



This is entertainment? See Pages 6-11.

INCO Triangle

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Wider delivery for miner's message

While most northerners are well aware of the importance of mining to the economy, the challenge in the future is to expand the industry's public awareness efforts to major urban areas like Toronto.

"People in these areas, particularly the kids, know nothing about the industry," said Ontario Mining Association communications manager Peter McBride at this year's Mining Week Breakfast Seminar that signalled the start of

Mining Week.

"Everyone knows about our industry's negative image in the distant past," he said, "but few realize the high-tech, highly skilled and well-paying jobs that are available in the industry today. Even fewer realize that far from an unsafe workplace, today's mines are safer than many other kinds of work."

A 1993 survey, he said, showed mining had a better safety record than govern

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District competition winner

Frood-Stobie-Garson best at mine rescue

Watching this year's mine rescue competition from the Levack arena bleachers, five-year-old Darcy Tellier said he wants to keep other miners from getting hurt,



Five-year-old Darcy Tellier, son of Creighton's Ken Tellier, watches with mom Denise as his dad does his part in the mine rescue competition on the Levack arena floor below.

just like his dad.

Darcy should know, he's been practicing at home with his father Ken Tellier of Creighton Mine these past few weeks. "My dad and me work together real good. I pretend I have a broken arm and dad fixes it. It's just like Rescue 911."

"He's down there with the white suit on," said the youngster as he pointed to the smoky mine rescue simulation on the arena floor.

The Frood-Stobie-Garson complex won this year's competition in one of the most difficult scenarios of "twists" some experienced competitors can remember.

"It was as close at it's ever been since I can remember," said Richard Bleskie of the Frood-Stobie-Garson team. "Only half a point separated us from the Levack team's second-place score."

Levack and Frood-Stobie have traded off top spot in recent years. Levack won last year and Frood-Stobie the year before. Levack also won the provincial competitions last year. The Frood-Stobie team will compete at the provincials in Marathon near Thunder Bay June 9 and 10.

"The simulation was very unique this year," said Frood-Stobie's Jim MacLellan. "They simulated our arrival at the 'mine' one at a time, the way it would actually be in a real situation."

But the two are never surprised at the originality of those writing the contest scenarios. "It's always something different to throw you off," said Richard.

"We felt we had done well when we got through," said Jim, "but you never know how you will stack up against the other teams."

"It was very difficult this

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A beautiful saxophone rendition of 'Danny Boy' by former Sudburian Bud Matton was just part of the show entertainers Malton and Hamilton prepared for this year's Quarter Century Club celebrations at the Ramada Inn. The 611 new members this year represented the largest number in a single year.

4-5 Mine rescue

13 Bowled over

14 Guards celebrate

Mining Week activities are educational,



Inco pensioner Severo Zanatta (rear right) helps an Inco exhibit visitor with his seedling. About 1,000 seedlings, grown in Inco's underground greenhouse, were passed out at the Supersmall display.

Continued from page 1

ment. At the same time productivity has vastly increased.

He said Canadian miners have an international reputation as being high-skilled, highly productive

and motivated.

"Our mining graduates are in demand all over the world. We're on a winning team. We should be very proud of it."

The major emphasis of this year's Mining Week was on education and public

information.

Inco's display at the Supersmall in New Sudbury attracted a great deal of attention as did the Keep Mining in Canada display, set up by Inco to help the ongoing national campaign.

Approximately 1,000 people walked away from Inco's display carrying pine seedlings grown in Inco's underground greenhouse at Creighton Mine. Balloons, goodies for the youngsters and pamphlets also disappeared

off the display's tables.

A draw for a polished ore-based nickel-plated pen set saw hundreds of entries, but the ore may well have ended up with the fellow who helped mine it. Retired Stobie warehouseman John Leroux won



Derek, 11, son of Stobie miner Ron Bazinet, looks around to ensure he's got more time on the control stick of the loco 66 feet below him. The Bazinets were among the more than 400 people who attended the Big Nickel Mine Blast held on the last day of Mining Week. Inco seedlings were also handed out at the event.



Accounting manager Dorothy Cayen (right) and General Accounting supervisor Martie DeCorby line up for food at the Mining Week Breakfast. That's Technical Services' vice-president Stew Gendron in the rear.

nformative . . . and a lot of fun



Pensioner Hans Bartsch (hat) helps youngsters Mitchell, 4, and Steven, 18 months, hold on to their Mining Week balloons at Inco's Supermall display. Dad Dan Goudreault, a Creighton miner, holds the second balloon for his youngest son. Hans was one of the volunteers who helped greet visitors at the Mining Week display.

the set. "The first time I've ever won anything significant in my life," he said.

Inco pensioners made the one-day display possible, volunteering their knowledge, experience as well as their time to staff the display and answer the many questions about Inco and its operations. Helping out were Severo Zanatta, Hans Bartsch, Alcide Fournier, Rudy Regimbal, Stan Snider and Larry Murray.

Throughout the week, the Sudbury Geological Discussion Group arranged for a geoscientist to visit local classrooms for 45-minute presentations on the importance of mining to society and the 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 were at work.

The Willet Green Miller Centre also opened its doors to groups wishing to tour the centre.

One of the most popular events of Mining Week again this year was the science fair that displayed local students' efforts at Science North. Marked by a panel of judges, awards were presented at the evening Meet the Miners reception in the Science North Cavern.

The grand finale was at the Big Nickel Mine where a full day of activities relating to mining was held. Dubbed the 'Big Nickel Mine Blast,' the Science North/Big Nickel Mine-sponsored family event was designed for the general public and featured presentations to the Mining Week Poster Contest winners.



When the Big Nickel Mine hosts a big blast, be prepared to plug your ears, as demonstrated by Big Nickel Mine 'Blast master' of ceremonies Denis Ferlatte. Mining Week Poster contest winner Jesica Biscaro, 9, of Corpus Christi School in Sudbury was given the honor (and the little black box) of triggering the actual blast to signal the end of Mining Week.



Ontario Mining Association communications manager Peter McBride has an animated conversation with Northern Development and Mines deputy minister Don Obonsawin.



Retired Stobie warehouseman John Leroux won the ore-based nickel-plated pen set in the draw held at Inco's Mining Week mall display.

Inco's mine rescuers do well despite new

Continued from page 1
year," said Copper Cliff South Mine team member Robert Piatkowski, "but then every year there's a new twist. I don't think it's possible to be totally prepared for what's coming up next. All the teams are unique, creative and have

their own way of doing things. It's up to the judges to decide who does it the best."

Robert says he volunteered for Mine Rescue because he's always had an interest in firefighting. This was his third competition.

"I think the miners appre-

ciate what we do. We're kind of an insurance policy for them, I guess. We get a great deal of support from senior supervisory people and from the people in the mines."

Training sessions begin in September and run, at least monthly, until shortly before

the competition in May. Then the teams do a lot of 'crunching', intensive training to give them the best shot at the trophy.

"No question, these competitions keep us sharp," said Robert.

Being prepared and staying calm are the keys for team member Derrick Parsons. In his fourth competition, Derrick described the experience as challenging. "It's the same as every year. They throw everything at us, then watch us to see what mistakes we make and how we behave under pressure."

A veteran of a decade's involvement with Mine Rescue, Tom Gunn has been the Mine Rescue Coordinator for eight of the 10 years. "Back when I was a miner I was glad they were

there. There are occasions underground when they are needed and it's reassuring that there are fully-trained people there to help when you need it."

