob Rae shortly before marking the official opening by snipping a nickel foam "ribbon" with nickel-cadmium battery-operated scissors. Inco Chairman Mike Sopko and Nickel Foam employee Dino Fabris also took part in the foam cutting ceremony.

Premier Rae said the new facility is an excellent example of how government, private enterprise and labor can work together to enhance Ontario's presence in world markets and create a higher-skilled, higher-wage economy.

"Inco has become a key player in the high-tech future and this will help to attract new investment to the province." He added that this kind

of government-business partnership has forged a future for the province that is much brighter than what was expected just a few years ago.

For engineer Mary Dubel, the new high-technology nickel product developed for the fast-growing consumer battery market means not only jobs for the future, but good, interesting and challenging jobs at that.

"It's quite amazing to get a new job and right away be in on advanced technology. Every day there's something new to learn. I'm really enjoying it here, learning all the processes. It's very interesting work."

Dino Fabris has been on the project from the start and feels lucky that to have been included. "It's been great to participate in the project," said the 24-year Inco employee and one of three original members of the nickel foam project. "I've enjoyed myself every step of the way. I learn more and more every day. I think everyone involved in the nickel foam team is thrilled about being involved in this new venture."

For Mike Sopko, the event was a reminder of the importance research and development has played. "The opening of this production line is the culmination of thousands

of hours of research by the dedicated scientists and technicians in our laboratory in Mississauga and at other Inco locations," he said. "Rapidly changing technology today is creating many opportunities for new nickel products such as our nickel foam. Our strategy is to bring these new higher-value products to world markets from our operations, including those here in Sudbury."

He said Inco is especially concentrating on market sectors such as batteries where the company already has strong customer relationships. "There's a race on to find the most workable battery power system for electric vehicles, stimulated by the need for pollution-free autos in many large cities worldwide."

We have estimated the annual market potential for nickel in all forms in this regard could eventually be between 20 and 40 million pounds going into the next decade. That's the equivalent of one to two-and-a-half months production from our complex here in the Sudbury area."

Besides vehicles, he said, the market potential for portable power using nickel rechargeable batteries is evident every day in the use of cellular telephones, portable house-

hold equipment and appliances and a host of other applications.

"Mr. Premier, we are thankful for Ontario's support of this inaugural production line and we look forward to additional lines operating as demand for Inco's product strengthens and grows," he concluded.

In the research phase for the past two years, nickel foam has been under development at Inco's Copper Cliff Refining nickel circuit.

Inco is being assisted in the research and development of nickel foam by a \$12-million, repayable loan from the Northern Ontario Heritage Fund Corporation (NOHFC).

"This loan is the largest single contribution to a project by the Northern Ontario Heritage Fund and represents a substantial investment in the future of Sudbury," said Sudbury East MPP Shelley Martel on behalf of Minister of Northern Development and Mines and NOHFC Chairperson Gilles Pouliot. "We are confident that it will pay dividends in terms of jobs and new industrial activity in the area."

She said that the project will keep Inco and Ontario's mining industry at the leading edge of environmentally sound technology develop-

ment. If the technology proves successful, she said, Inco will be responsible for developing technology which has the potential of displacing toxic cadmium from rechargeable batteries.

NOHFC has the goal of fostering long-term economic growth and diversification in Northern Ontario. Since inception, it has helped create or retain approximately 10,500 jobs in Northern Ontario by committing more than \$200 million to more than 1,500 projects in the North. This support has resulted in approximately \$700 million in total investments being committed.

The nickel foam project is the latest Inco initiative to provide highly-skilled employment in Sudbury. About 20 research technologists, technicians and skilled process workers are currently involved.

Nickel foam, which has been developed using Inco's nickel carbonyl technology, is seen as environmentally friendly. It produces no polluting effluents and could displace less efficient and more polluting technologies. As the market grows for nickel foam, Sudbury is seen as a logical site to carry on Inco's work in recycling nickel cadmium batteries.



Rae looks on. The three cut the nickel foam "ribbon"



Nickel vapor deposition/foam operator Gerry Schroeder explains the workings of the Foam Control Room to Mike Sopko and Premier Rae.



foam operator, while Inco



Sudbury East MPP Shelley Martel said the nickel foam project will keep Inco and Ontario's mining industry at the leading edge of environmentally sound technology development.



Superintendent of Value Added Products Wayne Leavoy shows Premier Rae the kind of appliance that could use nickel foam in their batteries.



This picture of Premier Rae, Steelworkers International Secretary-Treasurer Leo Gerard and Inco Chairman Mike Sopko makes the premier's point about government, private enterprise and labor cooperation to enhance Ontario's presence in world markets and create a higher-skilled, higher-wage economy.



Premier Rae holds up a copy of Sudbury, a new book by local author Ray Thoms, presented to the premier by Ontario Division President Jim Ashcroft.



Kjeld Bech watches as Premier Rae examines a piece of nickel foam.

## Teamwork a critical ingredient in research, development of high-tech product

The term "Research and Development" conjures up images of the isolation in ivory, sterilized towers of hermit geniuses.

Not so. The magic ingredient in the nickel foam project is the same recipe that's making the difference all over Inco. The teamwork of Inco employees.

"This project could have easily failed at many of the difficult stages," says Sheridan Park's Victor Ettel. "It succeeded because we were able to find and pool the needed human resources and talents in so many different fields at Copper Cliff and

Sheridan Park."

Victor said the foam project was by far the most difficult and challenging of any of the laboratory-originated projects he's been involved with.

He said the project required solving many non-metallurgical problems involving non-traditional (for the lab) disciplines such as physics, organic chemistry, electrical and mechanical engineering, process control and others.

"It involved one of the largest team efforts at the laboratory and one of the closest joint team efforts with the Copper Cliff Refineries and General Engineering organi-

zations," said Victor. "It also involved solving more difficult problems during process development, scale-up and commissioning than any of the other projects I have been involved with."

His outline of the major milestones in the Research and Development project included:

1988 Sheridan Park researchers doubt that soft polyurethane plastic can be plated from carbonyl gas but try anyway. V. Paserin succeeds on beaker scale to plate one square inch of PU foam from carbonyl gas (two samples of

foam didn't plate, third one which was dark, did.)

1989 Horizontal bench-top plater built. Teflon membrane window replaced by cooled, double-glazed quartz window. Vertical, single-stage bench-top plater built.

