



Inco Limited Chairman and Chief Executive Officer Mike Sopko goes back to school. See Page 3.

INCO Triangle

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\$750,000 gift to Sudbury General

A three quarter million dollar check – that's \$750,000 plus four zeros – went to Sudbury General Hospital in what was Inco's largest donation to a single Ontario medical facility.

The donation, engraved on a giant stainless steel check, was a significant boost to the hospital's three-year campaign to raise \$9.4 million to build a redeveloped emergency trauma and critical care area at the hospital.

Ontario Division president

Jim Ashcroft, in a brief check presentation ceremony at the hospital recently, said the trauma centre would help doctors pick up valuable seconds in those critical first few minutes of treating emergency/trauma patients.

He noted that existing intensive care unit has an occupancy rate of 87 per cent and is full 30 per cent of the time. An emergency patient who has the bad fortune of arriving at a time when the unit is

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Inco team sets rescue record

A great place to be when you're talking about mine rescue, said a grinning Tom Gunn about Inco's mine rescue teams that have allowed Inco to become the first Company in the 44-year history of the provincial Mine Rescue Competitions to win the coveted trophy three years in a row.

The Frood-Stobie Garson Complex team defeated seven of the best teams from across the province at this year's competition in Marathon. The team began Inco's hat trick by winning the provincial contest in 1993. Last year, a Levack team kept the trophy in Sudbury.

What's even more telling about the professionalism, dedication and skills of the Inco miner is the fact that only the narrowest of margins separated the winners from the losers at the district competitions held in Sudbury to pick the best team for the provincials.

In the stiffest competition in recent memory between the best squads from mining companies across the province, the team of Pierre Lauzon, Rick Beaulieu, Jim MacLellan, Moe Sanche, Lloyd Haney, Brian Vallier, Bob Neville and Richard Bleskie emerged victorious.

"Frood-Stobie pushed us over the top, but obviously it

was the standard set by all Inco teams that put us into the record books," said Tom.

It was one of many competitions for Frood-Stobie boom truck operator and team captain Jim MacLellan who felt the provincials were as tough as ever.

"You do your best. You train hard and try to prepare for everything they could possibly throw at you," said Jim, "but every year they throw twists at you that come out of left field. You have to use your head in these competitions. It's not just strength and endurance, you have to be flexible. Our people are the best there is, and we've proved that beyond a doubt."

Richard Bleskie, a Frood Mine foreman, said his team's win is not only a reflection of Frood-Stobie expertise but an indication of the professionalism of the Inco miner in general.

"I don't think it's possible for Inco to field the best teams for three years in a row by relying on just one or two teams. What these wins indicate is that Inco mine rescuers from every Inco mine are the most dedicated, committed and best trained anywhere.

"This victory," said Richard, "is a reflection on every Inco mine rescuer... for that matter, every miner."

See page 2 for photo



Eating alone?

What if you held a picnic and nobody showed up? Actually, Clarabelle Mill electrician Lee Riehl was first in the chow line and first to dig in at the Copper Cliff Mill's Teamwork Appreciation Day.

2 Photoworks

4-7 Pensioner Days

10 Hosting an emergency

Donation a boost to hospital campaign



A donation of \$750,000, the largest ever by Inco to an Ontario medical facility, was presented to the Sudbury General Hospital for its \$9.4 million trauma and critical care centre fund-raising campaign. Admiring the huge wood frame-mounted stainless steel check are, from left, Emergency Trauma campaign chair Bob Brown, hospital board chairman David Bronicheski, Inco's Ontario Division President Jim Ashcroft and the hospital's executive director Sister Winnifred McLoughlin.

Dieter's 'snapshot' wins international prize



Dieter Wehner shows off the photograph of a female ruby throated hummingbird feeding on a cardinal flower that won him Kodak's annual International Newspaper Snapshot Award.

Dieter Wehner claims his family snapshots were so bad that his wife enrolled him in a camera course.

That was 10 years ago. This year a Dieter "snapshot" won him international recognition. "I still have the same cam-

era, a Canon A-1, that I had when my wife clipped the ad for the course on photography. I'm not into a lot of expensive equipment. The only

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full, he said, faces a long trip south."

In thanking Inco for its donation, campaign chairman Bob Brown said Inco has continuously given support and encouragement to the campaign since it was begun some two and a half years ago in spite of the many distractions which have resulted from government studies and restraint programs.

"It is through the generous support and encouragement over the years, of corporations such as Inco, the community and government, that Sudbury has become a major provider of health services through its hospitals and Cancer Treatment Centre. Sudbury is also a centre for learning through Laurentian University and Cambrian College and tourism is enhanced through Science North.

He said Inco was in at the start of these institutions and continually supports them both financially and through the talents of its employees.

The Region of Sudbury will pick up \$4.4 million of the total, the Inco donation and others in the \$5 million public portion make up the difference.

Jim said he sees Inco's participation in the campaign as "a vital expression of our social responsibility as a corporation," adding that Inco has always tried to be a strong

partner in the community.

"Over the years we have tried to ally ourselves with the drive to cultural, economic, charitable and educational projects that foster better human understanding," said Jim.

He said the company has had successes working with the community and community leaders. Particularly rewarding, he said, has been the association with the medical fraternity that goes back as far as the 1950s when Inco contributed \$2.5 million to Sudbury hospitals. In the '80s, Inco was associated with efforts at the birth centre, cardiac rehabilitation centre and a campaign to make Laurentian Hospital the host hospital for northern Ontario's first regional cancer treatment centre.

"I am proud to announce the fulfillment of this pledge of \$750,000 and hope it will inspire others to contribute."

Jim added that the generosity of northerners in general is the major reason for the success of such campaigns.

The gift brings the trauma fund within \$2.5 million of its target, and hospital campaign officials are hopeful that the Inco donation and other sizable personal and corporate donations in the works will put the campaign over the top within the next five months.



Champions

The Froot-Stobie-Garson Mine Rescue team that won the provincial competition shows off its trophies.

thing I've purchased is a good flash. I try to keep it simple as possible. I shoot manual rather than automatic and I'm not attracted to every new device or photography fad."

Dieter's beautiful picture of a female ruby throated hummingbird feeding on a cardinal flower won him Kodak's annual International Newspaper Snapshot Award.

