



A 'bear victim' gets the treatment. See page 10 for pictures and story.

INCO Triangle

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Mining Week designed to inform, educate as well as celebrate

The celebration, promotion and appreciation of mining for its contribution to society in general and the Sudbury area in particular is the purpose of holding Mining Week '95 here, but a major emphasis will be on education.

"We want to spread the word about mining's benefits as well as the many excellent careers in mining, to educate young people as well as anyone else who will listen about the high-tech nature of

today's mining methods and the high-tech skills in robotics, computerization and communications that today's miners require to do their jobs," said Mining Week committee member John Gast of Inco. "We'd like to finally eliminate the misconception about miners as people whose only job requirements are a pick, a shovel and a strong back."

Tied in with events all over the province, Sudbury's celebrations this week involve

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Job posting policy simple, speedy, fair

A simple, almost paperless, speedy and fair communication system to advertise non-union staff (NUS) job vacancies has been approved by management and will be tested in two pilot vacancies immediately.

Developed by a subcommittee of the non-union staff's Communication Council, the revamped Job Opportunities system is designed to notify all employees of non-union staff vacancies. Under the old system, a person in Levack may not have been aware of a job vacancy at Garson.

"We wanted to match people to positions in light of knowledge, skill and ability," said subcommittee member Bob Todd.

He said employee performance would be revitalized through change along with employee mobility and the transfer of fresh improvement ideas.

"It's essentially to attract and retain talented people," said Bob. "We recognize that this is essential to other companies like Federal Express, Xerox, General Electric and others - and it is to Inco as well."

In the new procedure, a vacancy is declared and approved for replacement. The advertising manager develops a job requirements profile for the notification and selection process and then

fills in an E-mail notification form. Notification is E-mailed to all staff and a hard copy is posted on the hourly employee bulletin boards.

Employees can make inquiries and candidates can respond by an application/resume form.

The advertiser then acknowledges receipt of each application, reviews and evaluates each application, interviews a selected group of candidates and selects the successful candidate.

A memo of the results is E-mailed to all staff and a hard copy is posted on bulletin boards.

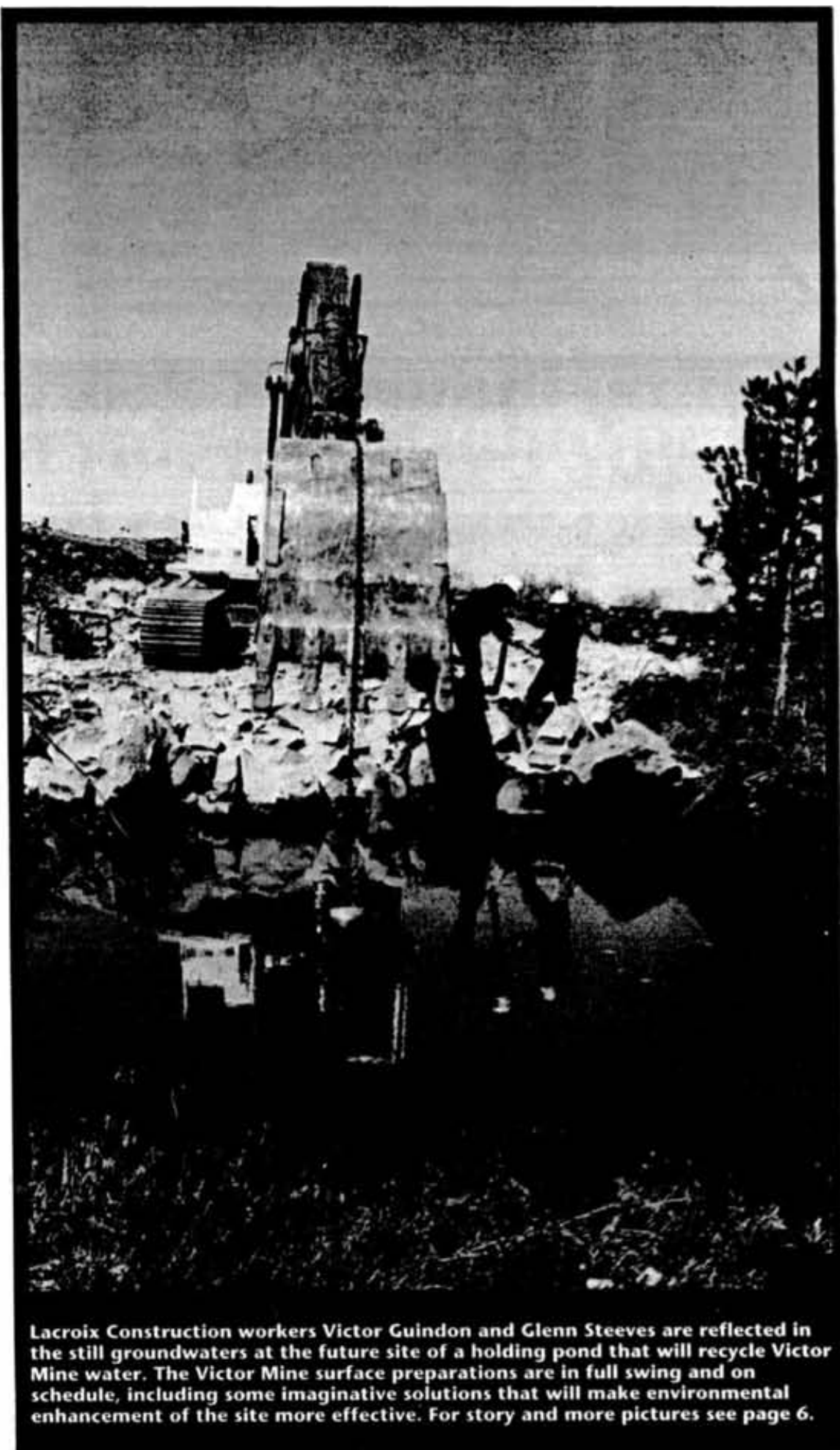
The advertiser answers any post process inquiries.

The key guidelines were that all permanent, full-time positions be advertised with the only exceptions being temporary leaves of absence, job rotation for career development, realignment, downsizing and reorganizing.

With opportunities open to all employees of the Division, a successful candidate moves within reasonable time.

The selection criteria is set by the advertiser and will be applied equally to all. Communication will be between the advertiser and respondent only. There is no third party administration.

Bob thinks the new system should be fully implemented by the end of May.



Lacroix Construction workers Victor Guindon and Glenn Steeves are reflected in the still groundwaters at the future site of a holding pond that will recycle Victor Mine water. The Victor Mine surface preparations are in full swing and on schedule, including some imaginative solutions that will make environmental enhancement of the site more effective. For story and more pictures see page 6.

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High school student co-op program takes



Patrick Arsenault of College Rayside-Balfour said his co-op placement at No. 1 First Aid has introduced him to activities in which he never thought he'd participate.

By Cathleen Feeley

Stay in high school . . . but a little on-the-job education sure helps bring the message home.

That's the theory behind a co-op program that turns Inco into a kind of "schoolroom." The co-op program helps students get a chance to see firsthand what the work environment is like, what's demanded and the educational requirements of mining careers.

Willy Metson, technical service co-ordinator at Divisional Shops, dubs the high school co-op program a win-win situation. He is thrilled with the young students who are working at various shops at Inco. "The trades people receive additional help on projects and students gain valuable experience. It gives students a chance to explore a job area that interests them. They actually work in the field giving them a chance to determine if it is the career path

they want to make.

"I think one of the things that impressed them the most was the size of the equipment. They adapted very well to it all and have proven themselves under the guidance of tradespeople," said Willy.

The emphasis on safety has made the biggest impact. Steve Prowse of Lo-Ellen Park Secondary School sees safety and a safe work environment stressed all the time. "Any work needs in terms of safety requirements or recommendations are always met. Being treated as a co-worker is something I really appreciate . . . the people here are great."

Divisional Shops' involvement in the co-op program goes back several years. "We support the program 100 per cent," said Willy. "We are training possible future Inco employees and students can get the expertise they may not necessarily receive at school."

Mining industry celebrates progress, growth, contributions to community



Mike Peters of Inco's agriculture department removes the weaker of two seedlings at Inco's underground greenhouse where more than a million seedlings have gotten their start. Some of these seedlings will be handed out at the Inco Display at New Sudbury's Supermall on Saturday, May 6 from 9:30 a.m. to 5:30 p.m. and at the Big Nickel Blast scheduled for Sunday, May 7.

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a strong educational and information component.

Throughout this week, the Sudbury Geological Discussion Group has arranged for a geoscientist to visit local classrooms for 45-minute presentations on the importance of mining to society. Requests are on a first-come, first-served basis and anyone interested should contact Ruth Debicki at 670-5785 or Mike Sweeny at 693-2761, ext. 3655.

Early Start

To kick off the event, the Sudbury Regional Development Corporation's annual Mining Week Breakfast Seminar was held Monday, May 1 at the Holiday Inn from 7:30 to 9:30 a.m. Guest speaker was Peter McBride of the Ontario Mining Association.

On May 2, Ministry of Northern Development and Mines staff at the Willet Green Miller Centre on Ramsey Lake Road gave area secondary school students a chance to see how the ministry operates. The students "shadowed" ministry employees while they went through their daily work.

On May 1, 3, 4 and 5, the Willet Green Miller Centre was scheduled to open its doors to groups wishing to tour the centre. For more information regarding these tours call Marc Leroux at 670-5869.