1990 Two-IR stage bench-top plater built, RH heating section added. Semi-continuous miniplant plater built using two modules of future commercial plant.

First Inco patent granted. 1991 Mini-plant modified to continuous operation, to pilot remaining modules of

future commercial plant.

1992 First prototype commercial plater being built at Copper Cliff Refineries nickel circuit.

Second Inco patent granted.

1993 Commissioning, process improvements, product qualification and improvements.

1994 Commercial production.

Inco foam's advantages confirmed by customers.

Miniplant upgrading begins. Purpose is to advance process control technology to improve density variation.



## FOR YOUR HEALTH

From the Occupational Medicine Dept.

As we get older most of us experience aches and pains more frequently. Many of us over 45 or so think that it is a natural part of aging. To some extent this is true as our joints tend to show the signs of wear and tear and the connective tissue that makes up our tendons and ligaments, covers our muscles and covers our whole body has a tendency to tighten as we get older.

There seems to be two main approaches to aches and pains. Put your head down and ignore them until they get so bad that you have to give in, or stop doing things and continually go for medical attention.

As is usually the case neither of these approaches is correct. The balance is somewhere in between.

When you first have aches or pains get a gel reusable ice pack, wrap it in a thin towel and put it on the sore area for 20 minutes. Repeat every hour. Get into comfortable positions and take it easy but move often. Try not to do anything that increases the pain.

If the pain lasts more than a few days without improving see your doctor to make sure that nothing medical is the cause. This is especially true if the pain is in the chest area, even if there is an explanation such as repetitive lifting and repetitive use of your arms.

If the doctor feels that all is well then it is time for you to become your own therapist. You are the specialist in your pain. Do not do anything that increases it.

The following are suggestions to try. They are meant to help your pain. If any of them make your pain worse they are wrong for you so stop them.

### General Rules

#### 1. Use ice therapy even for old pain.

Buy a reusable gel ice pack for \$2 to \$8 at a safety supply or drug store (frozen vegetables will do in a pinch but do not get cold enough for the full effect). Freeze the ice pack in the freezer, wrap in a thin towel and try to leave it on for at least 20 minutes for the full effect. You will not like the first 10 minutes but should feel better when you get off the ice. The effects should stay for an hour or more depending on how bad your pain is. If the cold gives the sore part an ache, apply a hot wet towel for 5 minutes after ice treatment. Repeat every hour or so. Also use ice for prevention if you feel that you have overdone an activity.

#### 2. Take hot showers and saunas, but no long hot baths or whirlpools.

Warm but not hot helps the muscles to relax and decreases our pain. The massage aspect of the shower also helps decrease our pain. Long hot baths and whirlpools relax all of us but they will make muscles stiffer in less than an hour. If a hot bath or whirlpool helps relax you, put ice on the sore area afterward.

#### 3. Use creams and rubs

There are two main types of rubs. One type gives you the sensation of being hot or cold. This type interferes with the pain messages and gives you some relief but doesn't change the cause of the pain. The penetrating rubs do not smell or feel hot or cold. They take about 30 minutes to react. They are available at most drug stores.

#### 4. Rest the part and stay active by wearing supports.

Whatever the cause, your body is telling you that you have overdone it and you must give the part a rest. You can do this by doing nothing or you can put a brace on and stay more active without stressing the injured area. Find the best resting positions for the sore area when you are resting. When you do want to do something, wearing a support and staying active is the best choice in most cases so the rest of your body doesn't become less fit and you are happier because you are still doing some of the things that you want to do.

## Soothing the aches and pains

Supports of all types are available at drug stores or specialty stores for medical related equipment. You should go to try one on when you have the pain or you can do something to get the pain. Try the support on to see if it decreases the pain. If it doesn't decrease the pain do not buy it. Shop around for another type.

There is a lot of controversy around the use of supports. Use common sense. If a support decreases your pain, make it possible to do things without increasing your pain and allows you to lead a more normal life with less medication, use them.

Back supports are used for lower back pain and leg pain associated with back problems.

There are many types. Start with the elastic one that has extra supports that attach by velcro to the main support. If this doesn't help try one that has more rigidity with plastic or metal. Tennis elbow supports are available for pain in the "muscle" just below the elbow.

There are a few types of tennis elbow supports. If you have tennis or golfer's elbow it is usually advisable to wear them close to 24 hours a day until you do not have any more symptoms and then continue to wear them for anything strenuous or for anything that gives you discomfort, even in bed if you are awakened by pain in the night. Wrist supports are available for pain or funny feelings in the wrist or hands.

Wrist supports should also be worn at work and home and in bed and whenever you have any of the symptoms. Knee supports are available for aches and pains in the knees.

Knee supports should have a hole out for the knee cap as pressure on top of the knee cap can cause irritation to the joint under it. They come with and without hinges. You may wear one with hinges for more demanding activities.

Arch supports and gel heel pads are helpful for soreness of the foot, arch or heel. Getting the "right" support for your foot is important. When you find something that helps, wear them in all your footwear and do not go barefoot or wear floppy slippers.

Rib belts are used for sore ribs or soreness in the mid back area and soft collars for a sore neck or soreness in the shoulder area related to the neck.

Soft collars can be worn to rest the neck when it is sore or to be more active and do things with your hands when your neck is sore. They come in different heights but may need to be cut down to suit you. Most of the muscles at the back of the shoulders are attached to the back of the neck so doing things with our hands can put more stress on the neck. With the collar the chin rests on the collar and decreases the stress from the pull of the muscles on the neck. This often allows you to do things without undue strain to the neck. A bath towel rolled up and wrapped around the neck and tucked into your shirt may help in the same way that the collar does. Use a sling for a sore shoulder. Putting your hand in a pocket that is at the right height is another way to rest the shoulder.

5. When you are feeling better, do some exercises to improve muscle strength and flexibility. Do not do anything that aggravates or increases your pain. The exercises are to make you feel better. "No Pain No Gain" is for fools.

6. Change your routines so that you are not using the same muscles over and over.

7. Try and figure out another way to do each job so that it is easier or so you can change the positions that you do the activity in.

If the above suggestions do not decrease your pain then you may need more treatment by a professional. This includes pills from your doctor or treatments from a chiropractor or physiotherapist.