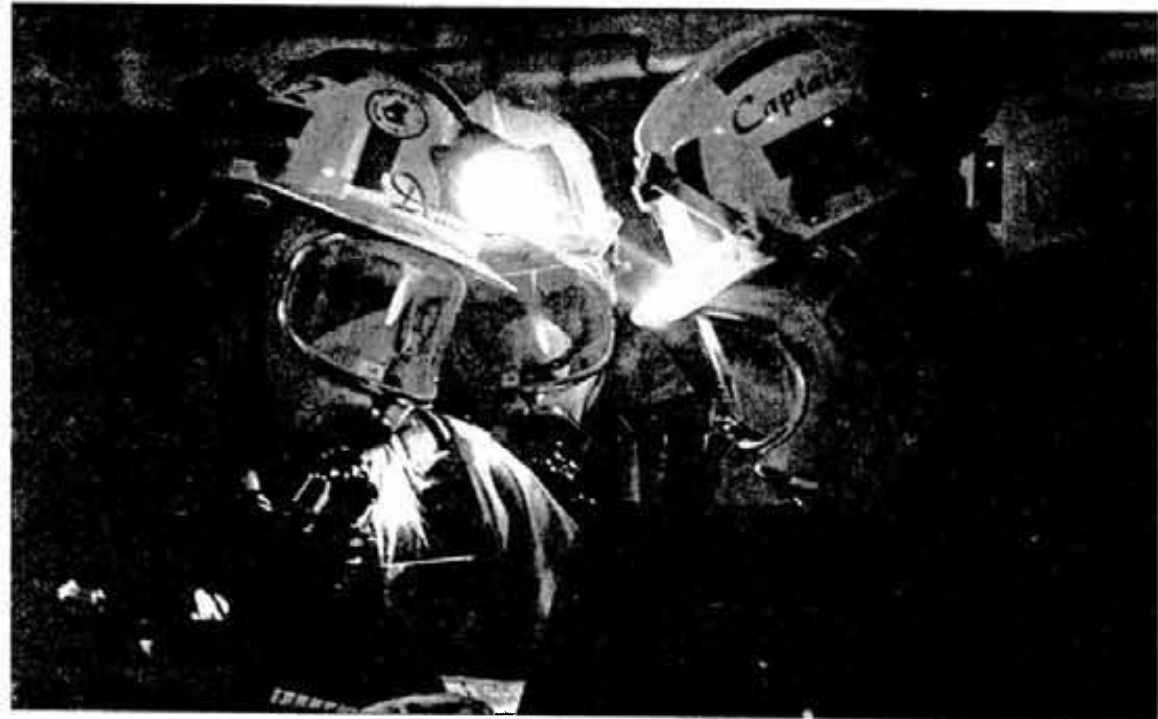
Tom thinks the mine rescuer hasn't changed at all. "They're dedicated people, experts in their field. I don't think that's changed."

But the job they do changes. High tech equipment and new methods create new challenges. "There's a lot more emphasis on other things and not only on firefighting. First aid is stressed a lot more and you can see by the action on the floor that our people do well in all areas."

Tom said that, whenever possible, team membership consists of as wide a range of skills as possible.



The Frood-Stobie-Garson Complex Mine Rescue team won this year's district competitions. They are (front row left to right) Pierre Lauzon, assistant trainer Andy Scott, Rick Beaulieu, (centre) Jim MacLellan, technician competition winner Moe Sanche, Lloyd Haney, (rear) Brian Vallier, Bob Neville and Richard Bleskie.



Derrick Parsons, Bob Larocque and Rick Blum of the Copper Cliff Mines team plan the next move.



Leo Seguin and Randy Naponse of the Creighton team help each other prepare their equipment.



Mine Rescue training officer Bruce Hall acted as a patient for the competition.

twists' during every competition



Creighton team member Mark Kenny checks his breathing apparatus during the bench test.



Vice-president of Production John Kelly watches as a team goes through the bench test.



Creighton team members use timber to do some shoring up before going to the 'victim's' rescue.

The scenario: The way the judges wanted it done . . .

A supervisor traveling his beat on 1,000 level discovers a small fire burning on a fuel truck at the top of the 1,012 ramp. Acting quickly, he puts on his self-rescuer and searches for the fuel truck operator, then retreats to the lunch room to notify the hoistman and requests that stench gas be introduced.

The hoistman and security follow the notification plan. Five team members report to the mine rescue room as they arrive at the mine.

From here, team members must balance urgency and caution, knowledge with intuition while maintaining a cool head as judges watch intently at even the smallest detail and scribble notes behind clipboards.

Judges deem the #4 man

on each team untrained for mine rescue, designating him the #1 shaft cagetender on duty today.

After intense training for the past few weeks, the team member can only watch helplessly as his teammates move past him into the silent, simulated mine on the floor of the blackened arena.

He prepares his equipment and stands by at the cage for further instructions.

After the briefing officer gathers the information and briefs the team, they move to the 1,000 level to confirm the supervisor's safety and establish the lunch room as a safe refuge area.

The team moves to the fire area and searches for the missing fuel truck operator. The team feels heat and sees smoke. Unable to extinguish

a fire, the team reports to the briefing officer from the tool room phone, then spots a man wearing a self-rescuer walking into a nearby drift.

Following the man into a 'drift' wrapped in plastic sheeting like a cocoon to trap the thick, white smoke that reduces visibility inside to inches, the team spots the man at some collapsed timber. Nearby is a timberman, pinned by a timber beam.

After the ground conditions are assessed and breathing protection for the first man (found to be a trained mine rescue man) is

provided, the team retreats to the tool room to get the necessary tools and to report to the Briefing Officer. The trained mine rescue man is sent back

The team spots the man at some collapsed timber. Nearby is the timberman pinned by a timber beam.

to the lunch room. With head-lamp lights jabbing at the thick smoke, the team then re-enters the drift and attempts to navigate the timbered area and shore up the damaged timbers. Reaching the two men, they discover one has a chest injury and the other a cut artery and immediate appropriate first aid is applied.

Bleeding of the artery can be controlled. The man with

breathing difficulties is brought out first.

Since the cagetender does not have first aid or mine rescue training, the mine rescue man in the lunch room or the standby team is used to accompany the injured man to surface.

The team then returns to the timberman and carries him to the cage to evacuate him. The supervisor from the lunch room is also taken now if he was not taken with the first man evacuated.

The exercise is over. Breathing apparatus is removed. Faces bathed in sweat appear from behind face masks. The judges' pencils finally quit scribbling.

The team members' nerves, however, scribble on for some time.

611 new Quarter Century Club members



Elvis was alive and well at this year's Quarter Century Club celebrations.

Some hired on to follow family tradition, some because it was the only game in town. Some came for only a short time but stayed on, while others came for the love of mining, the love of

ber Guy Rivard looks at his 25 Inco years with a lot of pride in his accomplishments, moving from a laborer at Matte Processing through a four-year apprenticeship to the high-tech field of instrumentation.