One of the most popular events of Mining Week is the science fair where local students/participants efforts are displayed. Awards were scheduled to be presented at the evening Meet the Miners reception on May 4 from 7 p.m. to 9 p.m. in the Science North Cavern. The Meet the

Miners reception is seen by committee chairman Dave Bull as the main event of the special week. "Last year over 300 guests attended the reception at Science North. It is the only event of its kind where professionals from industry, government and education meet and have an opportunity to exchange ideas and information. It is also the only event of its kind where elementary and secondary school students are recognized for their efforts in designing and developing science fair projects related to some topic in earth science."

Video contest winners are presented their awards along with the science fair winners at this event.

Having a blast

On Sunday, May 7, the grand finale will take place at the Big Nickel Mine where a full day of activities relating to mining will be held. Dubbed the "Big Nickel Mine Blast," the Science North/Big Nickel Mine-sponsored family event is designed for the general public and will feature presentations to the Mining Week Poster Contest winners as well as displays including an exhibit by the Sudbury Prospectors and Developers Association. For more information, call Shannon Tidball at 522-3701 ext. 296.

Inco seedlings will also be available to visitors.

It was decided that mall displays, originally ruled out, would be held. Inco, as well as other mining-related groups and organizations, will have exhibits at the Supermall in New Sudbury on Saturday, May 6 from 9:30 a.m. to 5:30 p.m.

Advantage of Inco's 'classrooms'

Student Jean-Marc Valade of Ecole Secondaire Catholique l'Horizon feels his placement in the Component Repair Centre is 100 per cent better than school. "It's great experience," he said. "I was finished school and came back to do this placement here at Inco. . . I'm learning so much and I'm able to contribute to the work being done at the Component Repair Centre."

All the students at Div Shops received an orientation session, safety training and first aid training. Adam Clark and Steve Quenville, both of Lo-Ellen Park Secondary School and both at the Machine Shop, received certificates in first aid. They plan to tour other facilities before completing their co-op work term in June.

"I never realized just how big Inco was. . . I used to think of Inco as the smoke stack and a nickel producer," said Steve. "So much goes on here. Inco's obvious commitment to reducing waste and recycling is evident everywhere. I never realized how much is done to help the environment."

His work at the Welding Shop has given him the opportunity to practice welding. He passed a test and is now certified in the Canadian Welders' Guild. "This is something I never would have had the chance to receive in school. Having this certificate and the welding experience may give me just the edge I need either as an apprentice or at college."

Skilled at welding in the flat and horizontal positions, he expects the qualification to help him get a summer job.

Other students at Divisional Shops include Jason Forsythe of Lasalle Secondary School, Scott Donnelly of Lively High School, Adrien Bechard of Sudbury Secondary School and Serge Gosselin of Ecole Secondaire in Hanmer.



Co-op students are performing various tasks at Inco's Divisional Shops. From left are Scott Donnelly, Divisional Shops technical service coordinator Willy Metson, Jason Forsythe, Steve Prowse, Jean-Marc Valade, Steve Quenville and Adam Clark.

Christina Redbreast gains high school credits and valuable work experience through her co-op term here at Inco. She can be found tucked in Helen Gordon's office in Human Resources.

Christina got involved in the co-op program through Sudbury Secondary High School and the N'Swakamok Native Friendship Centre.

She works in the afternoons and finds the time flies by. "I am learning so much, it is interesting to see how an office runs, especially one as busy as this one," said Christina.

Helen appreciates all the help. "With over 300 resumes

a day, having Christina here has been great. She is very quick to catch on to things and works very hard," said Helen.

Christina hopes to work in a clerical position and plans to attend Cambrian College in the fall. She is from Chapleau and has lived in Sudbury for the last two years. After Inco, she plans to go back to Chapleau in search of a summer job.

The accounting area in the General Office receives help from coop high school student Caida Gill, daughter of Levack Complex manager Jon Gill. Caida has worked in Accounts Payable, Payroll Ledger and Management Budgets. She

finds the experience very rewarding and looks forward to the next two months at Inco.

"It has given me the chance to see the entire accounting process," said Caida.

She is graduating this year from Levack District High School and will attend university in the fall. "The placement at Inco is a step towards my goal as a chartered accountant," she said.

The people at No. 1 First Aid appreciate the work Patrick Arsenault is doing. He is a College Rayside-Balfour student on a co-op work term at Inco. He hopes to attend Cambrian in the Fall and study Correctional Services. He

feels the change from school to a work environment has been a good one. His tasks range from filing photo passes and changing contract numbers to faxing forms. Patrick was able to attend a two-day first aid training session which he had not been exposed to before. "The people have all been great. I am included in activities that I never thought I would be," said Patrick.

Another student, Steven Munro of Sudbury Secondary School, is also on a co-op work term placement at Plant Protection Services.

About 30 high school students are on work placements at Inco from February to June.



Christina Redbreast of Sudbury Secondary School is doing her co-op term at Human Resources.



Caida Gill said she finds her Accounts Payable co-op work term has given her a chance to follow the entire accounting process.

MAKING *Change*

Port Colborne soft water salt handling system no longer hard on the back

The employees of the Port Colborne Refinery's soft water building have said good-bye to potential back pain and injury.

For years, their procedure for salt handling was cumbersome. Employees had to lift 20 kg salt bags off pallets placed on the floor, then turn and carry them up stairs to the brine tank platform. They then had to empty the contents into the tank. As a result, the potential for back injury was high, which in turn led to several ergonomic studies in that area.

"The target area of concern was the lifting," says University of Waterloo co-op student Lora Bruyn. "Therefore an analysis was done on lifting 20 kg bags and the results showed there was a substantial risk of injury due to the distance lifted and the weight of the bags."

In an effort to do something about this potential problem the salt handlers decided to take action. A four-

member team consisting of John Benjamins, Tom Marshall, Dawson Smith and John VanGool was formed to help find a solution to this potential problem. Their first step was to investigate how other companies manage their salt handling procedures. The committee visited our own Precious Metals Refinery as well as three different area companies - Ontario and Quebec Paper, Atlas Steel and Casco, where they observed procedures and came up with a number of ideas.

The results of their efforts were impressive. The team eventually came up with three solid alternatives, each designed to virtually eliminate the potential for back injury when it comes to salt handling.

The first two options involved the continued use of 20 kg bags and the addition of a lift table. Such a table would always ensure the salt bags were waist-high prior to being lifted.

The first option involved



In this series of pictures, Dawson Smith of the soft water building illustrates the former salt handling procedure.



leaving the brine tank at the upper level and adding a hopper and screw conveyor to bring the salt from the ground floor to the tank.

This way, the committee reasoned, employees are not climbing the stairs with the heavy salt bags.

The second option involved moving the brine tank to the main floor and putting in a chute leading to it. This way all the employees would have to do is lift the bags from the table and empty the contents into the chute and into the tank.

But, after much discussion,

it was the third option which won the day.

This recommendation outlined the creation of a bulk handling system where the brine tank is located on the bottom floor and one ton bags of salt are brought in by a lift truck. The lift truck would drive to a stand specially designed to hold the bulk bag. Once the bag is in place, an employee would then climb up to a lower platform to untie and cut the bottom of the bag allowing the contents to go into the tank.

All three options were carefully examined by a Fallsafe

team consisting of John Benjamins, Tom Marshall, Al Smith, Dawson Smith, John VanGool and Dave Wyatt. Further credits for the solution go to co-op students Ben Zavitz (August '94) who wrote the initial report and Marc Banning who helped investigate the three options. Lora Bruyn is currently doing the related ergonomics study for this endeavor.

Construction on the platform is estimated to begin shortly. In the meantime, the salt bags have been reduced from 20 kg to 10 kg to reduce the risk of injury.

Stack doing good job, says student project

It's not the tallest superstack in Sudbury, but it's as ambitious a structure as the big one.

The most recent version of Sudbury's famous landmark stands only a few inches high. It's part of a science fair project that 13-year-old students Amber Salach and Amber Foucault say shows that the installation of the stack has helped the growth of Sudbury area trees.

"We tried to discover the correlation, if any, between the sulphur dioxide emissions and the growth of trees," said Amber as she and project teammate Amber Foucault examined the clay model of the superstack and surrounding trees.

"Everybody wonders what the effect of stack emissions are, so we decided to look at it ourselves," said the daughter of Henry Salach of Purchasing, Warehousing and Traffic.

"We figured localizing the project would make a good science fair entry," added Amber Foucault, daughter of Divisional Shops machinist Tim Foucault. "It's a subject that anyone in Sudbury can

identify with."

The two Ambers approached the measurement problem in a unique but simple way - instead of measuring parts per million in the atmosphere, they figured why not go right to the root... er... ring of the matter.

"Look at the rings in the cross-section of a tree," said Amber Foucault, "and you have a perfect record of what's happened to the tree over the years."

But it wasn't as easy as it sounds, they said. Years had to be correlated with rings and conditions in any particular year had to be carefully researched, analyzed and recorded to make comparisons valid. The two Grade 7 students at St. Charles elementary school in Chelmsford went through mountains of old weather office charts and tables, emission statistics supplied by Inco and other relevant information.

"We got some photos, geological maps and other statistics from Inco for the kids," said Henry. "Our people seemed enthusiastic about what she was doing."

The project took more than



Amber Salach and Amber Foucault show their science fair project - a model of the superstack and surrounding trees.

two months, beginning with a cross-sections of the trunks of trees from all four directions in a perimeter around Sudbury.