### Mushrooming Environmental Work



Even Inco energy mascot Less Watt seems to be giving the thumbs up to Inco's revegetation efforts as symbolized by this giant mushroom found growing in the Tailings area behind North Mine. Dave Cleminson of Transportation could probably supply pizza toppings for his entire department with this granddaddy of a mushroom. Transportation employees doing routine rounds in the area noticed several of the large mushrooms and were so amazed they brought one back to share with co-workers and with all employees through the Triangle. The mushroom is another sign that Mother Nature, with Inco's help, is doing a good job of rejuvenation.

### Da name of dis tune is Hallowe'en



Vic Theriault of Information Systems got into the spirit of things this Hallowe'en and came to work as one of the Blues Brothers. Vic is handcuffed to his briefcase and blowing on a harmonica.

# Donation of parkland an example of Inco's good corporate citizenship

Inco was praised as a good corporate citizen by Sudbury Mayor Jim Gordon at the official opening of the \$228,000 addition to the Delky Dozzi Community Centre recently.

Referring to the company's donation of 33 acres of land for the centre, Mayor Gordon said that Inco is doing "everything they can" to be helpful to this community.

Ontario Division president Jim Ashcroft was among those who officially cut the ribbon for the addition.

The 2,500 square foot addition was funded by the Canada Ontario Infrastructure Program and the City of Sudbury. The addition includes a meeting room, common room and kitchen facilities which enhance the facility's use as a community recreation centre.

Others attending the ceremony included Ward 5 councillor Gerry McIntaggart of Warehousing, building committee chairman Mark Dozzi and Fred Ellero of Ellero Monuments.



Mayor Jim Gordon, Mark Dozzi, Jim Ashcroft and Gerry McIntaggart cut the ribbon to officially open the new extension to Delky Dozzi Memorial Park.



## HERITAGE THREADS

by Marty McAllister

### Story Leftovers

I just finished a story about electric vehicles (EVs) and the Inco folks who are trying to make 'em better. Its readers will decide how well the piece turned out, but I already know it has the same problem as the theatre version of a movie: lots of good parts have been left on 'the cutting room floor'.

### Inspiration

My final draft doesn't tell, for example, how Aurel Courville, not to mention Mike Peters and his sons, helped me wangle that first ride through Nickel Park in the Inco EV this summer. I'm sure you've seen lots of pictures of that sleek Plymouth Voyager, so I won't go on about how pretty it is, but I have to tell you the experience brought out the boy in me again. Without Aurel and Mike, therefore, I would never have been inspired to approach Bob Purcell (Inco Public Affairs, Toronto) about doing the story. Then, when I did call, poor Bob hadn't a clue that I didn't either. I was just floating a trial balloon, sort of the barest skeleton of a new story idea. And, when I got off the phone that day my wife wondered why I looked so puzzled. "He said to go ahead," I told her.

### Tutors

Those of you who have been around long enough to remember me as an underground electrician will understand that I had become a little rusty . . . at least about subjects central to this whole electric vehicle business. Maybe my right arm still showed the scar from the battery electrolyte at Creighton #3 shaft, but my memory had completely healed over. So, on my first day with the new brain, I had lunch with Stu Gendron who had agreed to chat about what's happening with EV batteries, nickel foam and other things. I was very confused and he was very kind. The next morning, over at the research library, Janet Lindala helped me go through several months of press clippings so I could start catching up on the latest EV developments and arguments. By afternoon, when I was able to briefly visit with Sandy Bell from our J. Roy Gordon Research Lab in Mississauga, I was able to fake it a little. Dr. Bell knew better, but he was kind too.

### Book Searching

I told you last time about my hospital stay, but I should add that it was a great chance to read all those clippings of Janet's, as well as EV books (a very small pile) from the Sudbury library. Now, there's an insider's tip for

## Story leftovers

you: whenever you want to see if a new thing has really caught on yet, or if an old thing still tickles someone's fancy, try finding a book about it. It's not the local library's fault that they have only one new book on electric vehicles and maybe four that are 15 to 20 years old. That's about all there are! They even did an inter-library search for *Tom Swift and His Electric Runabout*, by Victor Appleton, (from back in the '20s, I understand) but it is not listed at any library in Canada! Maybe I give up too easily but I decided my story would have to do without Tom Swift. I thought for sure the World's Biggest Bookstore in Toronto would have the very latest on the subject. Instead, I found *Wood and Canvas Kayak Building*, *Zen and The Art of Motorcycle Maintenance*, *John Deere Tractors*, the *Complete Guide to Dressage*, and even *Classic John Deere Tractors* (no kidding!) . . . but not one book, not one magazine, dedicated to electric vehicles. So, I came home.

### The Best Archives

Ron Orasi told me one time about a lady who claimed that the best archives are still hidden away in people's own homes . . . in cupboards, drawers or on bookshelves. Well, on the top shelf in my little study, I have a handful of special old pictures, a chunk of rusty ore, some souvenir matches from Peru, a leaf and a ragtag assortment of books. Including, a few old books. Sure enough, one day as I glanced up at the picture of my 'folks' 50th wedding anniversary, I spied one of dad's old electrical books. Now, I thought . . . it wasn't that old, was it? Yep, this 1927 edition of *Audel's Handy Book of Practical Electricity* had been right under my nose all this time. And, hidden there inside it was a full chapter on Electric Vehicles! It gave plan and side views of the Baker Electric . . . an illustrated maintenance guide for the Rauch & Lang's motor . . . a few troubleshooting pointers . . . and even a diagram of the Wood Electric's interlocking, dual-control brakes. In a Wood, a nervous passenger could apply the brakes independently, but then the driver's pedal could release them again . . . and so on and so on. Sounds like an argument waiting to happen. Why couldn't I have found dad's book before I talked to Stu and Sandy? They might have been really impressed. Or, maybe not. A little knowledge can be a dangerous thing, especially when it's 70 years out of date. Anyway, speaking of old knowledge and old books, how about that boy's story I was looking for? Since I couldn't find it in Canada and since I know a few copies of *The Triangle* find their way to New York and other U.S. locations, maybe one of you down there will stumble across an old copy of *Tom Swift and The Electric Runabout*. I promise I'll return it.

# in touch

## Tom's environmental work benefits community, Inco

**W**hile his employer was mining nickel, Tom Peters was letting the grass grow under his feet.

But a reminder of what the retired Inco agrologist accomplished and what he's giving back to his community takes only a short drive to anywhere in the region. For that matter, it takes only a glance out the front windows of his Copper Cliff retirement home at the former nickel roast yard that is now Nickel Park.