Oxygen Plant instrument man Guy Rivard and wife Yvonne: Guy's hiring on at Inco was a matter of love.

money or the love of a more rustic northern life. As far as we know, only one came to Inco for love itself. Of course, Oxygen Plant instrument man and new Quarter Century Club mem-

ber Guy Rivard looks at his 25 Inco years with a lot of pride in his accomplishments, moving from a laborer at Matte Processing through a four-year apprenticeship to the high-tech field of instrumentation. He figures his decision to come to Sudbury was the best one he ever made. He ever made??? "Truth is," said wife Yvonne with a teasing smile, "I moved here from Earleton before he did to go to school here.

"He was in love. He followed me here," she teased. Yvonne and Guy were two of more than 1,200 new Quarter Century Club members, their spouses and guests who took part in the celebrations at the Ramada Inn. Like most of the Inco veterans, Guy recalls starting at Inco when much of the work was physical. He says Inco's changed a lot over the years. Today, mining work is a lot more sophisticated, modernized and mechanized with the hard physical work done by high-tech machinery. With 611 Inco people reaching 25 years of service, this year's event was expanded to three nights from two in previous years. According to Ontario Division President Jim Ashcroft, it was the single largest number of new members ever in a single year. In his address to the new members, Jim said the contributions they've made to Inco are "truly staggering." "Together, you represent 15,275 years of service," he said. "Put another way, that's almost 32 million hours, or 52,000 hours each." He said the milestone reached by the new members is one that all can be very, very proud of. Jim spoke defiantly of the challenges facing Inco in a highly-competitive international market. "To meet and

triumph against ever-increasing global competition, we rely upon our company's greatest strength... our people... you people." Loco Shop maintenance mechanic Len Mulligan said the company has certainly changed in 25 years. "With the downsizing we've become more efficient. I started at Inco as a summer student at #3 shaft at Creighton as an electrical helper. I started my apprenticeship at the Iron Ore Recovery Plant in 1969, moved to Frood in 1971 and to the Smelter in 1972. I stayed there for 12 years on shift as an electrician. Today, I'm steady days at the Loco Shop repairing diesels, locos, mobile equipment and crossing lights. For me 25 years with one company is a personal milestone. I enjoyed my work then and I enjoy it now." Little Stobie electric jumbo operator Rick Pilon said it was hard to imagine the changes that have taken place in 25 years. "We used to be all jackleg, now we're all electric. The greatest thing that ever happened to us was electric equipment. It's improved the working environment 100 per cent. It's cleaner, faster, more efficient, doesn't pollute the air and is much safer." Judging from the howls of laughter and loud applause, the entertainment was a crowd-pleaser again this year.

The comedy team of Malton and Hamilton, coupled with an entourage of dancers and musicians, delivered some good-natured zingers at those who happened to get in their cross-hairs. A photographer



Ontario Division President Jim Ashcroft: Contributions club members have made to Inco are staggering.

was razzed mercilessly to the delight of the audience (and the photographer.) But most of the time the two leveled the jokes at themselves. Along with dancers and singers like Sam Kelso, the show featured a beautiful saxophone rendition of 'Danny Boy' by Bud Matton. "I think I'll stick around for another 25 years so I can come back again," joked one miner. As in other years, Inco volunteers were hosts to the event.

the largest single-year induction ever



Copper Cliff Refining lead welder Jean-Marc Lemoine and wife Rosia (right) share a good time with maintenance foreman Bill Ingram and his wife Cecile.

Jean-Marc: "I've been at Copper Cliff Refining's copper circuit my entire career and a lot has changed. Everything is automated now at the Tankhouse. The company is getting rid of lead wherever possible and going to fiberglass, but I still have lots to do. Our crew size has dropped from 22 to four, but that's just a sign of the times. The company is doing more with less. I've had a very good career and have worked with a very good crew."



Copper circuit maintenance general foreman Tony Ferro and wife Gisele; tankhouse electrician Mike Desormeaux and his wife Lise; and Linda Ballantyne, wife of Refining superintendent George Ballantyne.

Mike: "The company's personality has certainly matured over the last 25 years. There's more of a team atmosphere now. Everyone is equal and everyone's ideas count. The company promotes participation and it's great because the people on the floor know what's going on. We've also made giant leaps forward in our electrical operations. You used to take a tool box into the field to fix a relay. Today, you take a laptop and hook it up to the personal computer that's running the equipment."

Copper Cliff Refining nickel circuit plant protection officer John Howard with his wife Deborah.



"The time has skipped by too fast. It doesn't seem like 25 years. Employees today seem to have a better attitude about their workplace and their own production. I guess it's because of the training we've received. And Inco's attitude toward employees has made them feel they are a part of the company and important to the company."

Retired programmer Mary-Ellen Fillator and systems analyst Donna Halverson, both from Information Systems.



Mary-Ellen: "It was awesome when I started, a terrific place. The people were marvelous and the job was great. It was the same way when I retired. When I look back on all those Inco years I know they were the best years of my life. I made a lot of good friends here."

Donna: "I started as a keypunch operator. It was a lot harder and a lot more tedious than working on the computer today. It was always a challenging job and there was always something new to learn. There were a lot of changes in my field over my years with Inco and I think I grew along with them."



*Malton and Hamilton genuflect before management:
"If you don't brown-nose, the cheque will bounce."*



To the delight of the dancers, Accounting's Wanda Cresswell gets in the spirit.



Smelter senior technologist Roger Diamantini caught the eye of one of the entertainers.



Sam Kels stitches.



dancers kept the audience entertained . . . and in



Sam Kelso belts out a tune for the audience.



A *Malton and Hamilton* singer finds *Coleman Mine* parts coordinator Rolly Aumont's head a handy rest. That's Rolly's wife Yvette barely containing a hearty laugh.



Brian Crowder of Employee Relations gets his turn to be crowned to.



Andy Talbot of *Frood Mine* and his wife Linda show their appreciation for the entertainment.



Mike Hamilton plays a tribute to the classics on a bicycle pump. His appreciation of classical music is written all over his face.



Guest Monique Belanger and Garson miners Yvon Mimeault and Bill Kyrlyuk.
Bill: "Twenty-five years with one company is a milestone and I'm proud of it. When I first started it was the old type of mining — cut-and-fill, jackleg drilling and lots of bull work. Now, with heavy machinery and bulk mining methods, it's much more efficient and much safer. Employees underground are no longer exposed to screening and bolting. It's blasted and mucked out from another level, which is much safer. We've come a long way."



Divisional Shops machinist Don Vienneau and wife Jackie are congratulated by Maintenance manager Brian McQueen and his wife Connie.
Don: "I started as a laborer and did just about everything there was to do including sweeping up. Some of it was very hard work back then. I've never had a boss that didn't treat me right. All I had to do was do my job as best I could and I'd be left alone. I never had a problem that way. A lot of people talk about the 'bad old days' but I don't recall them being all that bad. I will say, though, that the safety standards are way up compared with the way they used to be."



Refining's maintenance superintendent Berno Wenzl tears up the rug with a Malton and Hamilton dancer.



South Mine haulage truck driver Larry Johnston gets his name tag from Karen Roger of Mines Research while his wife Linda looks on.
Larry: "I started as a shoveller and there was a lot of physical work back then. When you use a 12-pound sledge hammer all day to break chunks, you get tired. Now it's all done with a hydraulic hammer. But I don't think the miner will ever be totally replaced by machinery. There will be fewer and fewer miners in the future, but it's always been miners who have made it all work. If I had the 25 years to do over again, I would."