The picture was first chosen by a local newspaper, then forwarded to the inter-

national competition.

Dieter's photographic art hasn't gone without recognition at Divisional Shops. In 1997, Dieter was asked to take the pictures for a Divisional Shops calendar (See Jan. 1991 Triangle Page 3).

Dieter has been a member of the Sudbury Photography Club for the past decade. He said his experience as a member has taught him a lot.

And, of course, he's proven a few things to his wife.

Inco's Mike Sopko to Laurentian grads: go for perfection, roll with the punches

In today's world, the only constant is change. That's the message Inco chairman and chief executive officer Mike Sopko left with graduating students, their families and Laurentian University officials and faculty during convocation exercises recently.

"The single biggest hurdle students will face as they cross this threshold today is the speed of change in our society," Inco's chairman and chief executive officer told the students.

Mike, who received an Honorary Doctor of Business degree at the convocation, said it took from the time of Christ to the middle of the 18th century for knowledge to double. "It doubled again in the next 150 years, and then again in just 50 years. Today it doubles every four or five years. More new information has been produced in the last 30 years than in the previous 5,000.

"You are graduating at a truly extraordinary time for this community, for Ontario and for Canada," he said. "People at graduation ceremonies generally expect some wise thoughts from their guest speaker, a distillation of wisdom for life's road ahead. I can only urge you to be able to innovate, to roll with the punches — and there will be punches — and to strive for perfection."

Mike, who was described in the convocation program as a "significant contributor to improving the global competitiveness of the Sudbury Region," said Sudbury's reliance on the fortunes of the nickel industry has lessened, a beneficial change that the university has helped to bring about.

"Sudbury has had a roller-coaster history, its fortunes pegged almost exclusively to the nickel industry," he added, "but that reliance has been lessened as the region's economy broadened to become a public service area for northeastern Ontario. Government departments, hospitals, educational institutions — including this university — have all contributed to that beneficial change," he said.

Mike said he wasn't quite sure what prompted the honor of receiving the honorary doctorate, but if it was to recognize the links between Inco and Laurentian, between business and academia, between industry and educators, then he was very pleased indeed.

"I think that Inco, born and bred here in Sudbury, has a very bright future as it becomes increasingly a global operation," said Mike.

The convocation program described Mike as a former president of Inco's Ontario Division based in Sudbury who has retained close ties with this community while moving on to higher offices externally. According to the program, Dr. Sopko had contributed greatly to developing and maintaining links between the mining industry and the uni-



Inco chairman and chief executive officer Mike Sopko signs the Register of Honorary Degrees and is flanked by Laurentian University president Ross Paul (right) and registrar Jack Porter.



Mike Sopko and long-time friend James Wallace converse while waiting in the academic procession for the Laurentian University convocation to begin. Mike was awarded an honorary Doctor of Business degree at the convocation. Mr. Wallace chairs the university's board of governors.

versity while serving on the Board of Governors.

He said no person can stay on top of the growth of knowledge any longer, nor even the flow of information every day.

"But we can, and must, keep our minds open to new ways of doing things, to new ideas. For your generation, leadership will entail the ability to create the atmospheres in which others can flourish," he said.

"For its part, the nickel industry has also changed," he said. "Inco miners must still compete with those down the road at Falconbridge. But each and every one of us also knows our competition is increasingly from the Norilsk complex in Siberian Russia and from any number of operators in the tropical laterite ore belts around the world. Even within Inco, which once sourced all of its ore here in the Sudbury Ba-

sin, new sources of production have become necessary as nickel demand grows, particularly in Asia."

He said Inco has new mines being developed in Sudbury and in Manitoba and Inco is expanding its Indonesian operation. "Longer term, we are looking to new projects in Brazil and in New Caledonia."

"In terms of the Ontario economy, we are at what I believe is an important crossroads. Ontario has come through a recession unlike any downturn we've experienced since the 1930s. After decades of growth we've had to learn that we cannot keep taking larger pieces of the economic pie. In fact, we need to find ways to slice the pie differently. That in turn has caused enormous upheavals in the way most public institutions operate."

Female pensioners take no back seat in their contributions to Inco

Inco's female pensioners may be outnumbered by the men but their contributions are just as valuable.

From taking on men's duties while men fought in World War II to caring for Inco patients at the Copper Cliff Hospital, women have made their mark.

Eveline Bernier retired from the Copper Cliff Hospital Kitchen and Cleaning staff in 1969 with 12 years seniority. But her Inco career actually began in 1942 when she worked three years at the Creighton Mine rockhouse and lamproom during the war.

"It didn't count on my seniority but I repaired and recharged lamps while the men fought overseas," said Eveline, 75. "It was understood that we were to give up the jobs when the men returned from the war — and it was only right since they had been fighting for us."

Despite two back operations and a knee replacement, Eveline makes a point of attending Pensioner Days every year.

"I used to be quite a dancing fiend," she smiled, "but I can't do that any more. My activities are very limited and I'm lucky to be able to drive a car, but I enjoy coming to Pensioner Days each year and seeing my old friends from the Copper Cliff Hospital."

Friends like Julie Stinson, 77, a diet supervisor at the hospital who retired in 1967.

"Gardening, cards, hobbies and volunteer work occupy my time now," said Julie, who, until a year ago, volunteered at the Inner City Home in Sudbury.

"I always come to this event because I have very good memories of Inco. There's no kitchen at the hospital now. There's not even an operating room. But at one time it was a complete functioning hospital for Inco employees and their families — and then for the entire community in the early 1970s."

Another pensioner with fond memories of the hospital is 64-year-old registered nurse Rita Lapalme, who retired in 1985 from the Nickel Refinery.

"I had a very good career at Inco but I'm also enjoying my retirement," she said. "I enjoy having time for myself although I continue to be busy. I haven't lost touch with Inco because I still receive the Triangle and I still have friends at the refinery. I come to Pensioner Days every year because it gives me a chance to meet people I may not have seen in years."

The trio of Copper Cliff Hospital graduates became a foursome when joined on the steps of the Caruso Club by Norma Darroch, 71, who retired in 1984 as a registered nurse with Occupational Health.