"This place used to be ugly. Just about every approach to Sudbury was desolate, barren and ugly," says Tom. "If this place would've remained the way it was back then, nobody in his right mind would've retired here anywhere near here."

In his 37 years with Inco's Agriculture department, Tom helped pioneer the revegetation of thousands of hectares of land, plant thousands of trees, grow vegetables and tree seedlings in underground mine drifts, use mine ventilation updrafts to heat greenhouses and turn mining waste sites into wildlife habitats.

"I've been a lucky person," said Tom. "At a time when words like 'environment' and 'pollution' were hardly in the public vocabulary, Inco gave us a free hand to experiment and supported what we were trying to do. I've been fortunate because I've been allowed to pursue a cause wider than Inco. We've always felt that what we were doing in the Agriculture department was not only for the benefit of our employer, but for the community, our neighbors and the world."

His analysis of the scope of Inco's pioneering work has proven accurate. A recent award by Ducks Unlimited for Tom's contributions to the development, preservation, restoration and maintenance of our natural environment is the latest in a long list of local, provincial, national and even international recognitions he's earned.

"Tom's contribution and dedication to the environment has 'grassed the way' for Sudbury's land reclamation



Retired Inco agrologist Tom Peters with a few of the many environmental awards he's earned in his long career.

projects and achievements," said Chris Perry of Ducks Unlimited.

When Tom began with Inco in 1948 the Agriculture department had already been in operation for 30 years. "But its role in those days was basically to handle compensation claims for crop damage and

to grow plants in the greenhouse for use in Inco offices," said Tom.

But by the end of the '40s the Inco 'Aggies' were experimenting with early greening efforts.

"Inco was always a leader in this field. We were doing it — on a small scale — at a time

when it was unheard of in the mining industry."

The first efforts were along the short corridor from Copper Cliff to Sudbury and the work evolved to experiments with mine tailings seeding.

"The tailings work was initiated in an early attempt to do something about the blow-

ing dust," said Tom. "We tried all kinds of things, all kinds of touch grasses and mixtures. We were so desperate that we even tried weed seeds from farmers' thrashings. We looked for the things that survived under hard conditions, like in ditches along the side of the road."

It was three years into the tailings seeding project before there was any sign of success. "Canada Blue grass was taking root. We applied limestone to increase the Ph and fertilizer. We did the work with a shovel at first, then later we used a truck."

By 1956 the department had established a formula of seed mixture, lime and fertilizer that worked. Still being used today, the basic formula is now being applied by aircraft to regreen hundreds of acres at a time.

"When I look at what's going on today and what's been accomplished, I take a great deal of pride and satisfaction that I've had some involvement in all of this," said Tom.

Not that the Aggies haven't made mistakes. "Until 1964 we were cutting the grass on the tailings and selling it as hay until it was noticed that we were cutting off birch seedlings," said Tom. "It was a clear sign that nature was trying to make a comeback on the tailings and we were inadvertently thwarting its efforts."

Once the cutting ceased, birch trees became more numerous and led to successful experiments with planting red and white pine and white spruce seedlings. In 1972 a regular program of tree planting was in full swing, the same year plans were being drawn up to establish a wildlife management area on reclaimed tailings.

There was some surprise, he said, at just how fast nature was reclaiming its territory. What was once tailings-mining waste — soon was teeming with insects that brought birds, rodents and other animals.

Today, regular sightings include bear, wolves, deer, foxes and many varieties of birds.

"We were cautious at first



In some areas, particularly along creeks, the local beaver population and Inco's Agriculture department are in constant competition. Above, Tom Peters examines a beaver victory.



When these trees behind Tom Peters were planted by Inco the term "environment" was hardly in the public vocabulary.



Tom Peters examines some self-generating new growth at the Tailings area against a backdrop of well-established vegetation.

and worked together with Laurentian University in the mid '70s to test insects and field mice to see if there was any contamination in the food chain. The examinations were negative. There was no contamination."

The Inco tailings reclamation has been compared as an ecological feat at par with the clean-up of the Thames River in London and has drawn attention from around the world. In 1978 Tom was "loaned to the United Nations" by Inco. For six weeks he worked at tailings stabilization programs in Thailand and the Philippines.

Also in 1978 was the beginning of the Creighton Mine underground greenhouse, a unique facility that has drawn more attention to Inco over the years than perhaps any other project.

"The idea to grow year-round food products for Northern Ontario underground where heating costs were virtually nil came from some Laurentian students," said Tom. "We looked at it and decided to try it. For the first few years we grew cucumbers, tomatoes, spinach and leaf lettuce and we were getting some pretty good yields. The cucumbers were doing particularly well. Every Creighton miner had a source of cucumbers and it depleted the supply so much that we had to fence off the area."

When interest in the underground veggies dropped off, the facility was transformed to serve Inco's growing environmental efforts. More than a million tree seedlings have been sprouted in the underground greenhouse, brought to surface then trans-

planted in the tailings and other stressed land areas.

The project continues to capture the imagination of people today and over the years has been featured on the Global and CBC television networks, various times on local radio, television and print media as well as the Toronto Star, National Geographic, university publications and numerous other technical and trade magazines.

"I think not only Inco, but the entire mining image has been changed for the better through these kinds of efforts," said Tom. "Inco has always been generous in sharing the limelight."

As if to prove his Inco years were more a vocation than an occupation, Tom is probably as involved in the environmental field today as he's ever

been. He lectures on mining-related environmental subjects at Laurentian and Guelph universities and Cambrian College, speaks at conferences and seminars and consults on land reclamation for industries all over North America.

"I'm away from home 10 or 12 weeks a year," he said, "but I don't mind. It keeps me in touch with what's happening."

Tom was the driving force behind the formation of the Ontario Institute of Agrologists by lobbying members of the Ontario provincial legislature for passage of the bill setting up such an organization. In 1992, the OIA recognized Peter's role by naming him a distinguished Agrologist.

His many awards include an OAC Alumnus of Honor

Award in 1991; the Reclamationist of the Year award in 1987 from the American Society for Surface Mining and Reclamation and the Noranda Award for Reclamation from the Canadian Land Reclamation Association in 1984.