"We then studied the rings. Narrow rings would show a poor growth rate, either by lack of rainfall that year or other reasons. Wide rings would show good, healthy growth," said Amber Salach.

Measuring wind directions, rainfall, temperature, re-

corded emissions and other factors, they say they've proved that the stack has effectively done the job it was designed to do.

"Our data shows that it's had a good effect on the health and growth rate of trees," said Amber Foucault.

Tim Foucault said his daughter has always had a strong interest in science, an interest that seems to run in

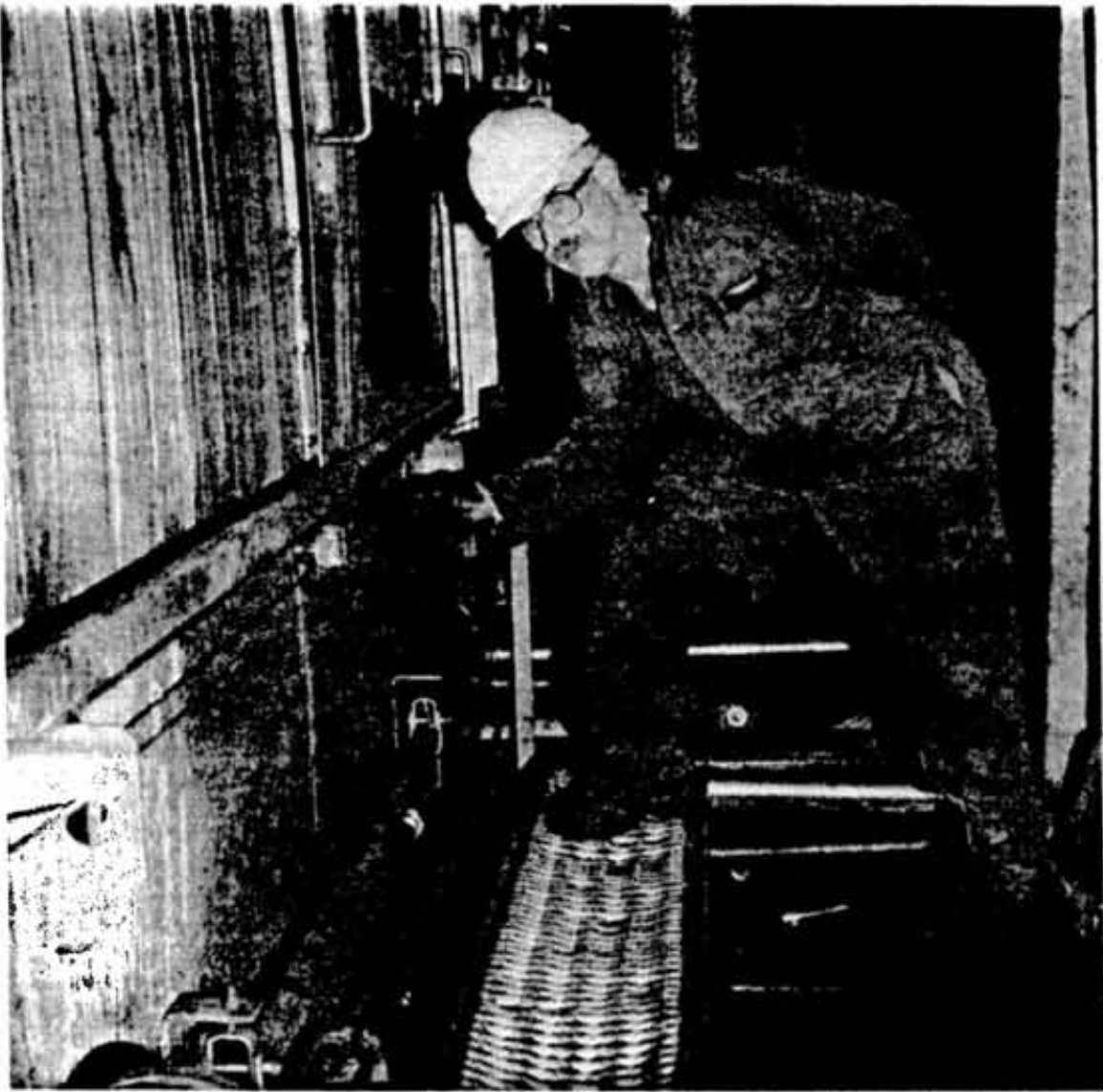
the family. "Her sister had success in science fair projects as well," he said.

Henry Salach said his daughter's interest in science goes back as long as he can remember. "Instead of watching other stuff on TV, she's watching science shows, National Geographic and the Discovery Channel. We always tried our best to encourage her."

MAKING *Change*

Tension-activated device

Refining's new switch enhances safety



Scrap handling system operator Murray McQueen examines the cable used to trigger a new tension-operated safety switch.



Maintenance electrician Paul Constantineau holds the tension-operated switch that is enhancing safety at the copper circuit.

Eastern philosophy sees all good things operating like a well-tuned stringed instrument . . . not too tight and not too loose.

That's exactly the principle behind a new switch at Copper Cliff Refining's copper circuit that promises to enhance safety and make the job easier by giving equipment operators greater peace of mind.

"I feel a lot more secure with this system in place," said Murray McQueen, operator of the scrap handling system at the refinery. "If we had a stoppage here, we'd have to go a distance before we could turn the machinery off. This way, the off switch is always at hand. You can do a lot of damage around here in just a few seconds."

The unique device, the first of its kind at Inco's Sudbury operations, features an on-off "switch" that's limited only by the length of a cable. The cable-triggered switch is mounted on one end of the equipment and a wire, connected to a tension-triggered switch, is stretched across the length of the equipment and anchored on the other end. In case of an emergency such as

a jam or injury, the cable can be tugged anywhere along its length and the equipment shuts down.

Once triggered and the equipment shut down, the device can only be reset by the operator going to the main switch and pressing a mushroom button.

The switches can be set to trigger at pressures of up to 100 pounds. The tension of the refinery switches is about 15 pounds.

"The difference between this new switch and the old ones," said tankhouse maintenance electrician Paul Constantineau, "is that this is a two-way switch triggered by a change in tension. If the cable on the old switch became disconnected for some reason, the equipment could still be operated. Once the new switch senses a change of pressure on the cable either up or down, the equipment shuts down."

"This switch provides the optimum Failsafe system for emergency stoppage of equipment. It also prevents tampering or 'cheating' the safety feature," said Paul. "There's no question that this



Leo Delafontaine shows the switch's location on the copper sheet straightening machine.

switch has the potential of saving a life."

Paul said the new switches are replacing old ones as fast as possible at the copper circuit and he expects them to be adopted for use all over Inco's Sudbury operations.

"We've been working on this safety issue continuously since 1993, examining all the possibilities and looking at everything that's available to help enhance safety here. I think the use of this switch will turn out to be a major

improvement in safety," said Paul.

Copper sheet straightening machine operator Leo Delafontaine said the new device offers good protection. "I feel more secure. It's a good thing and it works well."

Victor site development an example of sound environmental planning

Judging from his enthusiasm for Victor Mine's surface development program, project manager Bill Dawson thoroughly enjoys working on a project that may well become an example of high-tech, high-efficiency and environmentally friendly mining in the future.

"Perhaps we can seed a lawn there and some bushes. Could be a great place for a picnic table," said the senior mining engineer with Inco Exploration and Technical Services as he pointed to untouched patches of rich top soil left wherever possible on the periphery of the 300 by 450-foot newly-leveled site.

Navigating a \$72 million project that includes major investments in ecological work, Bill and the Victor team haven't lost their touch for the little things.

"Of course there's some major environmental costs here. We've made some commitments to our neighbors here and we intend to keep them," said Bill. "But there's a lot of things that you see only as you go. They may not be major undertakings, but in the end they could make a big difference."

There's also an advantage in doing the work as you go, he said. "If we leave all the environmental work for the last, it becomes a major undertaking. The way we are doing it we can use our materials, equipment and time to our best advantage."

While remaining on or ahead of schedule in the various aspects of the project going on at the same time, the team is managing to "juggle" materials left over from each.

For example, topsoil removed during site clearing is transported to a central spot at the site until it can be used in areas now being leveled.

But perhaps the most innovative idea is the use of a natural basin as kind of a natural compost. Approximately 100 by 150 feet, the basin will be used to store compostable materials that will be used later in the regreening of the site wherever possible.

The main ingredient of the "composter" will be rich peat removed from a 100 by 200-foot swamp that will become a holding (sediment collection) pond for the millions of gallons of water used by future Victor miners.

The pond, itself a major recycling effort that will circulate as much mine water back underground as possible, will feed peat to help the "composter" carry out its own recycling. Inco will add lime to the peat to accelerate the process.

"Like the pond, it'll be a closed loop recycling system," said Bob Donaldson, site superintendent for Kilborne, handlers of the project's management for Inco.

Wherever possible, trees have been left standing. From



Victor project manager Bill Dawson stands under a new Bailey bridge that took a crane less than 20 minutes to lower in place but took months of preparation, scheduling and planning.



This is the future site of the headframe, offices, parking lots and other buildings. Note the topsoiled patch left untouched just behind the backhoe.



Pat Mansikka tightens a bolt on the new Bailey bridge.

some vantage points, trees already provide a kind of camouflage for the site.

Staying on schedule is even more of a feat at Victor than at some other sites, considering the unpredictables, the tightrope planning and scheduling required.