Warm greetings and warm embraces sealed the reunion



Former secretary to the Ontario Division president, Helen McParland, smiles for the camera as friends Dorothy Bell, Birdie McHugh and Florence Husson enjoy lunch. Helen retired three years ago, Dorothy 14 years ago from Mines Research, Birdie six years ago from Mines Research and Florence 22 years ago from Safety.

of the four who had worked together at one point or another in their Inco careers.

"It's why I come every year," said Norma. "A number of us keep in touch outside of this event, but for some it's our only opportunity to see each other."

"Inco was a very good company to work for and the changes I hear about at the company continue to amaze me — especially women working underground. I think that was a good move on Inco's part. Mining is mechanized

now and technology so abundant that people, including women, can handle the job."

Women were well represented on the final day of Pensioner Days '95 as departments such as Accounting, the Copper Cliff Clinic and Computer Services took their turn at the Caruso Club.

More recent retirees like Wilma Zahavich, just two years out of Quality and Human Resource Development, mixed with veteran pensioners like Florence Husson who left Inco's Safety Department

22 years ago.

"It's the only way to live," said Wilma, who winters in Florida and summers in Sudbury. "I've only been retired a short time but I tell you that Pensioner Days is a very worthwhile event. You go your separate ways when you retire and it's rare for your paths to cross, so this is very, very nice."

The advent of the female miner had already begun before retired and she views the success of the moves as a positive sign for the company.

"It's about time a predominantly male industry recognizes that women are capable of doing what were predominantly male jobs. This is giving them an opportunity to do so. My own memories of Inco are very good ones. I was able to bid on a job in Training and I worked for a very forward-looking supervisor who made me a trainer — which at the time was a predominantly male job. I was able to see and do things most women never had the opportunity to. I rode in the cranes atop the Copper Refinery and travelled underground to the deepest level of Creighton Mine."

"It was an incredible education and I met some of the grandest human beings in my life."

Florence Husson may never have ridden a crane nor travelled to the bottom of Creighton Mine, but the spy pensioner has been just about everywhere else.

"I love retirement," she stated emphatically. "I've done a lot of travelling and hope to do some more. I've been to the United States, across Canada, to Europe three times, Australia, Mexico, Hawaii — you name it, I've been there."

Florence's Inco memories are those of a fun workplace and fun-loving co-workers.

"When I worked at Inco we had fun," she said. "People would stop by your door to tell you a joke and it was great. Pensioner Days is great too, because it lets me see people once a year I might never see otherwise. We catch up on news, reminisce and maybe even joke a bit."



Julie Stinson, left, Rita Lapalme and Eveline Bernier used Pensioner Days to relive old times as co-workers at the Copper Cliff Hospital.

Pensioner Days is annual reunion for many, some from as far away as B.C.



This annual reunion involves a trek from British Columbia. From left, Ross Billard, 65, supervisor of converters, retired 1984 after 33 years; Fred Gilpin of British Columbia 73, retired in 1978 after 39 years; George Heale, 70, machinist, retired 1990 after 43 years; Ed Koyluk, 62, retired 1991 after 39 years; John Jaworski, 61, maintenance mechanic, retired 1991 after 39 years; Pat Rogers, 72, machinist, retired 1980 after 40 years of service.



Retired Smelter clerk-stenographer Sophia Lucky (centre left) doesn't mind being surrounded by her male counterparts at Pensioner Days. "These guys are the greatest people in the world," she said.

It may be a long way to come from British Columbia, but retired machinist Fred Gilpin, one of almost 3,000 pensioners attending this year's week-long Pensioner Days celebration, figures his annual reunion with old Inco pals is more than worth it.

"I've been coming here for the past nine or 10 years," said the 73-year-old pensioner who retired from the Copper Cliff Machine Shop in 1978. "The Inco event comes at about the same time as my annual navy reunion," said the wartime sailor, "so I usually combine the two in a two or three-week stay in Ontario."

Fred followed his daughters out on the west coast when he completed his 39 Inco years. He said he became familiar with the Vancouver area during his Navy days.

"I've talked with other Inco

people who live in B.C. from time to time, but mostly only on the phone. There's a lot of Inco people in B.C. but it's a big province and they're scattered all over the place."

Talking about the old times with people he's known since he was a teen-ager is the highlight of his Sudbury trips. "I know a lot of people here. I played hockey with a lot of them. We do a lot of reminiscing."

He sees little difference between the people he retired with and the "young guys" joining the annual celebrations. "Inco people will always be the same. The camaraderie, the concern for each other hasn't changed a bit."

What has changed every year, he said, is the Sudbury environment. "It's unbelievable what has happened here since I left. Every year it looks greener. I guess an annual visitor can best see the changes

as they take place. When I started here this place looked like a mining town. You can hardly tell anymore. Even when I retired it had that rock-gray look to it. Now it's looking mostly green."

Held at the Caruso Club, the 15th annual event saw thousands of donuts, muffins, gallons of coffee, soft drinks and juice disappear as fast as they were put on the tables. Competitive games of euchre, crib, horseshoes and bocce were held and Polaroid pictures were taken for any pensioner or group of pensioners who wanted a souvenir of the event.

"But the big attraction of this event for most of these people is the chance to mix and mingle with friends who they sometimes haven't seen for many years," said Pensioner Days organizer Severo Zanatta, an Inco pensioner



Bill Doherty, Blondie Heins and Frank O'Grady: Off job jars and golf.

himself. "Others look forward to a yearly reunion with friends they haven't seen since last year's Pensioner Days. These are the people who helped build this company."

The event began in Levack in 1980, and two of the working crew members who were there then were still helping out this year. Sound system expert Doug Stickle helped again with the event's electronics, and it was also Chuck Cinotti's 15th year setting up the horseshoe pits and running the bocce competition. Prizes for this year's competition included lawn chairs and tool boxes.

Things have changed since the early years, according to Severo. Today, crowd control and communications in the packed Caruso Club and the parking lot would be impossible without hand-held communicators.

For the first time, Science North offered twin bill tickets to the IMAX Theatre for a daily draw.

Retired Smelter clerk-stenographer Sophia Lucky has been returning every year since retiring in 1982. That she's sometimes one of only two or three women in a packed house full of male pensioners doesn't bother her.

"Why should it bother me? I worked with many of these people and they've always been great. They're a wonderful bunch of people, the best. I loved every minute of my time with Inco and every minute of these pensioners' events."