He has been granted an honorary Doctorate of Science degree from Laurentian University. And in Guelph, the Thomas H. Peters Scholarship was established in his name for land reclamation students at the University of Guelph.

"People didn't understand what we were about back when we started. People used to look at us as if we were odd balls," said Tom.

With the environment perhaps the number one public concern today, Tom figures time has caught up with the Inco Aggies.

## In Memoriam

| NAME                | BORN     | DIED     | YRS SERVED | NAME               | BORN       | DIED     | YRS SERVED |
|---------------------|----------|----------|------------|--------------------|------------|----------|------------|
| Allan, Hugh         | 10/20/13 | 10/31/94 | 38         | Leblanc, Camille   | 12/22/21   | 10/30/94 | 30         |
| Bamber, David       | 09/09/14 | 10/05/94 | 36         | Leduc, Oliver      | 03/09/1899 | 10/03/94 | 28         |
| Barrette, Edward    | 07/08/16 | 10/26/94 | 42         | Levesque, Aurele   | 04/23/27   | 10/02/94 | 31         |
| Baseden, Jesse      | 11/16/13 | 10/26/94 | 36         | MacNeill, Neil     | 04/22/29   | 10/16/94 | 28         |
| Beaudry, Armand     | 01/25/31 | 10/01/94 | 33         | Marion, Maurice    | 04/16/22   | 10/28/94 | 28         |
| Branning, Elmer     | 10/11/09 | 10/20/94 | 34         | Matte, Ernest      | 10/30/12   | 10/29/94 | 41         |
| Brown, William      | 11/08/27 | 10/28/94 | 37         | Matte, Henry       | 10/19/14   | 10/25/94 | 36         |
| Burke, Thomas       | 09/01/25 | 10/01/94 | 36         | McGrath, James     | 08/04/27   | 10/28/94 | 16         |
| Chirko, Joseph      | 04/17/18 | 10/09/94 | 30         | Pitts, Charles     | 09/18/19   | 10/31/94 | 29         |
| Cote, Heribert      | 04/16/22 | 10/03/94 | 38         | Prevost, Donald    | 09/29/32   | 10/30/94 | 36         |
| Cresswell, David    | 03/04/16 | 10/14/94 | 39         | Renaud, Leo        | 04/10/32   | 10/21/94 | 31         |
| Desjardins, Alan R. | 10/25/55 | 10/24/94 | 20         | Sagadore, William  | 02/09/31   | 10/27/94 | 34         |
| Forster, Sidney     | 10/28/30 | 10/30/94 | 12         | Sebok, Gabor       | 07/21/12   | 10/27/94 | 26         |
| Gerrard, Victor     | 08/19/23 | 10/23/94 | 34         | Sologuk, John      | 07/05/21   | 10/04/94 | 31         |
| Godin, Rene         | 09/15/27 | 10/12/94 | 28         | Strutt, Glenn      | 11/12/30   | 10/15/94 | 38         |
| Hood, Robin         | 01/26/07 | 10/03/94 | 35         | Tomassoni, Gino    | 05/27/26   | 10/02/94 | 35         |
| Johnstone, John     | 11/21/17 | 10/16/94 | 29         | Tuomi, Olva        | 10/07/31   | 10/10/94 | 25         |
| Jokinen, Alvar      | 11/11/19 | 10/11/94 | 22         | Turpeinen, Charles | 03/10/15   | 10/21/94 | 33         |
| Lawrence, George    | 06/21/18 | 10/31/94 | 27         | Zanier, Edward     | 10/19/07   | 10/02/94 | 42         |

## How to deal with stress outlined at workshop



Inco secretary, general counsel and executive vice-president Stuart Feiner outlines the challenges facing Inco at the second annual Environmental Health and Safety Workshop held here recently.

The second Environmental Health and Safety Workshop went so well this year that a third is already planned for mid-June in 1995.

Day one of this year's event took place at the Copper Cliff Club while participants moved to the Steelworkers Hall for day two.

Highlights this year included a tour of Inco's Copper Cliff Smelter. At the opening day luncheon, Larry Banbury, manager of Safety, Health and Environment for Inco's Ontario Division made the point that we must all keep track of environmental policy issues, "or they'll come back to haunt us."

Keynote speakers were Inco secretary, general counsel and executive vice-president Stuart Feiner and Steelworkers International secretary-treasurer Leo Gerard. They spoke on the responsibilities facing management, labor and the industry as a whole in meeting the requirements of safety, health and the environment.

Stuart said environment, health and safety ranks among the highest of Inco's corporate priorities and strict policies are applied throughout the company's worldwide operations. Audits, monitoring and risk reduction programs are just part of Inco's activities.

He said Inco's corporate Environment, Health and Safety Policy requires the implementation of the policy worldwide by line management, employee involvement and participation at all levels, devel-

opment of guidelines and codes of practice and regular reviews by the board of directors.

Key to the program, he said, is accountability. He said that communications between all levels including senior management and the board of directors is critical to the success of the programs.

On the first day of the workshop, sessions included environmental health and safety auditing, a look at the needs and benefits of an audit program. The history and the evolution of Inco's Environment, Health and Safety auditing activities was reviewed by Ed Kustan, manager of Environmental Assurance, in Inco's Toronto office.

A tabletop emergency exercise was organized by Ellen Heale, Emergency Preparedness Coordinator for the Ontario Division.

Inco's first mine closure plan, an outline of what's involved in producing a plan to fully decommission a mine property in Ontario, was the subject of a presentation by Mike McCann, environmental engineer and Paul Yearwood, environmental coordinator.

Also included were sessions on:

- **Failsafe Front End:** Risk Assessment is a chance to get right to the part of the process that has the highest potential for loss. The session, including step by step instructions that make failsafing simpler, was presented by Bill Romas, instructor in Human Resources Development, David

Vitone, engineer in the Power Department and Carol Walton of Coleman Mine's training department.

- **Environmental Performance - Meeting the Challenge.** It showed how improvement initiatives are contributing to a more "environmentally friendly" Ontario Division. It was presented by Carolyn Hunt, senior environmental analyst.

- **A session on Wellness** was held explaining how workers can live a healthy lifestyle. It was presented by Brenda Bresnahan, Cheryl Emblin and Donna McNamara of Occupational Medicine.

- **Occupational exposures** of shotcreters was outlined by Bruce Urquhart, senior environmental analyst.