For example, a 28-ton, 70-foot Bailey bridge replacing an old timber bridge on a road used to bring equipment to the mine site took only about 20 minutes to lift in place over the main East-West CNR line using a huge 250-ton crane. "But it took months of

planning and preparation," said Bill. "The train schedule provided only very limited windows of opportunity to do the work. There's only a few periods when there's more than two or three hours between trains. There were only about two days a month when we had enough time to ensure we had enough buffer time to deal with any snags that might have developed."

The Victor property, on the east range of the Sudbury Basin near the Sudbury Airport, should become a model for all future developments,



Bob Donaldson kneels in front of a natural basin that will be used as a "composter" for compostable materials removed during Victor surface preparations.



A Bailey bridge replaces a timber bridge over CNR lines. The bridge serves as a road that Inco uses to transport equipment and materials to the Victor site.



Bill Dawson and Bob Donaldson stand in front of a mound of topsoil collected while working on the various Victor worksites. The good soil will assist the ambitious regreening plans for the site.

thinks senior geologist Hannu Virtanen who worked on the proposed mine's closure plan.

"We'll be out of sight. It won't be noisy. We'll have our compressors housed in a sound-proof building and we'll build sound barriers, if necessary, to ensure there's no disturbance," he said.

Even the headframe, always the most visible indication of a mine site, will be a special low profile type. Water for drinking and for underground drilling and development will come from nearby Blue Lake. The sediment

collection pond will recycle as much mine discharge and site runoff water as possible.

Recent exploration had identified two separate mineralized zones — an upper and lower zone, at 5,000 and 7,000 feet below surface. The upper zone is high in nickel and low in copper and precious metals.

Sudbury Basin Exploration Manager for IETS, Bob Martindale, describes the mineralization in the deep zone as "spectacular," with very high copper and precious metals values.

Inco artists show as many talents at home as they do at work



"The draftsman and the artist both need a lot of creativity," smiled Richard Lanz, "but the straight, precise line of the engineer . . . that's what you've got to overcome if you are going to be successful in art." The retired chief estimator for General Engineering said the straight, concise line still wants to creep into his work. He's wary of it. Like most Inco artists, Richard is self-taught. "My grandfather was a trained artist and I was happiest as a child when I had a pencil and paper. I'm at the state where I'm good enough to realize there's a lot more to learn and I don't think I have the time left. It's a hobby for me, but a serious one."



Margo Oliver, wife of retired Rock Mechanics superintendent Philip Oliver, is one of five founding members of the Lively Walden Art Club.

"We founded the club 25 years ago. All five of us were Inco-related in some way. Most of the 30 members during the early years had Inco connections," she said.

But not today. While Inco people still count high among the members of the club, they are joined by a cross-section of the community. "We have a much bigger mix," she said. "We have a lot of retired, self-employed people and many others." She's also the only original member still painting.



"I bought my wife a paint set and when she lost interest, I picked it up." That's how Jim Kiss found himself with a brush in hand. "It kind of grows on you. I've been at it for eight years and at first I just kind of toyed with it, but it's very challenging and you find yourself getting kind of hooked. You always want to do better."

Jim worked for Inco as a pipefitter for about 15 years. He's retired and sees the hobby as something to keep him busy. "I don't know if this will ever stop," he said. "Once I get going, I can't help but move on. It's very infectious."



Painter Margaret Loney is justifiably pleased with herself.

"I've made some real progress in just four short years," said the former Inco employee. "I've shown my work in a one-person show called *Flowers in Watercolor* at The Attic at the City Centre. It was quite successful." Wife of recently-retired Inco timekeeper Jim Loney and mother of Mines Research's Eric Loney, Margaret gives credit to the help and encouragement from other local painters, particularly those at the Lively Walden Art Club.

"People help each other here," she said during the 25th anniversary Art Show in Lively recently.



Queen Elizabeth is just one collector of a Bill Whittaker carving.

The Copper Cliff Refining process technologist is another Inco artist who has built up a considerable following in the past two decades.

The carver's beautiful birds have gone to many visiting dignitaries, including one to Queen Elizabeth during the opening of Science North in 1984.

He's also carved a couple of limited edition pieces (50 birds each) for Ducks Unlimited that "went well."

Carving for 22 of his 25 Inco years, he apprenticed in carving birds, so to speak, with another noted Inco carver, the late Orest Andrews.

Ironically, his initial interest in birds was carried out with a gun instead of a brush. "I used to hunt and I got into carving to make my own decoys," said Bill. "As I got more and more involved in carving, I quit hunting."

Bill is also trying to promote carving by teaching courses at local high schools. "I've taught a fair number of students over the years," he said.

Bill began branching out into low relief acrylics last year and he expects the interest to grow.

"It's motivation that's most important. You have to know what does it for you. For me, it's the outdoors. Nature does it for me. Something catches my eye and I take a picture of it for future reference."

Inco artists shine on canvas and in



More than a few people in the Sudbury area have seen Barry Bowerman's paintings. The Copper Cliff Refining section leader has donated works to Ducks Unlimited, the Kidney Foundation, Lake Laurentian Conservation Foundation and other non-profit organizations and fundraisers.

"For me it (painting) is more than a hobby. It's a vocation, but I still get as much fun out of it as when I first started 10 years ago," he said.

Like many other Sudbury area painters, Barry was motivated to paint by nature in general and wildlife in particular.

"I always had an interest in wildlife," said Barry, "and I've always had artistic inclinations going way back to public school."

Barry's known for his acrylic works, but he's experimenting more and more with color pencil sketchings of wildlife as well as landscapes.

Barry said he "bit the bullet" and began painting after he got tired of hearing himself make excuses about not having the time.

"If you really want to, there's time," said Barry.



A maintenance mechanic at Copper Cliff Refining, Royce Simpson devotes his creative artistic moments to one of the most ambitious and challenging subjects. Painting what isn't there. Like many other local artists, the love of wildlife and nature drove him to re-create it on canvas, but it's his interest in all things historical that has led him to paint subjects from old photographs.

An added incentive was growing up in Creighton, a town that doesn't exist anymore. "I've collected old photographs," he said, "and since I was born and raised there I have the emotions that go with the photographs."

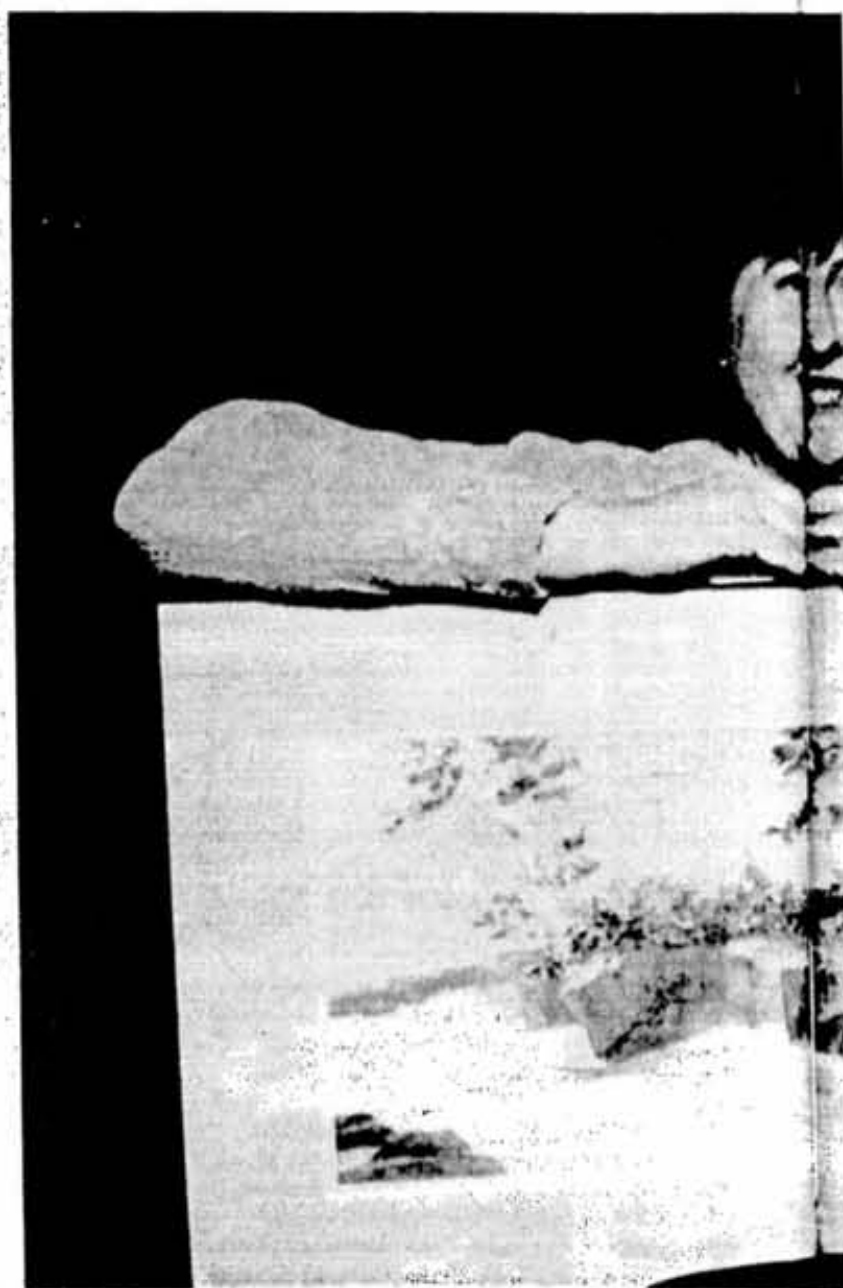
His art is a hobby and he tries to paint every day. "It relaxes me. It removes me from the daily grind, the turmoils of life."