She's pleased that women have made great strides since she left. "I think it's great that women are working underground today. They weren't offered these jobs until only a few years ago. I don't think there's anything wrong with giving women a chance to try these things. Why not?"

Pensioners Bill Doherty and "Blondie" Heins enjoy the Sudbury winter while buddy Frank O'Grady heads for Florida. But all three agree that they don't miss working for a living.

"I miss the many friends I made at Inco," said Frank, 65, a maintenance mechanic when he retired in 1991 with 34 years under his belt, "but I've never

looked back."

Bill kept his membership in the pensioners club and goes for meetings at the Smelter once a month. "But not," he smiled, "to work."

For Bill, the main attraction of the event is a kind of an annual reunion with his chums. Sometimes, as new pensioners come one board, he runs across people he hasn't seen for years. "You meet a lot of people in 42 years at Inco," said the 61-year-old maintenance mechanic who retired in 1992. "You know a lot of the people here, but sometimes you can't put the name to the face."

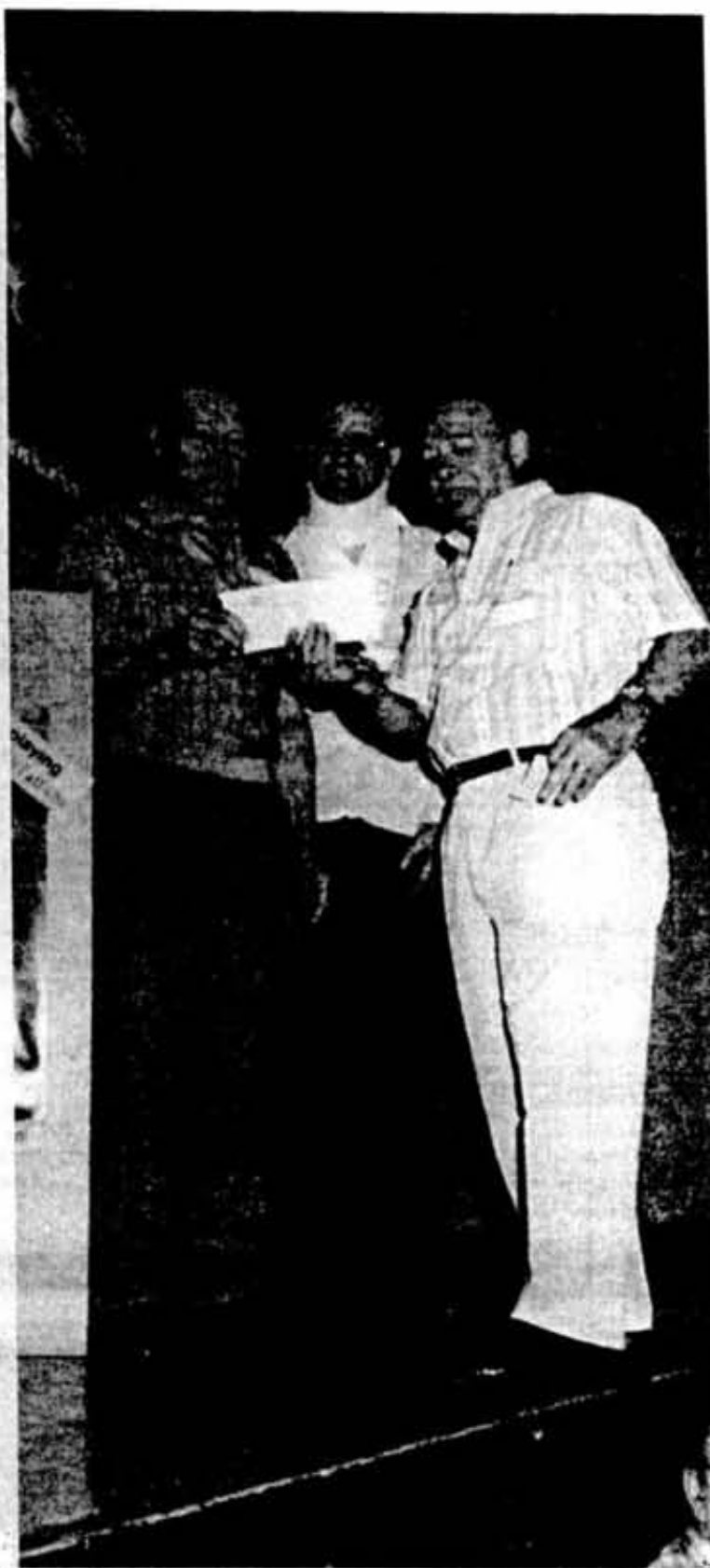
Blondie, 62, a Mills maintenance mechanic who retired in 1991 after 40 years service, said all three have met people they hadn't seen for two decades. "This is the only place you get the chance to meet them again," he said.

Frank does a lot of golfing, Bill relaxes at his camp and skates in the winter, and Blondie claims he's never been busier in his life.

All three insist that their wife's job jar has grown enormously since they've retired. "In fact," deadpanned Bill, "it grows faster than our free time."

"But if it gets in the way of golf," quipped Frank, "it goes back to the bottom of the jar."

The event could never be held without the cooperation of not only the pensioner volunteers, but also the enthusiastic help of employees. Helping out with the picture taking, registration and other duties were Colleen Cascanette, Janice Matichuk, Ed Leblanc, Al Witta, Jan Brown, Ken Zaitz, Al Janke, Ed Rennie, Gerry Dionne, Shirley Budd, Rita Friel, Maxine Pope, Don Giommi, Dave Rogers, Carol Wing, Denis St. Aubin, Angie Gagnon, Lois Marynuk, Sue Benoit, Marg Paul, Jan Fyn, Nina Leroux, Ivan Denis, Mary Ann Eibl, Ken Randall, Jeannette Leftly, Sandra Hammond, Marc Bidal, Helen Gordon, Isabel Scott, Janice Giles, Cam McLeod and Carol St. Laurent, who retired last year.



Despite a heavy schedule, Ontario Division president Jim Ashcroft daily shared conversations with some of the people who he said helped build the company. In conversation with Jim is retired Little Stobie shaft boss Henry Vendette, 77. Henry retired in 1982.