On the second day of the workshop, subjects included:

- **Certification update.**
- **Developments in Ergonomics** by ergonomist Trevor Rickwood.

- **The rules and programs** to get employees back to work by Gary Hughes of Compensation.

- **Counselling services** explained by Doug Basha, co-chair of the joint USWA/Inco Employee Assistance Program.

- **Air quality post-Suplher Dioxide Abatement project** and the effect on air quality in the Sudbury area by Dan Bouillon, senior environmental analyst.

- **The role of the clinic** in Occupational Hygiene work.

- **Waste management.**
- **New laws and regulations** governing effluents.

## Evident enthusiasm for health, safety workshop

"Don't take yourself or life too seriously . . . you ain't gonna get out alive anyway."

That's the so-called Rule #62 of Doug Basha, a former RCMP officer who is now co-chair of the Employee Assistance Program, a joint effort of the United Steelworkers and Inco.

At the recent second Environmental Health and Safety Workshop, he presented a paper entitled "When the stress of living and coping interferes with the job, it's time to seek help."

In 1977, Inco and the USWA co-founded an alcohol and drug rehabilitation program. Since then many Inco employees whose lives were on the downhill have started to head in a more positive direction.

Doug points out that personal problems such as marriage break-up, the death of a child, a family suicide, or even

an early history of childhood abuse can cause serious problems at work.

There are many ways to treat various people with various problems. The most important element is to establish trust with the victim; to be a good listener and to guarantee confidentiality. Doug says those seeking help must be careful to get the correct program.

Times change and they must find the one that fits their personal needs. For instance, Robin Williams has a counsellor that deals with his problems . . . fellow comedian Jonathan Winters. Wayne Gretzky has his dad.

Doug explained that stress is our perception of events that create positive or negative feelings, that may affect our physical, emotional, mental or spiritual balance.

Doug draws a lot of his inspiration from Melody Beattie and her book "Co-De-

pendent No More", and, in fact, includes the following excerpt from her writings "Healthy Self" in his lectures. Doug suggests posting this in a prominent location to be read and re-read.

### Healthy Self

*Of all the judgements that we pass in life, none is as important as the one we pass on ourselves, for that judgement touches the very centre of our existence.*

*No significant aspect of our thinking, motivation, feelings or behavior is unaffected by our self-evaluation . . .*

*The first act of honoring the self is the assertion of consciousness: the choice to think, to be aware, to send the searchlight of consciousness outward toward the world and inward toward our own being. To default on this effort is to default on the self at the most basic level.*

*To honor the self is to be willing to think independently,*

*to live by our own mind and to have the courage of our own perceptions and judgements.*

*To honor the self is to be willing to know not only what we think but also what we feel, what we want, need, desire, suffer over, are frightened or angered by and to accept our right to experience such feelings. The opposite of this attitude is denial, disowning, repressing, self-repudiation.*

*To honor the self is to preserve an attitude of self-acceptance - which means to accept what we are, without self-oppression or self-castigation, without any pretense about the truth of our own being, pretense aimed at deceiving either ourselves or anyone else.*

*To honor the self is to live authentically, to speak and act from our innermost convictions and feelings.*

*To honor the self is to refuse to accept unearned guilt and to do our best to correct such guilt as we may have earned.*

*To honor the self is to be committed to our right to exist which proceeds from the knowledge that our life does not belong to others and that we are not here on earth to live up to someone else's expectations. To many people, this is a terrifying responsibility.*

*To honor the self is to be in love with our own life, in love with our possibilities for growth and for experiencing joy, in love with the process of discovery and exploring our distinctively human potentialities.*

*Thus we can begin to see that to honour the self is to practice selfishness in the highest, noblest and least understood sense of that word. And this, I shall argue, requires enormous independence, courage and integrity.*

For more information on the Employee Assistance Program, contact Doug or fellow co-chair Dave Kilp at 675-3509.

# ISO TODAY

## International standards replace national

In the fall of 1989 the first group of suppliers and contractors were asked to establish registered quality assurance programs.

Although ISO 9000 was published in 1987, the Canadian Standard CAN3-Z299 was more readily accepted in Canada and therefore the companies were asked to comply with the requirements of this family of standards. Since the beginning a conversion from CAN3-Z299 to ISO 9000 standards has been made.

The companies involved in this first phase were those that provide materials or services related to pressure systems and structures. This was an integral part of a program being piloted in the Copper Refinery to ensure that our pressure systems were capable of performing their functions continuously, safely and in compliance with all provincial regulations. The program was very successful both from Inco's perspective and from that of most of the suppliers that participated. Many suppliers have reported reductions in their costs and expanded markets from having implemented the quality assurance programs.

Other groups of suppliers were asked by Inco to implement quality assurance programs since the first initiative and now approximately 200 of our suppliers are involved. Suppliers of pressure boundary parts, structural material and services, scissor lifts, value added repairs, critical supplies that affect Inco customers such as packaging and chemicals used in our processes, and suppliers evaluated through the Vendor Rationalization Program. Since a large number of our suppliers are located in the Sudbury area it is not surprising that Sudbury has one of the highest levels per population of quality assurance activity in the world. This in itself is an important feature for the region. Some suppliers in the region, seeing the benefits that other companies are deriving from ISO 9000, have initiated the process before being asked by their customers. It is interesting to watch companies now include ISO 9000 registration in their advertising and display their ISO 9000 registration accomplishments outside their places of business.

Our purchasing department notes that there is a lot less rework for them when the supplier gets it right the first time every time. The same is true for the end user of every product, if the inputs to the process are right much rework is eliminated by not having to start again.

The process begins with an evaluation to see if a supplier quality assurance program will benefit Inco. A model has been developed based on Z299.0 and ISO 9000-1 which evaluates design complexity and maturity, how complex the production is, the product characteristics and economic and safety factors.

The second major step is to ensure that our specifications are complete and accurate. A quality assurance program is not a product guarantee but a system to ensure the customer gets what is ordered. The most talked about example in North America is the concrete life jacket. If a customer orders a concrete life jacket the quality assurance program should help the supplier ensure that a concrete life jacket meeting all of the specifications is delivered to the customer on time at the agreed to cost. From this example it is easy to see that quality begins with the customer's request.

The next step is to communicate with the supplier the requirement to develop and implement a quality assurance program and have it registered. This process takes most suppliers from one to two years to complete. During this time a supplier is considered conditionally acceptable as long as he continues to make progress towards the development and registration

of a suitable program.