Gary Quig loves to carve decoys, but for the last couple of years, a hammer and a wrecking bar.

"I'd love to get back to carving. I love it. It takes me away from the grind these days and has been for a while. I've been knee deep in the grind these days and has been for a while. I've been knee deep in the grind these days and has been for a while. I've been knee deep in the grind these days and has been for a while."

The carving will be his retirement hobby, he said.



Ellen Gorecki, wife of Steve Gorecki of Information Systems, said it's the beauty of Northern Ontario that inspires her and that she wants to paint full-time.

"I am continually learning new techniques through the many workshops I'm attending and improving."

In carvings



He's traded in his carving knives for circular saws, two-by-fours for the grind," said Gary. "In two years, he's added almost a thousand square feet of cement. "It'll be some time yet before I can do some serious



and she started painting watercolors 12 years ago. She says North is a predominant theme in her work. She left teaching workshops I have taken and enjoy the challenge of



Dawn Duff is the daughter of recently-retired Monty Duff of Copper Cliff Refining. "Dad doesn't understand my art," she said with feigned disappointment as her father grinned. "Dad likes realism but he's always encouraged me with my art anyway . . . but he won't let me hang my stuff in the living room." Dawn's interpretive work at the Lively Walden Art Club's 25th annual Art Show was the only entry of its kind. At only 24, she's determined to continue her art and even get some schooling in the arts as soon as she gets a break from her career as a pharmacist at Sudbury Memorial Hospital. "I always picked up pencil and paper and drew when I was a kid," she said. "Our neighbor is a professional artist who has had a great influence on me as well."



Shirley Cappelletti's painting was the Town of Walden's pick this year and Mayor Terry Kett was on hand to congratulate the winner of the annual purchase. She started painting 10 years ago, "but didn't have the nerve" to join the Lively Walden Art Club until two years later. Wife of the late Emelio "Cap" Cappelletti of Creighton Mine, Shirley creates works in oil and acrylic. Like most Inco artists, she's self-taught. "But I got a lot of encouragement from people, particularly my husband. He was my biggest fan. I'm glad I got into it. It's been my salvation."

Bear attack scenario for competition

By Cathleen Feeley

One man mauled by a bear, the other with an axe buried in his chest. Both barely alive in pools of blood.

It's a scene few would want to witness.

It was only make-up and dye, but organizers of the McCrea First Aid Competition applied it with enough realism to turn stomachs.

The full scenario, dreamed up by McCrea competition sponsors' the Mines Accident Prevention Association of Ontario, involved two members of a prospecting crew encountering a bear during their exploration. One man managed two shots at the animal before his gun jammed. His partner, arriving soon after, found the bear mauling his colleague. Axe in hand he pursued the bear but stumbled and fell, landing chest down on the axe.

Inco's two four-member teams were as ready as possible for any emergency situation.

Inco team "A" coach Bob Stacknik from Frood-Stobie felt the training went really well. "Both teams trained together this year and could bounce different ideas off each other," he said. "We felt confident going into competition." His teammates included captain Scott Duncan from the Smelter, Lorne Drisdelle of the Copper Cliff Refining's nickel circuit, North Mine's Gilles Roy and Dermott Kinsella of Frood Mine.

Larry Stevenson of Mills and Transportation was the team "B" coach. "You can never be prepared for everything, what you can't know beforehand," he said. "But we felt confident ... which helped a great deal. It was a definite rush against the clock, adding pressure to the situation, but when lives are at stake you have to be quick and accurate."

Other team "B" members included Crean Hill's André Lamothe, South Mine's Reg Parker, coach Dan Colard, and Greg Connor of Stobie Mine.

The teams had a difficult feat tending to the two victims. Patient A, Darryl Benedetti, son of First Aid Training Centre's Chuck Benedetti, was unconscious and had to be transported to safety. Having a cellular phone proved useful to the teams, but having to make a stretcher truly showed their resourcefulness.

Both teams showed their expertise administering first aid and judges Don Gadd and Frank Wolt from the Ontario Natural Resources-Safety Association had the onerous task of determining a winner. Inco's winning team was team A which received a district trophy at the end of the evening.

Inco was the last to compete. Other mining companies, all competing in their own districts, included Rio Algom, Royal Oak Mines, Barrick Gold, Falconbridge, Kidd Creek, Williams Operating Corporation, Metal Mining, Placer Dome Canada and Teck Corona Operating Corporation.



Team A members Scott Duncan (kneeling) and Dermott Kinsella tend to Bruno Fabris. In the competition scenario, Bruno tripped and fell on his axe.



Inco's McCrea Competition participants were (back row) Greg Connor, Reg Parker, Larry Stevenson, Dermott Kinsella, André Lamothe and (front row) Bob Stacknik, Lorne Drisdelle, Gilles Roy and Scott Duncan.



Larry Stevenson bandages Bruno Fabris' shoulder while other A team members Reg Parker and Greg Connor work on his sprained ankle.



Gilles Roy reaches for his scissors as Lorne Drisdelle, both of team B, works on Darryl Benedetti's badly mauled shoulder.



Team A members André Lamothe and Larry Stevenson make use of their supplies to make a stretcher and transport 'victim' Darryl Benedetti.



While 'victim' Darryl Benedetti lies barely hanging on to life, Larry Stevenson and Greg Connor (wearing uniforms) seem to be waiting for a bus. Actually the two were eagerly waiting to get on the first aid competition floor to show their stuff.

EVAH

FOR YOUR HEALTH

From the Occupational Medicine Dept.

Q. What do Bill Bixby, Frank Zappa, and Don Ameche have in common?

A. Each of these Hollywood celebrities died from cancer of the prostate! Almost all men will have some type of prostate problem during their lifetime. Two common problems are enlargement (benign prostatic hypertrophy) and cancer of the prostate.

Q. What is the prostate?

A. The prostate is the part of the male reproductive system that produces most of the secretions that make up semen, the milky fluid in the sperm. It is located just below the bladder and in front of the rectum. The prostate encircles the urethra, the tube that carries urine and sperm out of the body. In the adult, the prostate is the size and shape of a large chestnut.

Q. Why does the prostate enlarge?

A. The exact cause is unknown, but the development of an enlarged prostate is almost universal in aging men. About half of all men over the age of 45 have an enlarged prostate. The frequency of this disease increases with age, so that 90 per cent of men in their eighties have an enlarged prostate.

Q. What are the effects of an enlarged prostate?

A. Problems occur when the size of the prostate interferes with the flow of urine out of the body. An enlarged prostate can act like a clamp on a hose leading to difficulties with "passing your water."

Q. What are the signs and symptoms of prostate enlargement?

A. There may be no signs or symptoms! But, with benign prostatic hypertrophy and cancer of the prostate, usually one or more of the following problems will occur:

- a weak or inconsistent flow of urine
- the need to push to begin urination
- dribbling
- incontinence
- prolonged urination
- the need to urinate frequently, especially at night
- urinary retention, bladder infections
- discomfort during ejaculation
- back, hip or pelvic pain
- blood or pus in the urine

If you have any of these symptoms you should see your doctor.

Q. What happens when I see my doctor?

A. Your doctor will ask questions in order to get a comprehensive history, assess the genitourinary system (including a rectal examination), request blood work and an urinalysis. Further testing and a referral to a specialist will be arranged depending on the results of the original tests and examinations.

Q. My doctor told me that I have benign hypertrophy. It's not cancer; but what is it?

A. Benign Prostate Hypertrophy or BPH is the enlargement of the prostate due to multiplication of cells. This enlargement is not cancerous and it does not become cancerous. BPH pushes the prostate outward and it narrows the urethra. The cause is unknown but it seems related to the presence of circulating male hormones. BPH is not related to sexual activity, prior infection or inflammation of the prostate nor to cancer of the prostate. There is no known way of preventing BPH. BPH will cause most men to have some symptoms but others will be unaware of them because the enlargement happens slowly over time. When urinary symptoms become severe, BPH is treated surgically. Contrary to belief, an individual's sexual ability after BPH surgery will usually be the same as before surgery.

What every man should know about his prostate

Q. What about cancer of the prostate?

A. In 1994, about 9000 Canadian men were diagnosed with prostate cancer, the second most common form of cancer in Canadian men (lung cancer is still number one). The cause is unknown. Unfortunately, there may be no signs or symptoms of prostate cancer in its early stages and it may invade other tissues. However, 90 per cent of the time prostate cancer develops in an area of the prostate that can be easily felt on digital rectal examination. Prostate cancer is more easily cured if detected while only the prostate tissue is involved. A screening blood test, called PSA, is also available. Used annually with a rectal examination, this test increases the chance of early detection of prostate cancer. Treatment depends on individual's age, health and the development of the cancer. Treatments may include observation, surgery, radiation, and hormone therapy. Chemotherapy is not widely used.

Q. How can I prevent prostate enlargement?

A. You can't prevent it, but early detection will help. Because there may be no symptoms in either early or advanced cases of cancer of the prostate, the importance of the rectal examination during a routine medical cannot be stressed too strongly! It is recommended that all men over the age of 40 have a yearly medical which includes a digital rectal exam. Although the causes of BPH and prostate cancer are unknown, studies have shown that certain cancers, prostate in men, are more prevalent in the obese than the non-obese. Diet may play an important role in preventing prostate cancer. The Canadian Cancer Society recommends maintaining ideal weight for height and a diet low in animal fat but high in green vegetables, fresh fruit and whole grains.