Retired plate shop worker Vic Nissila, 78, and Levack miner Ray Leblanc, 63, collect the IMAX tickets they won in the daily draw from Severo Zanatta. Vic retired in 1981 and Ray in 1989.



Ray Parisotto, 54, shows some grace in tossing the horseshoe. He retired from Inco Exploration and Technical Services in 1992 after 30 Inco years.



Retired Copper Refinery maintenance supervisor Norm Urwin gets a warm welcome from refinery clerk-steno Marg Paul and Clarabelle PM coordinator Lois Marynuk.



Retired Frood-Stobie miners Lorenzo Noel, 69, (front) and Len Bona, 66, load up their plates.



Bocce buddies Aime Lepage, 70, retired 1984 a General Engineering vibration mechanic with 32 Inco years; John Bon, 67, a nickel refinery machinist who retired in 1985 after 35 years; Adolfo Messina, 68, retired Iron Ore Plant maintenance man with 33 years and Mario Mirabelli, 68, a laborer who retired in 1985 with 35 years of service.



Pensioners Donat Danis, 76, Pete Jansen, 70 and Marcel Dubler, 68, admire the work of photographer Carol St. Laurent who volunteered for the job despite the fact that the day marked the first anniversary of her own retirement. All three men retired from Creighton.



Creighton Miner Eddie Burt, 67, registers with Smelter volunteer Jan Brown. At left is volunteer registrar Janice Matichuk of Purchasing.



Enjoying a game of cards are, from left, Michael Babulk, 79, John Krystia, 72, Roy Elzlar, 67, and Larry Scovron, 54. Michael retired a Frood miner in 1972 after 35 years while John was a first aid attendant when he retired in 1982 after 40 years. Roy retired in 1984 after 30 years as a plate worker and Larry Scovron retired in 1991 as a maintenance mechanic with 32 Inco years.

Technologies change, affections don't



A grinning gang of Computer Systems retirees caught up with each other on the final day of the week-long event. In the rear from left are; George MacMaster, Marilyn Guenette, Don Frattini, Raija Luoma and Don Danko. Seated are Anne Harris, Evelyn Midena, Kay Kuzniar and Joyce Huneault. Jim Grassby is in front.

Times certainly have changed and computer-based technology is leading mining, and virtually every other industry, into the '90s.

One thing that hasn't changed, however, is the bond between former employees of Inco's Computer Systems department who renewed old affections on the final Friday of Pensioner days at the Caruso Club in Sudbury.

"There was nothing like that department," recalled Kay Kuzniar, who retired 10 years ago as a keypunch operator. "In the keypunch room we all respected one another, we stood behind one another in good times and bad and we had a lot of fun."

It's those characteristics and fond memories that make Pensioner Days so important said Anne Harris. "An event like

this lets us catch up on what everyone is doing and allows us to reminisce about our times together at Inco."

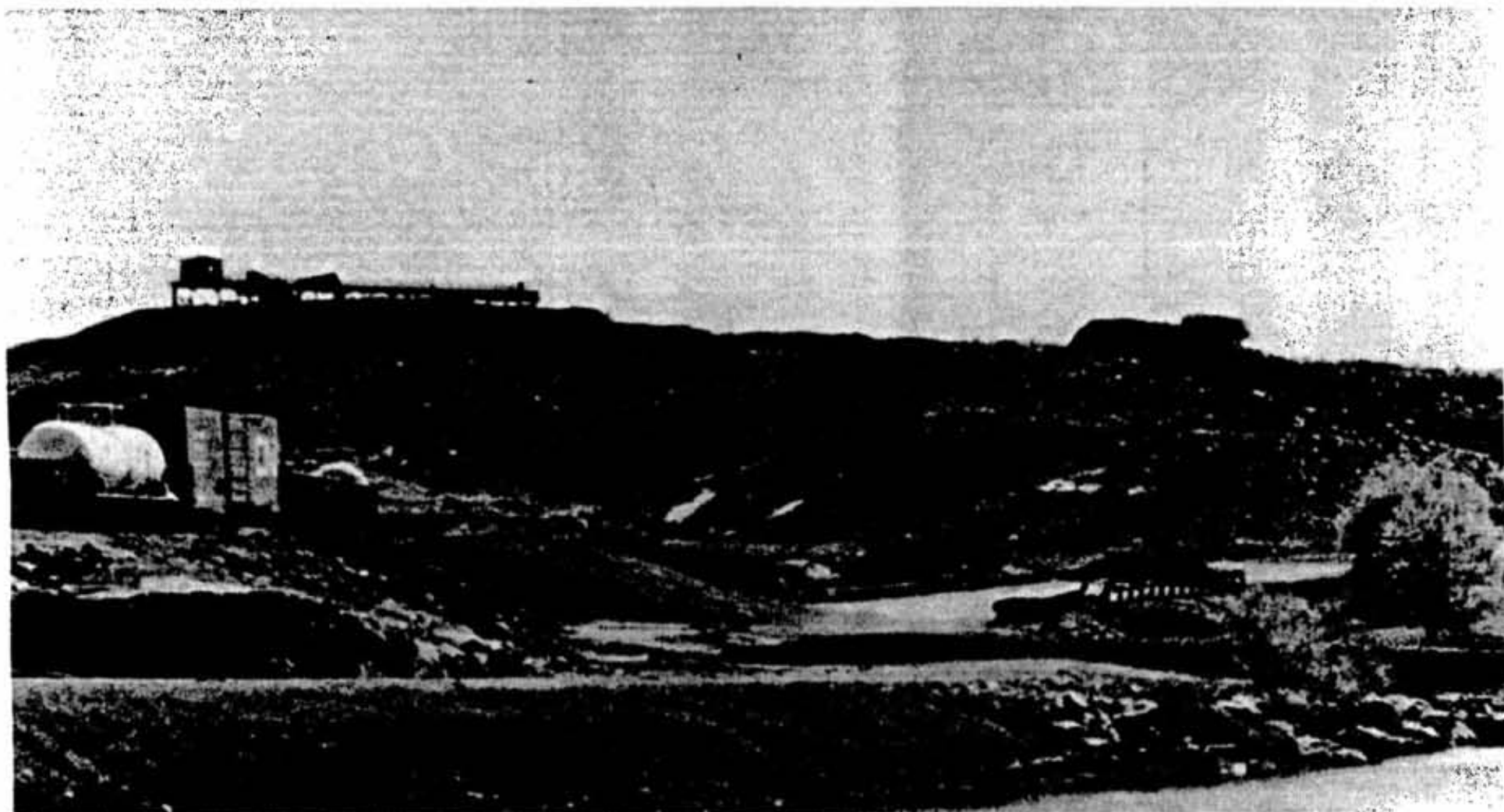
If the rapid pace of changing computer technology seems mind boggling today, it was no less so in years gone by.