Safety Department pensioner Laura Diniro and husband Guido.
"I actually have 30 years with the company but in the old days there was no maternity leave so I didn't qualify for the Quarter Century Club. This year, they're allowing credited service, which allows me to get my pin and that's very important to me. I've volunteered at this event before but it's nice to be here officially. I started with Inco on a manual typewriter, moved to an electric typewriter, an electric word processor and then to a computer. I've seen it all. In 1959 the Metals Report consisted of 12 carbon copies on red carbon paper. Today, with electronic mail, you do it once and send it to whomever you want. But in my opinion the biggest change has come in the relationship between the company and its employees. Today people are asked what they think."



Wayne Malton shows some beachwear while Sam Kelso belts out the Itsy Bitsy Bikini song.

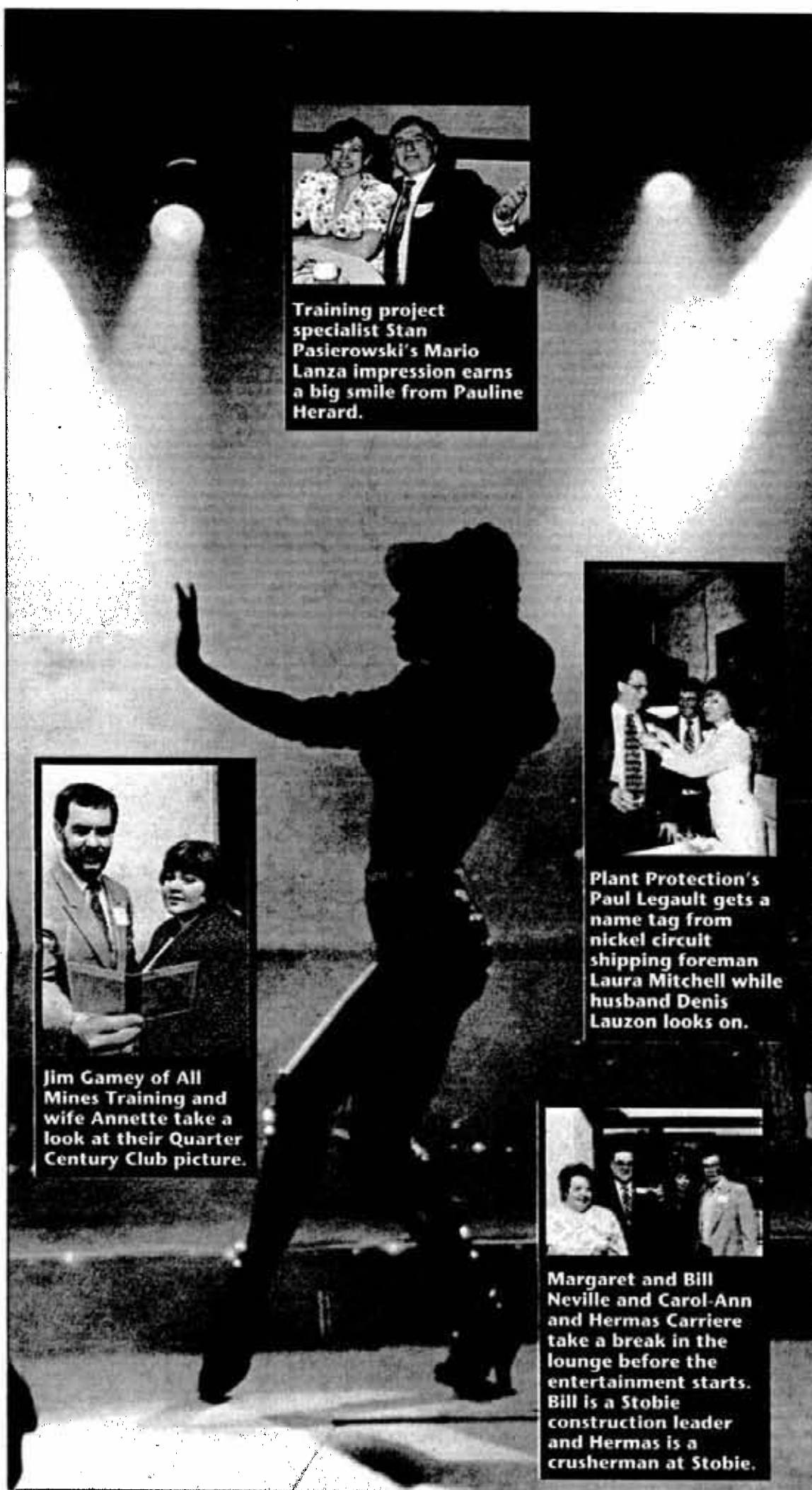
Divisional Shops
machinist Denis St.Aubin.
 "I started underground. I was kind of a jack-of-all-trades. I applied for an apprenticeship but I had to be persistent before I got it. I knew that if I didn't get it, I was going to leave. My dad Rheal is an Inco pensioner, a Frood miner. I guess mining runs in my family. I never



regretted sticking around and I ended up being the most successful of all the people I graduated school with. When I first hired on I felt like I was part of the furniture, that nobody noticed me, so I had to fight to get my apprenticeship. I guess I became a real pain in the butt for a lot of people . . . but then, I still am.



Stobie miners Rheal Bujold and Gerald Brunet.
Gerald: "Biggest change I've seen was outside of Inco. Sudbury's moved from the mining capital of the North to the bingo capital. Back 25 years ago, just about everyone you met on the street was involved in mining in some way. The place has been diversified over the last 25 years. Hard labor is a thing of the past. I wish I'd started with Inco today and not 25 years ago. Used to be that you carried the machinery from place to place. Now the machinery carries you."
Rheal: "I'm doing the same thing as I was back then, still using a jackleg in places where the big machinery doesn't go. This is a great company to work for. I went through a strong bonding period with a lot of people here. It's my home."



Training project specialist Stan Pasierowski's Mario Lanza impression earns a big smile from Pauline Herard.



Jim Gamey of All Mines Training and wife Annette take a look at their Quarter Century Club picture.



Plant Protection's Paul Legault gets a name tag from nickel circuit shipping foreman Laura Mitchell while husband Denis Lauzon looks on.



Margaret and Bill Neville and Carol-Ann and Hermas Carriere take a break in the lounge before the entertainment starts. Bill is a Stobie construction leader and Hermas is a crusherman at Stobie.

Creighton tram crew member Charlie Charlemagne and his wife, Dewlett.

"I don't think the job has changed much, but the equipment you do it with has changed for the better. I started with a pick and shovel when I hired on and in those days you were sore all over when you went home. Now it's all mechanized and the job isn't so physical. Like a lot of the guys I only planned to work here for a few years - five at the most - because mining in those days wasn't the kind of work you wanted to do as a career. Today it's a lot different. Today you are treated well and the people you work with are great. I'm from St. Lucia but in 25 years I've never felt discrimination because I'm black. I've always been treated like anybody else."



Smelter flash furnace operator Vic Amyotte and wife Claudette.

"I've seen lots of change in 25 years, but for the number of places I've been at the company I've always known good people. I started at the Coniston Smelter but moved to Copper Cliff after only one-and-a-half years. I was underground at Garson for 10 years but returned to the Smelter in 1984. The new flash furnaces have been the biggest change I've witnessed in my career - it's a good change for the company and for the environment. I've enjoyed my career and it's allowed me to raise my family."