For more information about the Prostate please contact Occupational Medicine or the Canadian Cancer Society.

QUICK FACTS: PROSTATE

- part of the male reproductive system
- produces secretions that make up the semen
- located below the bladder and in front of the rectum
- encircles the urethra
- size of a chestnut in young male adults
- after age of 45 starts to enlarge
- location of prostate makes it easily felt during a digital rectal exam

QUICK FACTS: SYMPTOMS

- no signs or symptoms recognized until cancer is advanced
- difficulties urinating
- the need to urinate more often
- urinary retention
- discomfort during ejaculation
- back, hip or pelvic pain
- blood or pus in the urine

QUICK FACTS: PREVENTION

- no known cause
- no known cure
- more prevalent in obese men
- Canadian Cancer Society recommends a diet low in fat, high in fibre, fresh fruits and vegetables
- ALL MEN OVER THE AGE OF FORTY SHOULD HAVE A DIGITAL RECTAL EXAM DURING THEIR YEARLY MEDICAL CHECKUP

Keep Mining In Canada photo contest for employees promotes mining industry

Prices valued at \$1,000 are up for grabs in a photo contest for employees at mining and exploration companies and their associations across Canada.

Inspired by the theme: "Canada Through the Lens of the Mining Industry," the KEEP MINING IN CANADA Photo Contest invites budding and experienced photographers to illustrate the people, landscape, geology and/or the

environment that are the context for mining in Canada today. Pictures on the contest theme already taken can be submitted as well as pictures taken specifically for the contest.

The best photos will be selected for an exhibition which will travel to major cities. It will give the urban public a window on mining and mining communities. This is the industry's opportu-

nity to deliver a positive, up-to-date message about mining in Canada.

Contestants may submit any photo they have taken as long as it fits the contest theme.

The photo must be at least 5 x 7 inches and can be in color or black and white. It must be accompanied by the negative. Neither photos nor negatives can be returned, since the KEEP MINING IN CANADA campaign has plans

to use them to promote the campaign in the months to come. Entrants are asked to include their name, office address and phone and fax numbers with each photo they submit.

Send all entries by mail to: Inco Limited, Public Affairs Department, Copper Cliff, Ont. P0M 1N0 Attn: Photo contest or by inter-office mail to:

General Office Public Affairs Attn: Photo contest Entries must be received no later than Monday, July 31, 1995.

The three winners will be announced on August 18. The first prize winner will receive camera equipment valued at \$500. The second and third prize winners will receive camera equipment valued at \$300 and \$200 respectively.

in touch

New pensioners swell curling bonspiel

Inco's pensioners are enjoying their retirement, and there's no better place to verify the observation than at the annual In Touch Curling Bonspiel held at the Copper Cliff Curling Club.

Close to 200 Inco pensioners and guests who attended the event showed that high spirits, the taste for competition and

the ability to have a good time don't stop on retirement.

"Retirement is tough going," said one curler as he leisurely sipped a beer while waiting for his turn to send the rock down the ice. "But, hell, I volunteered."

With the recent retirement incentives, new faces are starting to show up at the event. Pensioner Hilton Fowler, one of

the organizers of the annual event, said about 40 new curlers took part this year and more are expected in the future.

"We managed to accommodate them all, but it may be that we may have to add an extra half-day onto the two-day event," said Hilton.

Pensioners come from as far

away as Midland to take part in the bonspiel.

There were prizes handed out and a lunch served each day. Ontario Division Vice-President of Production John Kelly was there to hand over watches and commemorative curling stones of sculpted nickel ore to the winning team of Inco pensioners Eddie

Knazacek and Al Demers and guests Don Stack and Greg McKegg.

Missed at future bonspiels will be pensioner Harold Whittles who died April 3, 1995 in his 82nd year. Hilton said the former incoming engineer had volunteered to help conduct the annual bonspiel since its inception.



Miner Gaetan Poirier, 63, retired in 1984, and Ray Taylor, 64, who retired in 1986 as superintendent of the Power Department, watch as a rock is thrown.



Guest John Flook, a municipal pensioner, concentrates on his shot.



Orlla Venne, 61, retired in 1991 as a plate shop welder, releases a rock.



Bob Corrigan, 57, who retired in 1991 as senior planning engineer, shows where the next rock is to go.

In Memoriam

NAME	BORN	DIED	YRS SERVED	NAME	BORN	DIED	YRS SERVED
Addison Clarence	11/18/10	03/18/95	32	Krauer Walter	11/11/31	03/21/95	34
Allen George	01/22/12	03/18/95	40	Larson Svend	05/13/25	03/14/95	33
Beech Kelso	03/01/17	03/08/95	31	Londeau Bernard	01/29/30	03/23/95	36
Burnside Frederick	10/31/17	03/02/95	35	Luptak John	09/10/31	03/03/95	33
Chamberland Joseph	07/24/14	03/27/95	35	Lumbis Vytautas P.	06/29/12	02/05/95	15
Chrmlar Simeon	09/15/14	03/11/95	22	MacKinnon John	10/15/18	03/22/95	31
Dreisinger Bruce	09/15/26	03/27/95	14	Meilleur Roch	05/12/20	02/19/95	37
Embree Robert	09/22/16	12/24/94	29	Myre Ernest	03/21/35	03/17/95	30
Emerson Bruce	05/01/16	03/24/95	27	Rivers Bernard	06/26/17	03/15/95	31
Gibson Edward	04/12/23	03/21/95	36	Sauve Honore	03/02/07	03/18/95	28
Gomm Henry	08/06/15	03/09/95	27	Scheiwek Manfred	1/16/28	03/29/95	32
Hein Carl	12/17/20	03/27/95	29	Serre Marcel	1/01/30	03/20/95	32
Hildebrandt Elmer	12/02/22	03/28/95	28	Turcot Ferrier	01/28/24	03/15/95	30
Hopkins Kenneth	03/28/03	03/28/95	31	Wasylenki Mike	06/05/17	03/17/95	47
Joli Henri	01/03/17	03/26/95	23	Weir Frank	07/10/21	03/09/95	36
Kidd Dorland	05/01/08	03/18/95	46				

Sports Sports Sports Sports Sports Sports Sports

Transportation curlers compete, eat, have a ball . . . er . . . rock



Loco Shop apprentice mechanic Gino Scheltroma, electrician Neil Gobbo and carfitter Bernie Beaulne give the thumbs up to fellow curlers.



Warehousing general foreman Jim Elliott and senior claims administrator Janet Wyman take a break from sweeping.

The Transportation Department Curling Bonspiel saw 64 people turn out for some good competition, good food and a lot of fun.

"We curl at the Coniston club and we had only limited space and one day to curl so we had to keep it down to 64," said worker representative Frank Thompson, an organizer of the event. "It works out pretty close at that number. We don't usually have to turn too many people away."

The annual event saw almost two rinks of Transportation pensioners take part as well as several guests from other departments.

The bonspiel included the traditional dinner and gifts for all.



Settling a slight measurement misunderstanding are Transportation Service's Gary Crepeau, guest Claude Morin, loco engineer Bruce Godda, South Mine's Dan Thompson and guest Bob Parkhill.



Loco engineer Doug Christink gets prepared to shoot.



Loco Services pensioner Mel Morrow throws a rock.



Rehabilitation nurse Carrie Bois shows how they do it at Occupational Medicine.



HERITAGE THREADS

by Marty McAllister

Ontario's gulf coast

I was suspicious, that first morning, when the local weather channel offered a "30-day outlook for February." After all, who ever saw a February with more than 29 days, or an odd-numbered Leap Year, for that matter?

As I could best recollect, Leap Year or not, most places back home didn't get a 30-day month until April. So what kind of calendar were these crackers (born Floridians) using anyway? Sherlock Holmes would have judged it a three-pipe problem, and I, too, might have given it more thought... but my dear wife and fellow pensioner reminded me that our filthy car and the unshopped stores of Panama City were waiting.

Had I not been the red-faced owner of the dirtiest vehicle in Florida, I would never have parted with six bucks American for the privilege of washing it myself. But no one would ever believe we had driven through 1,500 miles of weather so rotten I had still worn longjohns in Georgia, so I had no choice but to match wits with a self-serve, coin-operated car wash. Clean cars are like clean underwear: you never know when you're going to have to show them off.

Friends we've made

While out and about, based on a quick survey of blue and white license plates, I wondered if maybe our province had acquired its own piece of gulf coast... where one might catch a few Rae Rays. Ontarians were everywhere. What's more, as is often the case, no matter where we go on this third rock from the sun, Inco folks just kept turning up... in person or in conversation.

After our very first visit to the biggest damed Wal-Mart we'd ever seen, we met Mary and Don Dunn from Lively, in the parking lot. You'll remember Don from his many years in Purchasing and Warehousing. These winter days, he divides his time between the tennis court and the beach.

A couple of days later, we changed motels for the balance of our stay. When I checked in at the Americana, the lady looked at my address and turned to one of the regulars chatting in the office: "Sudbury... that's where Johnny Jones came from, wasn't it?" "Yep," the man said, "... worked in maintenance in the mines up there." I was delighted to tell them I knew Johnny well and that he and my dad had been friends, and she proudly related that Johnny had been a regular guest for 18 years.

They missed you this year, Johnny.

We were surf-watching the following Sunday, from the Americana's sunny courtyard, when a new couple arrived. Bearing coats and suitcases, they stopped near us to catch their

breath. We chatted and it turned out that they were from Mississauga. He had just spent some time in hospital and his doctor had only given him the green light to travel on Thursday. They had wasted precious little time.