"We went from punchcard tabulating equipment to personal computers," said Raija Luoma. "And as each change came we simply went with the flow."

That ability to adapt served the department well said former systems supervisor Don Danko. "In our case, we grew with the development of computing," he said.

Retirement, the gang agreed, has allowed them to grow in different directions, but thanks to events like Pensioner Days - never completely apart.

Scenic, beautiful black slag landscape



Slag today, green tomorrow: A view of the Nolin Water Treatment Plant, the surrounding green and a new water storage pond.

John Behun claims the Nolin Creek Waste Water Treatment Plant has that "postcard" look.

"All we need now," he mused, "are the geese."

He means resident geese. What was once one of the more unsightly Inco properties has recently become a regular stop-over for geese, ducks and other birds.

"It's nice to see them land here. It's quite a contrast from the surrounding slag and rock," said John, who visits all the Inco water plants on his regular janitorial rounds. "It kind of makes you feel good about our environmental accomplishments."

John is talking about a 22-million gallon water storage reservoir behind a new control structure installed upstream of the Nolin Waste Water Treatment Plant. The structure, a kind of small dam, has so far reduced to zero the incidents of untreated water getting by the plant while giving the bleak slag and black rock outcrop surroundings a definite facelift.

The reservoir retains water during heavy rainfall so that it can be fed to the treatment plant at controlled flow rates that do not overwhelm the plant and let untreated water bypass the plant.

That's why Inco's water treatment experts prefer the reservoir empty—and ready to accept as much water as possible.

But for John, it's the aesthetic improvement that's made the biggest impact. He said it was the most dreary of the plants he'd visit. "It sure is nicer to come here now, to see the birds land and take off," he said. "This says something positive about our environmental efforts. It makes you think we are accomplishing

something worthwhile."

A need for upstream water storage capacity for the Nolin Waste Water Treatment Plant reservoir was pointed out by a water management. Total Quality Improvement team set up several years ago with representation from the Tailings area, water plants, Environmental Control, Clarabelle Mill and the Froid-Stobie complex. Members included Ed Zickar, Tom McDonald and Pat Corcoran from the Tailings area, Dan Bouillon of Safety, Health and Environment, Mike Mayhew of Clarabelle Mill and Murray Dodge and Lorne Tkachuk from the Froid-Stobie complex.

The effectiveness of the pond has already been demonstrated several times. In one rainfall, during which 10.2 millimeters of rain fell over a four-hour period, the new control structure provided suffi-

cient upstream water storage to avert a serious bypass situation.

The new reservoir and the Nolin plant are located behind the Fisher Construction dry pac plant just south of the Big Nickel Road and Highway 144 junction. The area (not observable from nearby roads) is cradled by slag and rock outcrops.

"When it rains, all the water just pours down the rock into the pond," said water treatment plants supervisor Ed Zickar. "When this was only a creek and we had heavy rainfalls, it frequently overran the treatment capability of the Nolin plant. So far, this problem has been eliminated."

While the pond's surroundings would need more greenery to complete the 'postcard' setting, Inco's environmental efforts have already had a considerable 'greening' effect on

the area. At least part of the rock outcrop has been seeded and fertilized through Inco's aerial seeding program.

"You can see some of that now," said Ed, as he pointed to large brown patches on the rockface, "but in a few years we expect it to look a lot better."

Appearance, however, isn't the only benefit of site revegetation. "When the growth starts to take hold and multiply, it will trap a lot of the water that today washes down the rock," he said.

But appearance is only skin deep. In fact, the water treatment strategy requires as little water in the reservoir as possible.

"We need water retention capacity to hold the runoff when we get storms and heavy rainfalls," said Ed. "That means we're better off with no water in the reservoir."