North Mine miner Bill Barrett and wife Kerry.
 "I started as a shoveller at Levack. I took the job with no intention of staying here too long. By the time I had five years in, I knew I was here for good. I figure there's not much difference between the miner of yesterday and today. Show 'em how to make a dollar and they'll make it. It doesn't seem as much fun as it used to be, but then I'm getting older. I think I'm just as energetic as I used to be, but maybe I'm not."

EVH

FOR YOUR HEALTH

From the Occupational Medicine Dept.

It's spring again! For many of us that means it's time to start battling allergies.

MORE THAN FIVE MILLION CANADIANS SUFFER FROM ALLERGIC RHINITIS.

WHAT IS ALLERGIC RHINITIS?

Allergic rhinitis is an inflammation in the nose caused by an allergic reaction to an allergen (substance that causes allergic reactions) in your environment such as pollen, mold or house dust. Many of the symptoms resemble those of a cold: stuffy nose, watery eyes, sneezing, coughing, and itchy nose, eyes, roof of mouth and throat.

WHY DO SOME PEOPLE HAVE ALLERGIES THAT START UP EVERY SPRING?

When allergy symptoms occur between the months of March and September they are called seasonal. Of people with seasonal allergic rhinitis, 85 per cent are affected by ragweed, 60 per cent are affected by grass pollen and 10 per cent by tree pollen.

IS IT POSSIBLE FOR ALLERGY SYMPTOMS TO LAST ALL YEAR LONG?

Yes, this is called perennial allergic rhinitis. This substance causing the allergy is found indoors and may be inhaled in every breath. The allergen may be house dust, dust mites, mold or household pets.

Did you know that the total drug expenditure for Inco for antihistamines last year was \$400,000? This accounts for 2.7 per cent of the total drug plan expenditure of \$16.9 million.

Employees themselves probably spend additional amounts each year on over-the-counter medications and remedies to try and make themselves feel more comfortable.

COMMON ALLERGENS AND HOW TO AVOID THEM

While allergy medication can help reduce the symptoms, there are also simple steps people can take to reduce their exposure to allergens.

POLLENS – trees, grasses, weeds

- Avoid freshly cut lawns.
- Keep doors and windows closed in pollen season and use central air conditioning if available. Rainy days wash pollens out of the air, so take advantage of the 'fresh air.'
- Schedule outside activities for late afternoon or evening when pollen release is at its lowest.
- Pull ragweed out; cutting it only helps it to flourish.

HOUSE DUST AND DUST MITES – carpets, furniture, mattresses, dirt, furnace filters, feather pillows, stuffed toys.

- Avoid sweeping – vacuum regularly – dust with a damp cloth.
- Cover mattresses and pillows with a synthetic dust-proof covering.
- Wash sheets in hot water.
- Use dacron or other synthetic pillows.
- Change furnace filters monthly.
- Avoid open bookshelves. Books are great dust collectors.
- Minimize toys and stuffed animals in a room.

MOLDS – damp areas, basements, bathrooms, laundry rooms, household plants, garbage cans, humidifiers, carpets.

- Keep the humidity in the house low (40-50 per cent) to avoid growth of molds.
- In damp areas, remove carpets and replace with smooth flooring.
- In the basement, use a dehumidifier, allow for air circulation, eliminate clutter (i.e. paper) that may absorb moisture and grow mold.
- Air out rooms when possible.
- Clean humidifiers regularly when in use.
- Minimize house plants (not more than seven) and remove from bedroom.

ANIMALS – household pets

- keep pets out of the bedroom.
- wash pets once a week to avoid dander.

ALLERGIES: Don't let them control your life

MEDICATIONS USED FOR ALLERGY-TYPE SYMPTOMS

MEDICATION

EFFECTS

ANTIHISTAMINES

- Chlorpheniramine (Chlortripolon)
- Diphenhydramine (Benadryl)
- Loratadine (Claritin)
- Astemizole (Hismanal)
- Cetirizine (Reactine)
- Terfenadine (Seldane)

Reduce symptoms such as itching, sneezing, runny nose and watery eyes.

DECONGESTANTS (ORAL AND NASAL)

- Pseudoephedrine (Sudafed)
- Xylometazoline (Otrivin)
- Dristan

Reduce nasal congestion.

CORTICOSTEROID NASAL SPRAYS

- Flonase
- Beco-nase
- Rhinocort
- Nasacort

Relief of runny nose and inflamed nasal passages.

ANTIHISTAMINE NASAL SPRAY

- Levocabastine (Livostin)

Reduce nasal itching, sneezing and runny nose.

WHEN YOU REQUIRE NASAL SPRAY ASK YOUR PHARMACIST TO SHOW YOU THE PROPER WAY TO USE IT SO THAT YOU GET MAXIMUM BENEFIT FROM YOUR MEDICATION.

WHEN IS THE BEST TIME TO TAKE ALLERGY MEDICATIONS?

ANTIHISTAMINES work best if taken before the anticipated allergic event and taken throughout the season of the offending allergen. CORTICOSTEROID NASAL SPRAYS require one to two weeks to be fully effective. Therefore it is recommended that you begin using this medication ONE WEEK BEFORE to ONE WEEK AFTER the allergic rhinitis season.

ALLERGIC RHINITIS SEASONS IN ONTARIO

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Trees				♀	♀	♀	♀					
Grasses						♂	♂	♂	♂			
Ragweed								♂	♂			

NASAL DECONGESTANT SPRAYS (i.e. Dristan) should only be used if you are experiencing nasal congestion and should only be used a MAXIMUM OF 3-7 days in a row to avoid rebound congestion and dependency (i.e. worsening of the congestion)

WHAT PRECAUTIONS SHOULD BE TAKEN WHEN USING THESE MEDICATIONS?

ANTIHISTAMINES are not all the same. The first generation antihistamines (i.e. Chlortripolon, Benadryl) cause more drowsiness than some of the newer second generation antihistamines (i.e. Seldane, Claritin, Reactine, Hismanal). The second generation antihistamines may be a better choice for anyone who must drive a car or perform tasks that require alertness. Antihistamines may interact with other medications. The potential for side effects (i.e. drowsiness, dizziness, cardiac problems) is increased when taken with certain other medications (i.e. Antidepressants or Erythromycin).

COUGH AND COLD PRODUCTS OR NIGHT TIME SLEEPING AIDS may contain antihistamines and/or decongestants. An excessive dose of an antihistamine or decongestant may cause side-effects in individuals taking more than one type of product.

ORAL DECONGESTANTS (i.e. Sudafed) should be used with caution if you have conditions such as high blood pressure, congestive heart failure and thyroid problems.

CONSULT A PHYSICIAN AND/OR PHARMACIST BEFORE TAKING ANY NEW MEDICATION IN ORDER TO AVOID ANY SERIOUS ADVERSE REACTION OR DRUG INTERACTION.

Sports Sports Sports Sports Sports Spo

Look out for those bowling pensioners!

You invite them back and what do they do? They show off by winning the whole shootin' match!

At least that's what Central Mills pensioners managed to do when they formed two teams in the Central Mills Bowling Tournament earlier this month.

The high team triple went to 'Tiny's Kingpins', a team made up of Clarabelle Mill pensioners Angelo Ceccone, Randy Paris, Larry Talevi, Alex D'Angelo, Rudy Toffoli and Louis Sartori.