Anyway... it turned out that these very pleasant folks had been visiting Panama City Beach for many years and that during the course of those visits had struck up an enduring friendship with our own George Friel and his wife. The day we left for home, I promised I'd say hello to their old friends in Sudbury, so here's a special hi, George: they missed having y'all down there this year.

All roads lead to Wal-Mart

Somebody told me years ago that if you stood on Broadway long enough you'd meet everyone you ever knew. Sort of like "all roads lead to Rome," you know. Well, I believe Times Square has moved indoors... and all those roads now seem to merge onto the front aisle at Wal-Mart. That's where I chatted with Maurice Coulter, long associated with the old Mines Ventilation department, and where we caught up with Don Harrington and his wife. Don and I shared memories of an Internal Audit assignment at the old Exide Mississauga plant, circa 1982.

While Muriel and I were out researching accommodations for next year, we compared motel notes with another Ontario shopper... who, it turned out, was the father of Sudbury broadcaster Don Mark. It wasn't hard to see where Don got his friendliness and easy sense of humor.

Then we saw Gord and Betty Whalen, friends from the early 60s. Gord had been principal while Muriel taught in the Creighton school... back before he moved onward and upward with the Sudbury Separate School Board. He's been retired 10 years now and they both truly look great.

It really cracks us up when we see the Disney World commercial that shows the young parents 'back home': the husband frets about what a lousy time his mom and dad must be having in Florida, moping around, missing the grandchildren... and the scene cuts to the Sun Belt, showing dad on the golf course, mom on a water slide and then the two of them dining and dancing, having the time of their lives. Boy, did the Disney gang ever nail that one cold! That vacation sure tasted like another, longer one.

This, by the way, will be my last Heritage Threads column for a while. My best friend and I are shifting gears, as it were, which involves re-evaluating the things we spend our time at and where we spend it. So, I'm taking a 'sabbatical' for the next few months... during which I'll be thinking about the writing I want to do in future. Sincere thanks to all my readers: it is really you that have made this column possible... and profoundly rewarding.

Port Colborne

Spring's here and swans trumpet

Spring is coming and Precious Metals Refinery employee Don Evans couldn't be happier. This month, Don put together a small story for the InPort Nooz highlighting the migration of trumpeter swans that he observed.

With the nice weather just around the corner, employees Steve Ciazynski and George DeRuyte are currently accepting pledges for their upcoming participation in the annual Lions Journey for Sight Bicycle Ride.

The ride will take place Saturday, May 13, and the proceeds will help support the training of seeing eye dogs at Canine Vision Canada in Oakville.

Everyone is still celebrating the ISO 9002-1994 certification. In late February, a delegation from Port Colborne including Ray Alexander, Howard Niece, Bob Reyburn, Doug Schwyer, Richard Staniszewski and Bob Surridge travelled to Mississauga to receive the official certificate. Jim Ashcroft, President of the Ontario Division, was also on hand for the event and the certificate was presented by Catherine Neville, Vice President QMI.

Speaking of ISO 9002-1994... the internal quality audit teams are hard at work keeping a good thing going. The first ISO 9002-1994 internal audit successfully took place in early March at the Cobalt Refinery. With the exception of a few minor observations, the team found nothing to give them any reason for concern. Everything they found conformed to ISO standards. The observations, which lead to a few updates and minor corrections, have already been acted upon leaving the Cobalt Refinery in excellent shape.

The internal audit team featuring Al Glabb, Howard Niece and leader Doug Schwyer extended a special thanks to everyone at the Cobalt Refinery for their cooperation and interest. They further applauded Cobalt's ISO Coordinator, Ray Alexander; Supervisor, Gary Hoffman; Foreman, Bill Kromkamp; and ECR Operator, Tony Masciovecchio for their excellent cooperation.

The PCR is also happy to now be using a new software program they acquired called WATBAK. This program provides a means of assessing acute strength demands as well as estimating the risk of low back injury due to lifting, carrying, pushing or pulling. The program, which came from the

University of Waterloo's Department of Kinesiology, is currently being used by Lora Bruyn in the Environmental Department. Lora is a Kinesiology co-op student from the University of Waterloo.

Finally, employees of the soft water building are saying good-bye to the potential for back injury thanks to some recommendations made by three university co-op students and a group of area workers.

The former procedure for salt handling involved lifting 20 kg bags from the floor, carrying them up stairs and then dumping the contents into a brine tank. Studies done on this procedure indicated the potential for back injury was high. As a result, a four member team consisting of John Benjamins, Tom Marshall, Dawson Smith and John VanGool visited our own Precious Metals Refinery and several similar companies to investigate how they undertook the procedure. The team then came up with three options to improve the situation.

The first two involved the use of a lift table so the 20 kg bags could be picked up from waist height. In the first option, the brine tank would be left at the upper level and a hopper and screw conveyer would be used to transport the salt. The second option, involved moving the tank to the main floor and putting in a chute leading to it.

The third option, which was finally chosen by the Fail Safe Review Team, involves the creation of a bulk handling system where the brine tank is located on the bottom floor and one ton bags of salt are brought in by a lift truck. The lift truck drives to a stand specially designed to hold the bulk bag and an employee would climb to a lower platform to untie and cut the bottom of the bag allowing the contents to enter the tank.

The members of the Fail Safe Review Team were John Benjamins, Tom Marshall, John VanGool and Dave Wyatt. Further thanks for this effort go to co-op students Ben Zavitz, who wrote the initial report, Marc Banning, who helped investigate the three options, and Lora Bruyn who is conducting current ergonomic studies on this option.

Until the revisions have been completed a temporary measure has been to purchase salt in 10kg bags, thus reducing the likelihood of injury.

Yesterdays todays



40 Years Ago

Six weeks after erecting a 40 foot high concrete chimney and dust chamber at the Coniston smelter, Ralph D. Parker, general manager of Inco's Canadian operations, announced plans for a second major improvement to the Coniston plant - a new change house and office building.

The building was designed to accommodate the time office, the plant's administrative offices and the general office. There would also be room for the metallurgical department and large rooms set aside for the preparation of samples and lab work.

The change house section of the building was being built to accommodate 725 men, and would be equipped with the most modern of shower and washroom facilities. Connected with it was going to be the foremen's "dry," first aid rooms and the clock aisle.

A large lunch and conference room was also to be connected to this section.

In April, 1955 construction of the new building had already begun, said the triangle.

Other stories that month were: 'First Carnival Sets Brilliant Standard for Sudbury Skating Club' 'Free Tickets for All to See Show "Mining for Nickel"', 'Garson Mine Wins Parker Shield in Dramatic Contest'

25 Years Ago

"We are in a stepped-up process of moving away from being a company with highly centralized operations and corresponding centralization of responsibility," said Harry S. Wingate, chairman and chief officer of International Nickel, in his remarks prefacing the annual report of the company in 1970, and the change was already in progress.

A new office had been set up in Australia, headed by a vice president, to bring projects in Australia and Indonesia from the exploration to the development stage.

Major expansions were occurring in Ontario and Manitoba, and general managers, recently elevated to vice presidents, were assuming greater responsibility.

Staffs in Paris and Guatemala had been augmented and given

more responsibility.

New management training and motivation programs had been accelerated and the engineering division, responsible for designing and constructing new facilities, had been expanded, as had the technical and scientific staffs.

By 1972 the company would have spent \$1.1-billion on capital programs inside Canada, said the chairman, and possibly another half billion outside of Canada in the next five years.

But it was not all expansion and new buildings. Environmental protection was going to be as important to the company, he promised, as safety and production. Past standards were no longer acceptable, he said, and costly steps were being taken to decrease pollutants and significantly improve the environment.

Other stories that month were: 'Mine Drainage Clarification in Pollution Control Program' 'Coniston Band Starts 35th Year Under Totino's Baton' 'Another Brilliant Carnival Success for Skating Club'

15 Years ago

It was the annual Show 'N' Tell event for local history buffs and it was the most successful one ever. Held at St. Andrews Place in downtown Sudbury, it was put on by the Sudbury and District Historical Society.

The society had been founded in 1967, Canada's Centennial year, but did not really get going until 1975, said the article. In 1980 there were 100 members.

Organized by Bob Boudignon of Inco's accounts payable department in Copper Cliff, Show "N" Tell that year was the biggest and best attended event ever held by the society. There were 35 display tables.

About 75 percent of the displays were done by members of the Historical Society, with the rest selected by invitation.

One of the feature exhibits was a cylinder gramophone with original wax cylindrical records which looked a lot like the original Edison invention.

Some of the other displays, were early outboard motors, box and extension cameras and a charcoal-heated iron "used by homemakers in days gone by."

Other stories that month were: 'Inco Donates Nickel Content for "Northern Ontario Dollars"' 'Chairman's Last Visit to Sudbury Operations'

INCOME ideas

by Susan LeMay, CMA

It's the season for signing mortgages

Spring, the traditional time for buying a home. It is the biggest investment most of us make. We save for the down payment and then pay off the mortgage over a lot of years. The number of 'Open House' signs increases on spring Sundays, and prospective buyers head out to investigate.

What do you look for? Is it an investment, a home for a lifetime, or a place that will do for now until plans are in place for a move in a few years? Whatever it is, there are a few things to consider so that you get the most out of the largest investment you will probably ever make.