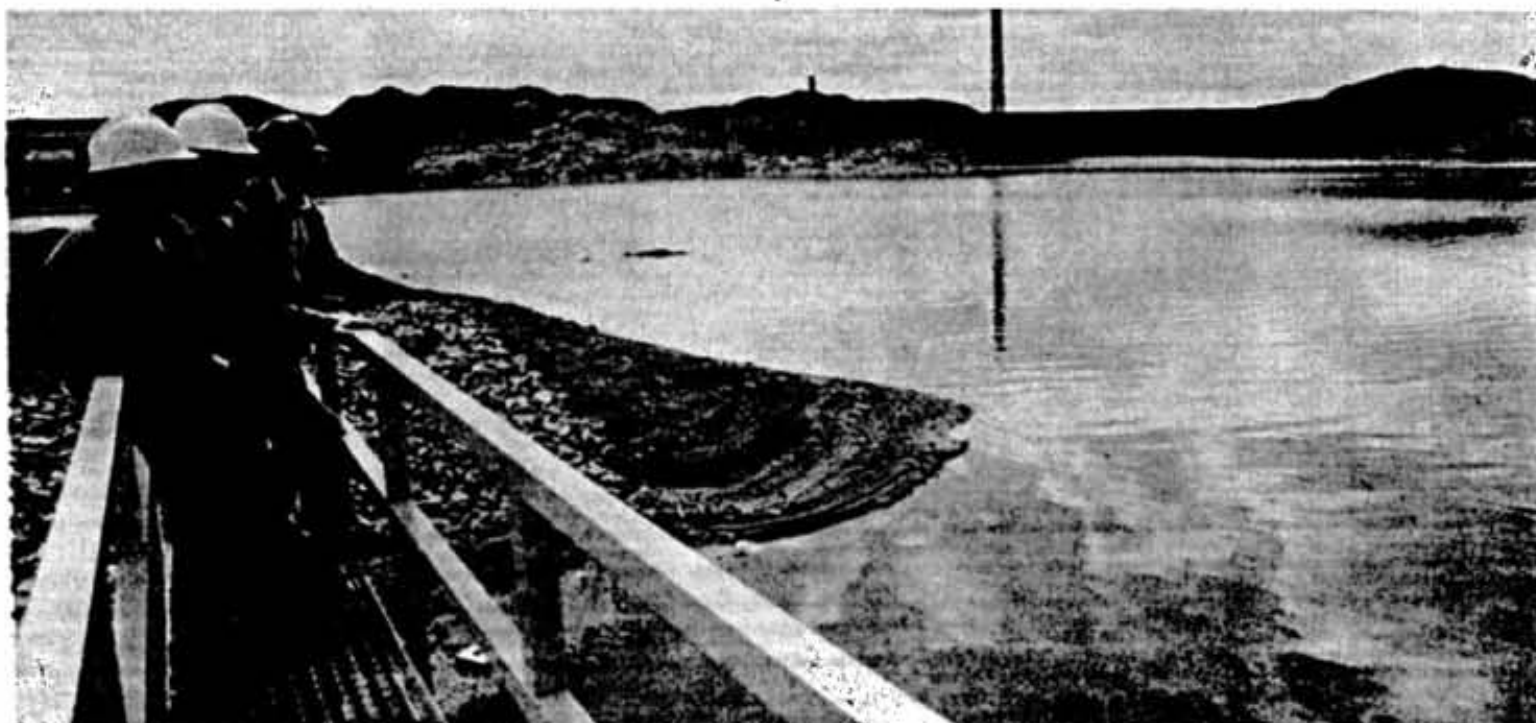
While the relatively inex-

pensive cost (about \$200,000 of installing the reservoir) made the project very worthwhile, the 'savings' are almost impossible to measure. "We're talking about comparing dollars against untreated water getting past us," said Ed. "That's worth a lot more than dollars. It's hard to estimate."

Because the pond site is in a natural basin, large amounts of silt were collected here over the years. "The pond is on top of a huge amount of silt," said Ed. "We had to drive dam pilings down 60 feet to secure them."

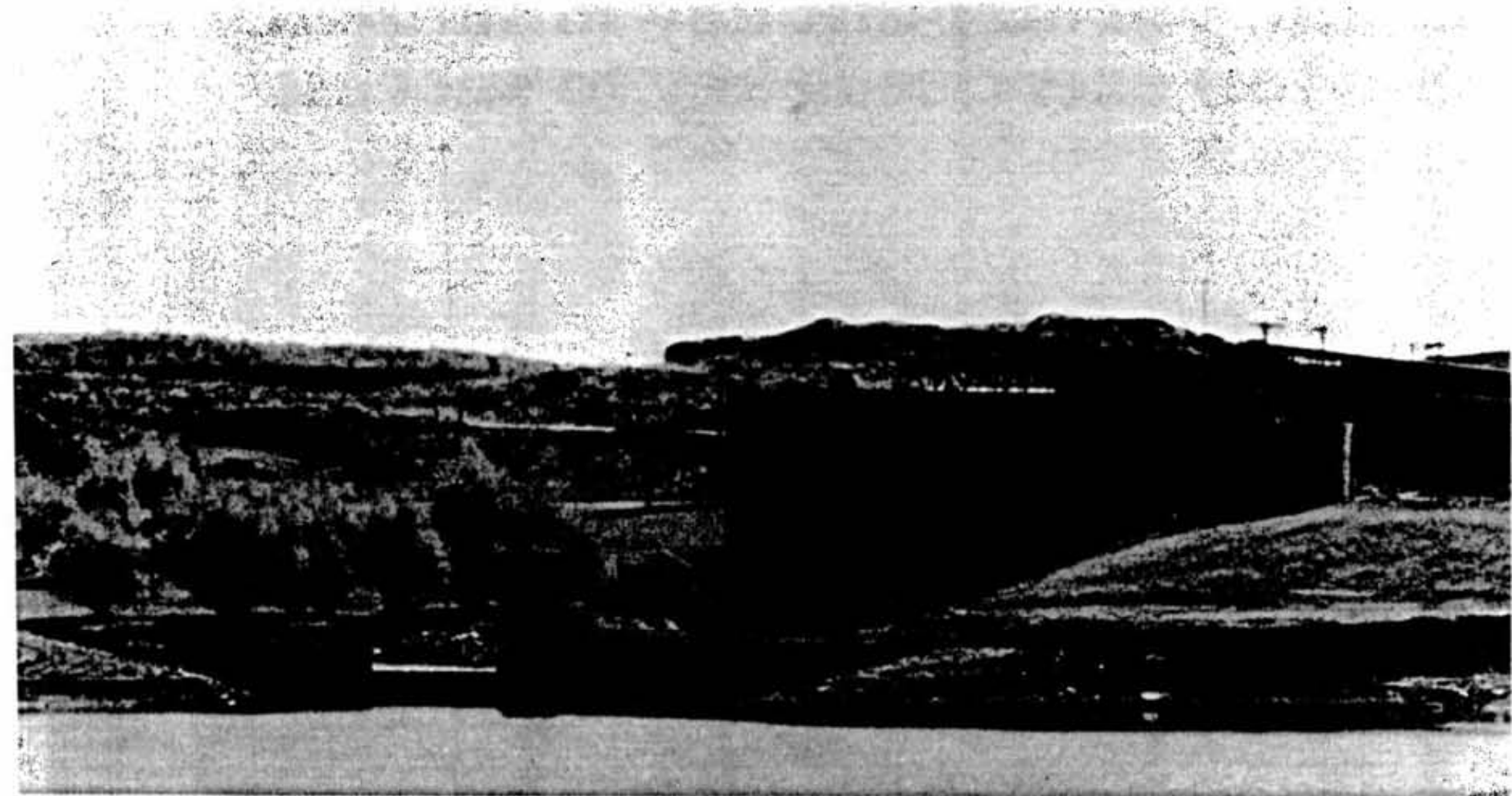
Efforts to control spillage at the Nolin plant have greatly reduced the problem over the past five years, but it wasn't until a dam was installed that it was virtually eliminated.

Water plants operator Doug Taylor said the area looks totally different from what he was used to. "I didn't know slag could look so good," he said.