Not to be outdone, the sec-

ond group of pensioners consisting of Steve Kusan, Gerry Pigeon, Al Spencer, Joe Blais, Dan Lukoff and George Nault won the high team single.

Special mention goes to Louise Duke, wife of Clarabelle maintenance mechanic Scott Duke. Louise racked up an impressive 354 points to take the high single.

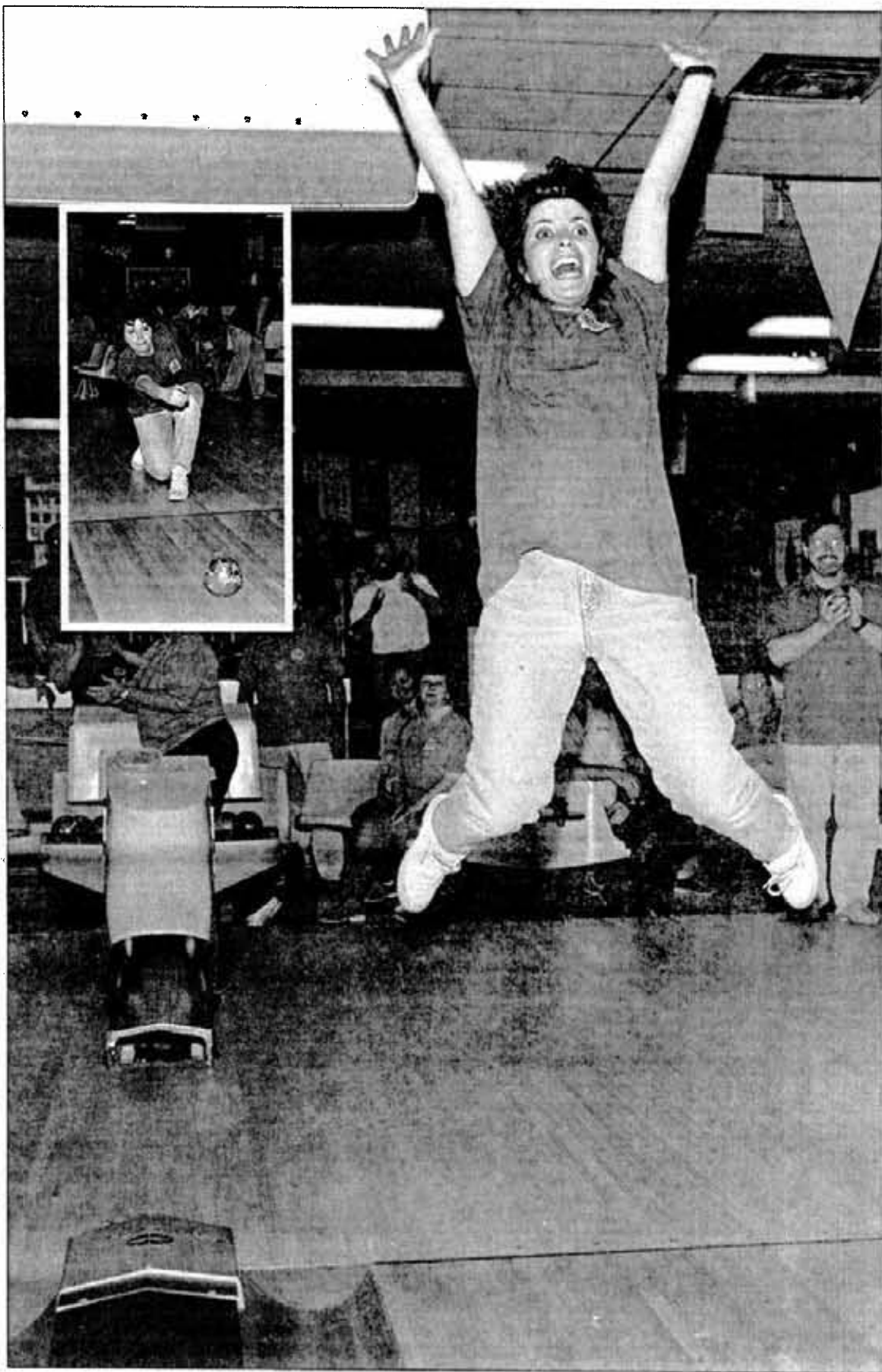
Organized by Angie Gagnon, Sue Benoit and Ted Wilson of the Central Mills Employees Association, the tournament saw 14 lanes busy at Plaza Bowl with around 100 people bowling.



Retired flotation operator Dan Lukoff takes a break alongside Carol and Gerry Pidgeon. Dan and Gerry, who was general foreman of Copper Cliff Mill when he retired, were part of a pensioners team that won the high team single.



Retired Central Mills electrician Alex D'Angelo shows just how the pensioners managed to beat the blazes out of the young upstarts.



Louise Duke, wife of Clarabelle maintenance mechanic Scott Duke, shows the style that won her the high single with an impressive score of 358.



The Creighton team of Jerry Rushton, Al Daigle, Rodney Godfrey, Dave Obumsawin and Dean Remillard was invited to participate.

in touch

Guards Association honors pensioners

When it comes to solidarity and goodwill, Local 105 of the Canadian Guards Association has no shortage. Members held their pension party recently and attracted a full house. Ten recent pensioners from the Plant Protection Department were

honoured for their many years of dedication and service with a reception, dinner and dance held at the Copper Cliff Club. Together, the group represented 292 years of service. Farewells were extended to Gordon Matheson from Creighton Mine who has over 43 years of continuous service and Frederick

Wright from the Copper Refinery with 29 years' service. Honored from the Smelter complex were Kenneth Watts and Robert Sallows who each have 30 years of service. Also to leave the Smelter complex was Theodore Pakkala with 24 years. From North Mine were

John Fraser with 29 years and Kenneth Middleton with 24 years. From Crean Hill Mine came 26-year veteran Kjeld Pedersen. Frank Malito from Frood-Stobie complex retired with 27 years of service and retiring after 30 years was Halvor Moland from Clarabelle Mill.

Current members of the Canadian Guards as well as former members attended to give their best wishes and well wishes for the future. Some honorary members from the past included Gene Roy, Dennis Whitman, John Krystia, Myles Zettler, Roger Bedard and Clive Johnston.

In Memoriam

NAME	BORN	DIED	YRS SERVED	NAME	BORN	DIED	YRS SERVED
Cahill Lawrence	08/28/36	04/18/95	30	Kuzyk Mike	09/24/14	04/13/95	29
Carre Edgar	07/14/27	04/07/95	33	McAdam Willis	12/29/1899	04/29/95	27
Colis Walter	01/20/11	04/27/95	40	McKave William	08/11/31	04/17/95	32
Deveau Walter	06/03/51	04/26/95	20	Oke Elmore	01/28/15	04/21/95	37
Fedat Giovanni	12/27/12	04/27/95	28	Parry Frank	02/25/30	04/16/95	34
Gibbons Edward	04/12/23	03/21/95	36	Poland Patrick	04/28/29	04/28/95	38
Gravelle Romeo	09/11/09	04/20/95	35	Servais Albert	06/19/23	04/27/95	33
Guay Gaston	04/10/28	04/23/95	15	Stenhart Isacson	12/12/18	04/29/95	27
Guilbeault Melvin	03/16/24	03/31/95	35	Waldman John	07/01/07	04/12/95	28
Hashey Guy	01/14/19	04/20/95	45	Whittles Melvyn	02/20/13	04/03/95	35