Inco's suppliers that have implemented a quality assurance program and submitted it for our review include:

ABRAFLEX LIMITED  
ALEXANDER IND.  
ANMAR MECH. (CAN-AIR)  
ATLAS ALLOY LTD.  
B&D PORTABLE ALIGN.  
B.S.K. MACH./SUD.GEAR  
BAKER HUGHES MINING  
BASCO STEEL PRODUCTS  
BASIN CUSTOM MACHINE  
BAYCAR STEEL FAB.  
BLM MINCON INC.  
BOWMAN DISTRIBUTION  
BRISTOL MACH. WORK  
C.C. MECHANICAL  
CAN-AIR MFG.  
CANRON INC.  
CARRIERE IND.SUPPLY  
CHESS CONTROL  
CITY WELDING SUDBURY  
COMSTOCK CANADA  
CONTINUOUS MINING SYSTEMS  
CRANE SUPPLY  
DOMINION BRIDGE  
DONN-MARR WELDING  
DRILLEX INTERN'L  
ELASTO-VALVE RUBBER  
EMCO SUPPLY  
ENDURAPACK INC.  
ESSO CHEMICAL CAN.  
EXPLOSIVES TECH.INT  
FELIX LOPES  
FISHER CONT.CO.CAN.  
FISHER CONTROL  
FISHER CONTROL INTER.  
FLOVAL EQUIP. LTD.  
G.M. NELSON  
GOODALL RUBBER CO.  
GREIF CONTAINERS INC.  
GRINNELL  
GROOM CALLAGHAN  
GROUND CONTROL  
ICI FOREST PRODUCTS  
ICI SUPERIOR EXPLOS.  
IIC INDUSTRIES  
ITW ELLIOT  
KAMBRIA CONTROL  
KAN-TEX  
KING PACKAGED MAT.CO.  
LESSARD WELDING  
LHD EQUIPMENT LTD.  
MANSOUR MINING

MARCOTTE MIN.MACH.  
MASTER WELDING  
MENTEC INC. EQUIP.  
MIDAN MECHANICAL  
NALCO CANADA INC.  
NELES-JAMESBURY  
NICKEL CITY STEEL  
NORDEX EXPLOSIVES  
NORONT STEEL LTD.  
NORTHERN ABCOR  
NORWELD INC.(MORGAN)  
ORBIT VALVE CO.  
PARTCO SALES&DISTRIB.  
PROCESS PRODUCT LTD.  
QUADRA CHEM. ONTARIO  
QUADRA CHEM. QUEBEC  
RASTALL & SON LTD.  
REMATECH  
REZPLAST  
ROMATEC  
ROY TALEVI'S  
SAMUAL NEWMAN STEEL  
SAMUAL&SONS  
MISSISSAUGA  
SAMUEL PLATE SALES  
SEAL UNLIMITED INC.  
SHELDON VALVE REPAIR  
SKW METALS & ALLOYS  
SLING CHOKER MFG.  
SOUCIE SALO  
STAINLESS STEEL TECH.  
STANCHER INC.  
SUDBURY VALVE& FITT.  
SUDBURY WELDING  
SWIFT ADHESIVES INC.  
SYNERGY  
THE ARTHUR S LIETCH  
UNION CARBIDE CANADA  
VALTEK CONTROL  
VERSATILE WALES  
VICTAULIC CANADA  
WALDEN WELDING  
WEBER IND. SUPPLY  
WELCO  
WESTBURNE SUPPLY ONT.  
ZACON LIMITED

We congratulate these suppliers in having completed this significant step in the journey of Total Quality Improvement.

## Port Colborne

## Ideas make jobs safer, more efficient

The employees of Inco's Port Colborne Refinery just keep coming up with good ideas.

The members of the UFAP weighing and packing team, for example, have not only made their job easier they have made it safer, more efficient and the end product more attractive to the customer. All it took was one good idea, followed up by two practical suggestions.

In the past, the UFAP employees had a difficult time packing 6 inch product into 3.4 cubic foot drums. Not only that, the process involved crushing the product, filling setting aside the product drums and then subsequently weighing the product drums. To ease this problem, the team first came up with the idea of a larger drum. Once the idea was approved by Marketing, they then enhanced the idea by removing a section of wall and extending the conveyor. This way the crushed product goes immediately into the drums and is sent down a continuous conveyor to the scale for weighing.

In addition, team members also came up with the idea of pre printed labels for the drums which will save time, increase legibility and add a slicker look to the product.

The UFAP weighing and packing team consists of David Stremlaw, Gary Balon, Bob

Bitner, Doug Schwyer, Mike Grisnik, John Marr, Mike Terrell, Alan Weaver, Brent Borland and Ron Baer.

Meanwhile back at YSSS, the OSHE Committee is getting great reviews for their efforts in putting out an Official Safety Rules and Standards booklet. The pocket sized booklet outlines the official rules of the department and can be easily enhanced with more guidelines on a regular basis. Both Mike Hili and Richard Agius, who worked on the booklet, say they were very open to any ideas from the floor and welcomed all suggestions.

The booklet, which took almost a year to compile, was distributed among employees a few months ago and has been well received. Thanks also go to YSSS Training Foreman Wayne Rae, who helped modify some of the safety rules originally set out by the Cobalt Department for YSSS.

Environment week may be over but Inco employees are still doing their part by continuing to save their pop pull tabs for the yellow containers in the lunch rooms. To date, response has been good and they close to their goal of being able to purchase a wheel chair for the local Red Cross.

# Yesterdays todays



## 40 Years Ago

Financed with proceeds from plays, dances, concerts and a government grant, the Creighton library was a real community effort. Members of the library committee, wielding hammers and saws, made the shelves and furniture and the curtains for the windows were sewn by one of the ladies.

It seemed everybody pitched in to help, even when it came to painting and remodelling the interior, to give it "a bright and shiny appearance."

The library got its start three years earlier with 250 books donated from residents and space provided by St. Michael's church, but organizational work continued until the library moved into its spanking-new quarters.

Besides a new facility, with a shiny interior, the library now had 1,200 adult books and 1,055 children's books.

Like the Triangle described it - the library was an example of good old-fashioned community spirit and a credit to the community.