Before You Go Looking

Before you head out, you need to know two things. First, know the price range you can afford. That determines a lot about both the features of the house and its size. One of the easiest ways to establish that price range is to get pre-approval of a mortgage from your bank. Then you know that you can only spend that much plus whatever you have for a down payment. Secondly, know which

features are most important for you and your lifestyle. This includes deciding such issues as the area where you are going to concentrate your search and whether you want to buy a duplex and use your home to earn rental income.

Location

Location, location and location are said to be the most important things about any piece of real estate. So, location needs to be carefully investigated so there are no unpleasant surprises.

Doing Your Research

The Official Plan for the region will tell you what development plans there are for the area you have selected. Do the legwork to determine what changes there might be in the area and then narrow down the search to a neighborhood with these in mind. For example, close to schools and shopping may sound very desirable if you have a young family, but both schools and shopping mean more traffic which is a worry if you have a young family. The solution might be to

live a little further from the schools and shopping and ensure that your street has only local traffic. In the Sudbury Region, location in relation to the flood plains is also a consideration. Don't forget to consider future development too.

The area near you may be vacant land now, but if it is zoned for commercial development then you may find that the value of your property decreases in future.

Your Real Estate Agent

Most homes are bought and sold through real estate agents. You'll need one if you are buying either a new or a resale property that is listed with a realtor. Choose one who knows the area where you are looking. He or she is more likely to know the history of the property or about other properties that are about to come on the market.

Making the Best Investment

Even if you intend to live in your new home for a long time, it is an investment and you'll want to invest wisely. Look for a home that matches the neighborhood. Try to stay away from the biggest, most expensive house in the area. The

value of the smaller houses is likely to increase more than the big one does.

Before You Make An Offer

When you see a home you are serious about there are a few things to do before you make an offer.

1. If it is an older home, have a reputable inspector visit it with you and check for structural or other problems or flaws. The additional cost is a small but important part of your investment.

2. If time is not too pressing, drive through the neighborhood at different times of the day on both week days and weekends. It may look quiet on a weekday afternoon, but perhaps one of the neighbors has a noisy weekend hobby, or someone parks a dump truck in their driveway every night and goes out to work in it at 5 a.m.

3. Invest in the space, not the decorating. The seller can use paint, wallpaper, and furniture and accessories to make the presentation of the house welcoming and attractive. Look below that surface at the size and number of rooms; at the condition of the fixtures in the

bathroom, and the cupboards and counters in the kitchen. There are some things you can fix easily, and others that are more difficult or impossible. Our first house had bright pink countertop in the kitchen. We considered the cost of replacing it when we made the offer. When we bought the second one, we rejected one that was white brick with bright blue vinyl and paint on the outside. Not our choice and too costly to change.

4. Consider the exposure of the main rooms in the house. In the summer, any rooms facing west may be very warm on summer evenings and rooms facing north may be cooler in the winter.

Heating and cooling costs can quickly become a significant economic issue and may affect the potential resale value.

Yes, the first reason for buying a home is to live in it. Preferences and lifestyle play a big part in the selection. It is also an investment decision and deserves attention from that point of view. You can increase the amount of house you get for your dollar, or ensure that the space you decide you want is yours at the best price.

I heard it down at . . .

The Dry



by Jerry Rogers

Mining's still a winner for Ontario

Quick. What industry in Ontario generates about \$5 billion in income annually, supports more than 72,000 jobs and boosts government revenues by \$1.1 billion and still doesn't get the respect it deserves?

Right.
Mining.

That thought sprang to mind not long ago on seeing the Toronto media coverage of 25,000 people lined up at General Motors for the prospect of a high-paying, high technology job.

There was understandably much editorial huffing and crying over the state of the economy, the plight of the young and the unemployed and the attractiveness of the auto sector as an employer for the 21st century.

Here in the North, we often take our mining industry for granted and forget that mining has a lustrous future as well. In recent times, as the northern economy has become more diversified by branching out into health care, educational and government services, many people tend to forget their mining roots and downplay the industry's significance.

Only weeks before, when Inco was in the midst of hiring 40 experienced miners, something similar to General Motors was occurring in Sudbury but in less heralded fashion. The news in late December that Inco was hiring again quickly swept throughout the region. There were no mass lineups but still more than 1,500 young people from all over the North mailed or hand-delivered their resumes.

That response alone says much about Inco and the mining industry itself.

Later, on delving into several reports including the Ontario Mining Association's submission to the Legislature's Standing Committee on Finance and Economic Affairs and the accounting firm Ernst & Young's study of the Economic and Fiscal Contribution of the Mining Industry in Ontario, it's clear our industry shouldn't take a back seat to any industry, let alone the auto sector.

It's also clear that working in the mining industry is good for the individual, good for the community and good for the economy.

Sure, the mining industry is vital to the North. Has always been and will still be 30, 40 years from now - just think of Inco's new Victor Deep property near Garson. But, sprinkled throughout southern Ontario are such industrial mineral operations as gypsum, salt, silica, talc and nepheline syenite. Windsor, Goderich, Hagersville, Midland and Peterborough are linked to mining.

Even in Toronto, an army of head office employees, consulting engineers, lawyers, accountants, geologists and investment dealers owes their livelihood to mining. Did you know, for instance, that 20 per cent of the value and 20 per cent of the value of shares traded on the Toronto Stock Exchange are mining-related?

Still, despite the best efforts of the OMA and the Mining Association of Canada's Keep Mining in Canada campaign, mining is forever synonymous with the North. And, for southerners, the machinations of the auto industry are what makes news.

Still, despite Ontario's tough environmental enforcement, labor law changes, liability policies, high taxation and high compliance costs, the mining industry can say that:

- The average weekly wage in the mining industry is \$1,026. In the motor vehicle and parts sector, the average is about \$800.
- The mining industry generates more than \$160,000 in value added per employee. That's twice the value added per employee as the average for the entire manufacturing sector. The motor vehicle and parts sector accounts for \$85,000 per employee.
- Productivity in mining in the past decade has improved by about six per cent annually as compared with four per cent in manufacturing and less than two per cent in the service sector.
- The industry annually invests \$50 million in research and development, \$250 million annually in environmental protection and more than \$3,000 per employee in training and health and safety.
- Universities, hospitals and community service groups received \$5.3 million in charitable donations by mining companies in 1993. This, despite a precipitous drop in profitability.

Closer to home, our Ontario Division has a huge impact on the Sudbury economy.

Wages and salaries alone in 1993 checked in at \$530 million. Pension income to Sudbury pensioners was \$89 million, regional taxes \$19 million and \$255 million of the \$500 million we spent on products and services went to Sudbury firms. On top of that, an estimated eight per cent of our Divisional workforce is involved in environmental work. And environmental costs in 1994 are estimated at \$70 million. So, all around, it's a powerful story.

Putting in our two cents worth

News that the federal government will switch to nickel-plated steel for the nickel, dime, quarter and 50-cent piece may hold sales potential for Inco.

The move, which will also see the Canadian penny made out of copper-plated steel, is part of the Canadian Mint's plan to save about \$12 million a year by switching to lower cost metals for all our coins except the loonie.

Warren Smith, Inco's sales manager for Canada and Latin America, said Canada and the Netherlands were among the last two markets in the world for pure nickel coins. Nearly every country has made the switch to what is known as NBS coins or nickel-bonded steel.

The most likely source for NBS coins in Canada is Sherritt Inc. which has supplied the nickel strip for the dime, quarter and 50-cent piece. It has said it has the capacity to supply the nickel-plated steel needed for the new coins.

Since Inco is supplying nickel plating products to Sherritt for the export, Inco's Smith says there is "the potential we'll sell more plating products."

Barry does it for art's sake

Most Inco people know Barry Bowerman as a section leader going on 22 years in process technology at the nickel circuit of Copper Cliff Refining. In conservation and artistic circles, Barry is gaining a serious reputation as an artist focusing on nature and wildlife.

An indefatigable donor of paintings to a number of Sudbury charities for fundraising auctions, Barry has been painting as a serious hobby for a decade. He's studied with prominent realist painters such as Robert Bateman and Glen Loates but his work has been largely seen here in the North.

Until *Adrift*, his study of a Hooded Merganser drake in Moose Lake near Pointe-au-Baril. This original acrylic painting won first place honors at the 1993 Ducks Unlimited Northern Ontario Art, Carving and Photography competition.

But that's only half of it. The painting has been reproduced in a limited edition of signed, numbered prints as Ducks Unlimited's 1994 Ontario Sponsor Print.

"I feel quite honored," Barry says. "I've never been printed or published before."

Barry says painting brings a lot of satisfaction away from work. "It gave me a way of following through on an interest I had from public school. I never had the time before. I needed to make time and I did and I've been at it for 10 years now."

United Way forever

Although Inco's employment levels have declined in recent years, the Inco/Steelworkers' campaign for the annual United Way drive in Sudbury continues to provide the leadership role model campaign organizers love. Michele Liebrock, United Way campaign director, says the United Way employs the InContact TV segment on Inco's people and the campaign as a marketing tool elsewhere in Sudbury. "That segment took real people, your employees, and showed them at work with our agencies. It was extremely successful. Other groups in town saw the success of what Inco was doing and it sort of gave a challenge to other groups." For the record, the Inco employees' campaign, special events and the company's annual corporate contribution of \$120,000 brought \$301,000 into United Way coffers.

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Sudbury, Ontario

FRITZ MUELLER
1212 WOODBINE AVENUE
SUDBURY ONTARIO
P3A 2M1

Manager Public Affairs
Jerry Rogers

Publications Editor
John Gast

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Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario POM 1N0. Phone 705-682-5428