Port Colborne

Expect shapely employees at Port

There's lots of enthusiasm for getting into shape for summer at Inco's Port Colborne Refinery. To that end, employees are getting ready to take part in the upcoming Summer Active '95 program which will begin in mid-May. The program, designed and organized by the Active Living Committee, features a number of interesting and fun activities including walking, biking, bowling, golf and heart health. And don't forget there is also the traditional baseball game scheduled in early June. The Active Living Committee is also holding a "Get Fit and Win" contest. First place is a "Getaway Weekend for Two" complete with \$500 spending money. There are also five first aid kits with the Inco logo on them to be given away. The Active Living Committee consists of members John Agnew, George DeRuyte, Walter DiMatteo, Mary-Ann Kantymir, Jim Mann, Sheila Orlando, Dave Rusenstrom and Barry Wilson. With the advent of warmer weather several employees are riding their bikes to work. As a result, this month's edition of the plant's newsletter featured several safety tips on cycling compiled by administration's Bob Reyburn. The information was taken from the Highway Traffic Act and pamphlets provided by the Toronto Cycling Committee. In other news, an introductory Statistical Process Control course is being

planned for this May and June. The instructors for this course will be Bob Reyburn and Richard Staniszewski and it is based on Don Wheeler's book "Understanding Variation: The Key to Managing Chaos". Meanwhile on the ISO 9002-1994 front, the recent internal quality audit of the Utility Nickel department was very successful. The audit team featuring lead auditor Howard Niece, auditor Peter Hymen and observer Richard Pengelly found no major non-conformances. The audit covered the areas of inspection measuring and test equipment; inspection and test status; control of non-conforming product; and corrective and preventive action. In addition to the internal quality audits, the refinery is also offering a new ISO 9002-1994 'awareness program' designed to spread information about this important designation throughout the plant. ISO 9002 was introduced to the Yard Shearing and Shipping, Electrocoalt and Utility Nickel departments early last year. The goal is to share information with the other areas of the plant not covered in the original scope. These areas are administration, analytical services, electrical, engineering, instrumentation, mechanical, and the Precious Metal Refinery. The first session, held in March, dealt with the International Organization for Standardization, historical development of quality standards, and an overview of the ISO 9000 quality documents. An upcoming session to be held later this month will cover the quality management system and the registration process.

Yesterdays todays



Inco miners- turned-actors a hit

40 Years Ago

At Sudbury theaters, Creighton, Garson and Levack employees, pensioners and their families came by the thousands to see the 50-minute movie 'Mining for Nickel,' described as one of the finest industrial motion pictures ever produced - and made with actors whose day job was working for Inco.

Members of the personnel department assisted in the arrangements of the mammoth theater party and each new audience was greeted by the member of the safety department.

What the film was all about was aptly described by A.E. O'Brien, superintendent of safety, in his opening address.

"The film describes all phases of Inco's mining and underground operations," he said, "and by skillful combination of animation with on-the-spot movies takes us on a guided tour of high educational value, showing the equipment and methods used to mine Inco ore . . .

"It is hoped that through this film everyone connected with this company will have a better insight into the modern mechanized methods used in our mines."

Other stories that month were: 'Ralph D. Parker a Vice-President,' 'Chairman Stresses Need of a Healthy Civilian Industry,' and 'Mining Men Applaud Inco Salute to Research.'

25 Years Ago

The first of a series of week-long, live-in training seminars for members of Inco's middle and senior management in Canada was held at the Inn-on-the-Park in Toronto.

The seminar was designed to provide the latest information, insights and developments in the field of professional general management.

Said Warren G. Orr, corporate management training: "We want to present through the conference approach a broad spectrum of modern professional management disciplines with particular emphasis on usable techniques. At the same time participants will have an opportunity to improve their understanding of overall company objectives and philosophy."

Other stories that month were:

'Levack Regains Parker Shield' 'Copper Cliff North Has Long Pedigree,' 'Chairman Tells of Environmental Control Programs'

15 Years Ago

Only the common cold claimed more victims. Eighty per cent of the population suffered from it at some time in their lives. It could be disabling and permanent. We're talking back injuries. That's why the company recently completed a pilot program at its Sudbury operations for the prevention of back injuries.

The Industrial Back Education Program (IBEP) presentation, offered by the Worker's Compensation Board, consisted of films and demonstrations on the structure and functions of the back and preventive care by a Worker's Compensation Board doctor and physiotherapist.

It was attended by approximately 700 Inco employees and the message was clear: The solution to back injury was prevention.

Other stories that month were: 'The Great Teacup Mystery Revisited,' 'Wembley School Creates Winco Mine' and 'New Oil from Old.'



INCOME ideas

by Susan LeMay, CMA

House for sale

Last month I talked about buying a home from the point of view of the purchaser. This month I would like to consider the other side of the picture, selling your house, and how to get the most out of it.

This home is probably your biggest asset and when you sell it you want to get more than you paid for it. Your net worth should go up. What can you do to help this along?

Before you put it on the market

1995 is a buyers' market in real estate. There are lots of choices, the prices are competitive and the buyers need not be in any hurry to make up their minds. If this one should happen to sell, there will always be another one. Your goal is to maximize the chance for the sale of your property at the best price possible. Doing this starts before you advertise the house or list it with an agent. I have asked several agents for tips on what makes the difference between an offer and just a look, and there are definitely some things you can do. Not all of them cost money.

Let's start with the 'free' ones

- Empty spaces look larger than full ones. Apply this principle to your closets and cupboards. Clean them out. Since you are moving anyway this is a great way to cut down on aggravation later as well as make your closet space look lavish.

- If its broken, fix it. This could be the dripping faucet in the

laundry tub, or the piece of baseboard that has pulled away from the wall, or the loose door handle on the kitchen cupboard. Leaving these things undone makes potential buyers wonder what else might be wrong that they cannot see.

If I had \$1,000

I asked an agent what he would look at fixing up in a house for sale if he had \$1,000 and the time to do the work. I added the condition that there were no obvious repairs to things like the plumbing or the roof to be done. He suggested an order of things to look at.

First impressions

- Consider the 'curb appeal.' How does the house look

when you drive up to it? I went out and looked at the front of our house and decided that the porch would need some time and a little money spent on it and the pyramid cedars I'm hoping to coax back to greenness would have to be replaced if our house were going up for sale.

- The second item seemed fairly obvious to me. Fresh paint where needed. Make it neutral shades that the new owner can live with.

- If you have money left after you have fixed up the entrance and done the basic painting the next places to look are in your kitchen and bathroom. These are the most important areas for purchasers. Your choice is to sell 'as is' for a lower price or make the improvements and hope to recover your cost.

In the kitchen, refacing the cupboards might make the room look more up-to-date and appealing. In the bathroom, you might want to consider changing the floor, or the wall tile. It is easy to exceed my \$1,000 budget in either room and never get your money out of it in the sale.

Putting it on the market

Once the house is ready you have several decisions to make.

Do you list with an agent, use one of the services that helps you sell it yourself for a fixed fee, or just sell it yourself? Using a real estate agent costs you as much as six per cent of the final selling price. A lot of money. However, if you choose your agent carefully you may get at least that much more in the final selling price and you both win.