Other stories that month: "First Indoor Highland Games Great Success" "Fine Time Had By All in High School Football" "Cone Settler for Sludge Removed Latest Wrinkle"

## 24 Years Ago

A last link with the past - the old No. 3 headframe and rockhouse were bowing to time and the weight of the demolition crew's hammer. Built in 1915, both survived a fire in 1930 and were the primary producers of ore at Creighton Mine until 1935 when No. 5 shaft went into production.

In 1951, the rockhouse actually retired from service when an underground conveyor was installed to transport ore to No. 7 shaft and then directly up to the mill.

Later, mining and milling technology improved, making the large, low-grade

# Creighton readers take action

zones in the upper part of No. 3 shaft valuable again, and a system of induced controlled caving below the original open pit gave the old mine new life.

No. 3 shaft, like all early shafts in the Sudbury area, followed the dip of the orebody, inclining at angles of up to 55 degrees to minimize the travel time to the working areas.

Over its lifetime, 25 million tons of ore were hoisted out of the mine from No. 3 shaft. Although the headframe was disappearing from the landscape, No. 3 shaft was sort of semi-retiring, rather than completely retiring. Plans were for it to spend the rest of its days as an important airway.

Other stories that month: "Company and Union Launch Problem-Resolving Meeting" "Inco International Marketing Involves Strong Organization" "Community Spirit of Italian Society Gets Award of Merit"

## 14 Years Ago

In the blink of an eye at 12:01 p.m., November 1, 1980, it was all over - 750,000 tons of ore blasted in one second from an area 150 feet wide and 350 feet long, between the 1,400-foot level and the 1,800-foot level at Stobie Mine. In all, the single blast was expected to produce 12 million tons of redeemable ore beneath the open pit, to be removed at the 1,800-foot level.

It took months of planning, drilling and loading and half a million tons of explosives to accomplish the feat. Hundreds of two-and-one-eighth-inch holes had to be drilled from the 1,800-foot level and 352 six-and-a-half-inch holes drilled into the block from the 1,500-foot, 1,530-foot and 1,600-foot levels.

Other stories that month: "Career Week - We Talk About the Mining Industry" "New Effluent Treatment Plant Opened at Port Colborne" "Serious Discussions at Coleman Mine"



# INCOME ideas

by Susan LeMay, CMA

We recently received our annual house insurance bill and I used the opportunity to learn more about what exactly we're paying for and what the "rules" are when it comes to the amount of insurance, what is insured and what the restrictions are.

We are like a lot of people - we pay insurance so we won't need it, but what if we did? Our insurance agent was most informative and I think I did learn "everything I wanted to know about insurance, but had never asked."

## Tenant or homeowner?

The first policy consideration is whether you have a homeowner's policy or a tenant's policy. There are some differences between the two. The first very obvious difference is that, as a tenant you are not paying to insure the building you live in - that's your landlord's responsibility. The tenant may, however, have what is called "tenant's legal liability" in his or her policy. This protects the tenant should his or her negligence result in damage to the building. Jim's example was a tenant who leaves a deep fryer turned on and causes a fire in the building. The landlord's insurance company would probably pay for the damage and then seek reimbursement from the tenant who would then contact his or her insurance company.

## Guaranteed Replacement Cost

We own our home, so I'll start with the items on our insurance policy. The first item is "the guaranteed dwelling building replacement cost". I looked at the amount and it sure seemed high to me, so

I asked exactly what it was. The insurance companies have a formula they accept for calculating the cost of rebuilding your house should it be completely destroyed. If you pay the insurance premium to cover this amount and your home is destroyed then the insurance company will pay for rebuilding it to its pre-disaster state, whatever it costs. If the guaranteed replacement cost on your policy is \$100,000 and it costs \$125,000 to rebuild it, then the insurance company will pay. On the other hand, if it only costs \$90,000 to replace it, that's all the insurer will pay. You can get your own estimate of the cost to rebuild your home and if it is less than you would give that to your insurance agent who would then take it to your insurer and if it were accepted you would have the guaranteed replacement coverage at a lower premium. A contractor or some other building expert would have to do the estimate every year.

## Replacement Cost

Replacement cost applies to both tenants and homeowners. It is insurance on the contents of your home or apartment. If you suffer a loss of some of the contents of your home your insurance company will replace those items with new ones. It is sometimes called 'old for new'. For example, your seven-year-old 29 inch Sony TV is taken in a break-in. The insurance company will replace it with a new 29-inch Sony - not a big screen. Replacement cost insurance is a good idea, but you have some real work to do to make it work. You need to do an inventory of everything in your house and then put a current replacement price on

everything. The first time this will take a lot of time, but after that it is a matter of an annual update for what you have acquired or replaced. There are some restrictions on replacement cost for fur garments, jewelry, silverware, pewter and goldware, and even bicycles. The total is limited and you need to be aware of what the limit is. You can purchase additional insurance for individual items if their replacement cost exceeds the limits of the coverage under the contents portion of your policy.

## Liability coverage

Liability coverage has become a big consideration in both homeowner and tenant policies. There have been large settlements in lawsuits in Canada recently. Liability coverage of \$500,000 is basic and our agent automatically uses \$2 million on the policies he issues. This liability insurance covers you when someone is injured on your property as well as if you cause harm to someone in some other way. Everything from slander to injuring someone while you are doing something else. For example, if you are out fishing and you accidentally get your hook into someone's eye and that person sues you, then your home insurance covers you. It has even gone to the point where children are suing their parents and vice versa just because the insurance company will pay. The cost of liability insurance is rising as a result of the increase in lawsuits.

## Potential Cost Savings

There are a couple of areas where you may be able to save on your home insurance premiums. The first is in the amount of the

# The right insurance

deductible you are willing to pay should you have a claim. A deductible of \$500 or even \$1,000 will save you money on your premium. Some policies are still showing a deductible of \$50. This was a lot of money years ago, but now it is less than the cost of a pair of jeans for a lot of teenagers. A consideration in choosing your deductible is the attitude of insurance companies to claims. If you have two or more claims in a short period - a year to 18 months - it is likely that your company will not renew your policy for the next year

and you will be shopping for a new insurance company. It makes sense to think carefully about small claims and to increase the amount of your deductible. A second way to save money is to shop around for the best rates. People often shop around for car insurance but not for house insurance. There is more room for savings in house insurance than in car insurance. These are the highlights of home insurance, other aspects such as insurance when you are away, or coverage for students away at school will be part of future columns.

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