The right price

What price for an asking price? This is a delicate issue. You want to leave some room for negotiating so it has to be higher than your absolute bottom price. Price it too high and it will still be unsold next year. Price it so low it sells the next day and you are left wondering how much you could have got for it if . . . only . . .

Many of us have an inflated idea of how much our homes would sell for on the open market. Your price needs to be competitive with the other properties in the area so you need to know the asking price of the ones currently for sale and the actual selling price of ones that have sold recently.

Closing the deal

When you receive that offer to purchase it will likely not be

for your full asking price. It is negotiation time and you want to make the best deal you can. Before you got started you set an absolute bottom price below which you would keep the house. If the dollars offered are too close to this price or even below it, look at what else you can offer to close the deal. Can you move out sooner? Can you include window coverings or appliances? The biggest one might be can you afford to hold the mortgage? This may only be possible if you are either buying to a smaller, less expensive home or moving to a home you rent rather than own.

Holding the whole mortgage or a second mortgage may be an excellent investment decision. You will have regular monthly income, the interest rate will be higher than the rates the bank would give you if you had the cash and invested it in Investment Certificates or Canada Savings Bonds and the risk is minimal. Even if the purchaser defaults on the mortgage, you have a piece of property to resell.

Most of us sell our homes for reasons other than the financial gain. However, we are working with the biggest investment most of us will make so we want to sell it at the best price.

I heard it down at . . .

The Dry

by Jerry Rogers



Hooray for Sollywood??

If Toronto's known as 'Hollywood North' and British Columbia is 'Bollywood', what do you call Sudbury when the movie folk come to town?

Sollywood? Sburywood?

Sudbury, of late, holds great fascination for a number of feature film and documentary film producers. Inco, of course, figures prominently in their cinematic expectations.

By last count, there were six film ideas being talked about, including the Discovery Channel, the National Film Board and two coming-of-age films with strong Inco ties.

Matthew and The Moon Men — Alfons Adetuyi's memoir of growing up as the son of the first black miner in Sudbury at the time of the NASA astronauts' visit in the late 1960s — is already slated for The Movie Network. **Out of the Inco Triangle** is a small, low-budget documentary video aiming for educational distribution.

Ever since Bruce MacDonald's **Road Kill** of a few seasons back and the continuing popularity of Stompin' Tom Connors paean to Sudbury, Northern Ontario has become a popular film locale.

Christopher Crowe, the 27-year-old producer of **Out of the Inco Triangle**, thinks he knows why Sudbury is suddenly so popular.

"It's funny how much interest there is right now in Sudbury with Canadian producers," he was saying the other day while shooting in the city. His father is **Patrick Crowe**, who retired in 1991 as a foreman with the Iron Ore plant. "It's got something to do with the image of Sudbury. It's a very unique and visual place in many ways. It's hard to describe but Sudbury has become a kind of mythical place in the Canadian landscape, a somewhat isolated community with a unique identity and a strong ethnic mix."

Growing up in Sudbury with his longtime collaborator **Ruthe Whiston**, he has an edge on out-

siders in attempting to define the region's quintessence. Mixing current interviews with archival film footage, they hope to create a sense of the community as it was in the past and as it is now. Basically, their film will be a personal and humorous look at reliving past experiences and friendships.

The Inco Triangle is a metaphor for the Sudbury region.

"The Triangle has been around for so long. And for so many Inco families, it plays a unique role in their lives, documenting the community history and their family. We're using The Triangle as a symbol of time passing, chronicling people's lives, like a photo album."

A former Inco scholar and a film graduate from York University before working a stint at the National Film Board, Chris and Ruthe, who first worked with the Sudbury Theatre Centre before moving into directing drama, even made it into the Triangle pages as youngsters.

Meanwhile, two sons of **Joseph Adetuyi**, **Alfons** and **Amos**, are steaming ahead with plans to film the story of 13-year-old Adeyemi's life during the summer of 1969 when NASA astronauts pay a secret visit to Sudbury to train on the 'moonscape.'

The Adetuyi kids — Alfons, Amos, Veronica, Robert, Thomas and Joey — grew up in the wondrously-mixed Donovan area in the 50s and

60s and they were touched forever by it.

The young film hero is captivated by the astronauts in the film, with the moon in particular, and sets out to meet them.

"I'm using this outward search of the space discovery as a metaphor for man's inward search. Matthew is this young guy with a Nigerian father and German mother growing up in the late 60s in this multicultural area. Certainly, the Donovan was a great mix of people when we grew up there. Out of his adventures looking for the astronauts, Matthew discovers who he is," says Alfons, whose 1994 drama of a black family coming to grips with AIDS captured best film honors at two international film festivals.

His feature film debut has survived a rocky early financial start. But with Telefilm Canada, Ontario Film Development Corporation, a Movie Network deal and seasoned producer John Board (his most recent film **Henry and Verlin** just played Sudbury) behind him, Alfons is shooting for summer production in Sudbury.

Although he's got \$2 million in financing, he's still scouting for vintage cars, period homes, cottages for film crews and exciting locales.

If talks go well the film folks, Inco people and places could be featured in the movie that may headline Sudbury's 1996 Cinefest.

What's Up At Victor

Everything's up at Victor as they head down.

Project manager **Bill Dawson** says the advanced exploration project near the Sudbury airport is moving ahead of schedule.

"Things are just boogeying. We awarded the contract on the 28th of April to J. S. Redpath of North Bay and we drilled off and blasted our first round for the collar on the 17th of May. From a mining point of view, that's exceptional because they mobilized quickly and drilled off and loaded in extremely short order. We're working seven days a week out there."

The Newfoundland-born Dawson has been splitting his time between Sudbury and Toronto so he has yet to bump into his down home cousins at Inco.

Both **Everett Dawson**, a mechanic at McCreey West, and his brother, **Marcel**, a welder at Coleman Mine, are looking forward to meeting their young cousin from the rock.

Inco Seedlings Hit The Road

If it's May, it must be Inco seedling season.

Inco's red pine seedlings are fast becoming the tourist talk of the town.

Just ask the folks at the Sudbury and District Chamber of Commerce who played host in mid-month to the Ontario Chamber of Commerce convention in Sudbury. Although the spring crop of 250,000 seedlings is destined for Inco's own regreening, several thousand are donated for community projects.

The surprise of the Chamber of Commerce convention of 200 business people from across the province was the gift of an Inco seedling to take back home.

Cora Hayden, the Sudbury chamber's administrative co-ordinator and wife of Mills and Transportation's **Art Hayden**, says visitors were struck by the novel approach of growing seedlings underground at the 4600-foot level at Creighton Mine.

"They thought the seedling gift was just great," Cora says. "One gentleman took four of the seedlings to plant in his vineyard in the Niagara Peninsula and another lady said she was planting hers in her backyard in Ottawa."

Inco seedlings have also made their way this spring to the Sudbury region's land reclamation program known as VETAC, the Knights of Columbus, Walden Day Care, and Sudbury regional, Waters and Copper Cliff Boy Scout groups.



Film director Alfons Adetuyi has a dream of bringing to cinematic reality his childhood memories of growing up in the Donovan area the son of Inco's first black miner. In the city recently to scout locations for the coming-of-age film, **Matthew and the Moon Men**, Adetuyi, far right, and his production manager, Stephen Turnbull, left, and producer John Board checked out the old Creighton No. 5 shaft.

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