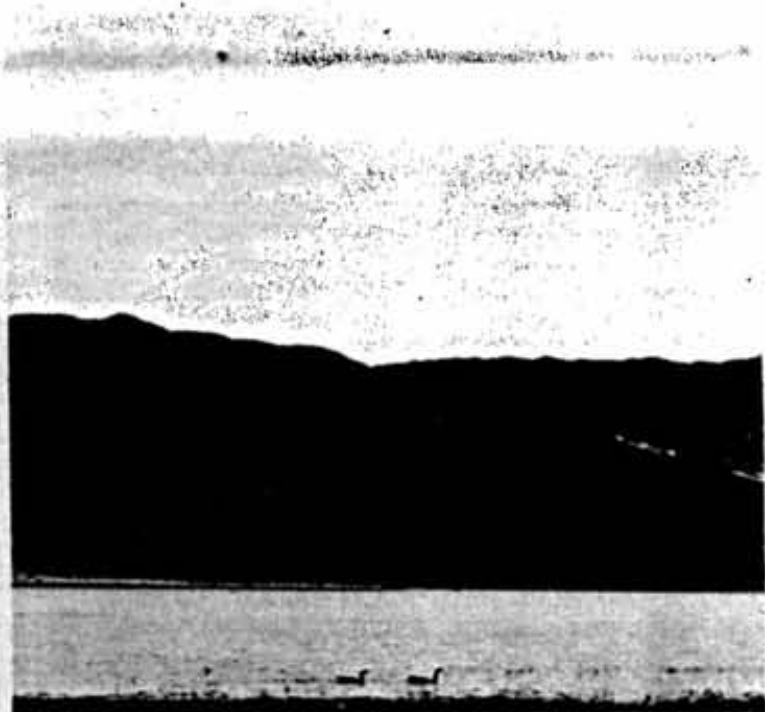


Doug Taylor, John Behun and Ed Zickar view surroundings that used to be black rock and slag.

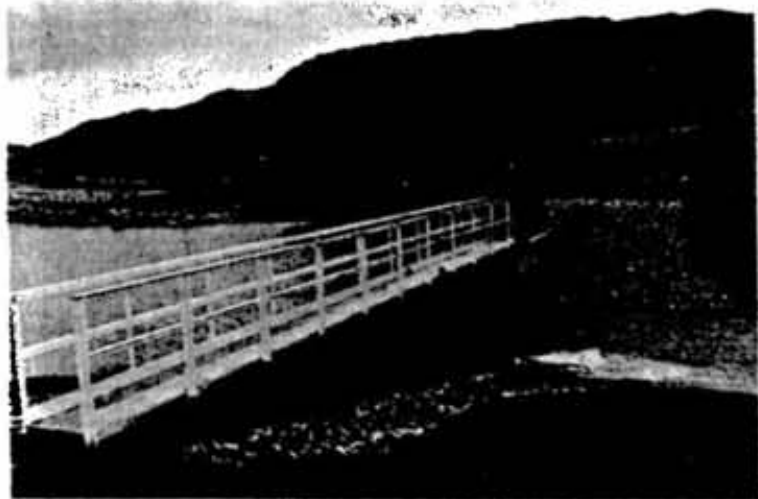
That is what the Canada geese say



Framed by rock, the pond, trees and treatment plant (at left) are an example in microcosm of the kind of changes that are happening all over Ontario Division and the community at large.



A pair of migrating Canada geese (centre) wasted no time in taking a rest stop at the new 22-million gallon water storage reservoir serving the Nolin Waste Water Plant.



This structure has reduced to zero the incidents of untreated water getting by the Nolin Water Treatment Plant. The dam serves a reservoir that retains water during heavy rainfall so that it can be fed to the treatment plant at controlled flow rates that do not overwhelm the plant and let untreated water bypass the plant.



Water plants operator Doug Taylor: "I didn't know slag could look so good."



John Behun: That "postcard" look.

Outside participation in emergency table-top exercise is key to success



Sgt. Andrew Nesbitt of the Sudbury Regional Police and Walden volunteer firefighter Ron Rinta, an Inco employee, discuss their next move in the table-top exercise.



Mike McCann and Staff Sgt. Susan Evans discuss the latest twist in the emergency exercise scenario. In the foreground is Production Vice-President John Kelly who took on the duties of the executive during the mock emergency.

With a strong emergency preparedness program run by well-trained and highly motivated people, Inco expanded its continuing training program by including police and fire services from the community in the latest table-top exercise – Exercise Oobleck – sponsored by the Joint Emergency Preparedness Task Force.

“It was excellent having outside agencies participating and we plan to continue joint training sessions,” said emergency preparedness coordinator Ellen Heale. “If we are to be effective in our emergency preparations, we must work closely with our neighbors to give them the help and information they require so they can better help us in time of need.”

The training session, held at Inco’s Copper Cliff Club, was designed to test the ability of participants to develop plans, solve problems and make decisions in critical situations.

The ‘emergency’ involved a leaking cylinder of chlorine at the Vermilion Water Treatment Plant which imparted on the Creighton Complex. “Without finding areas where we can make the process better, holding these exercises would be pointless. The problems tell us where to make improvements, to make changes that will make us more effective if the real thing should happen,” said Ellen. “Exercises such as these represent the only time where challenges can often be another way of describing success.”

Former coordinator Berno Wenzl, one of four evaluators for the exercise, said community fire, police and contractor representation provided an

excellent chance to see how effective Inco’s communications would be when they go beyond company gates.

“I think everyone learns a lot during these kind of exercises, especially an appreciation for the level of activity and responsibilities. After it’s over, participants take part in a debriefing where the exercise is reviewed and evaluated. It can be a real eye-opener and problems can often be traced to a lack of procedures, inadequate communications or a host of other challenges.”

Participants from outside Inco included Inco employee and Walden volunteer firefighter Ron Rinta, Joe Books and Bill Gagnon of the Walden Fire Department, Staff Sgt. Susan Evans and Sgt. Andrew Nesbitt of the Sudbury Regional Police and George Caughell and Kevin Larmondin of Klohn-Crippen. Observer Liz Mazza of Sudbury Regional Police Services also attended.

Under the watchful eye of clipboard-toting evaluators Berno Wenzl, Ted Williamson, Ellen Heale and Gord Winch and observers Jon Gill, Graham Hodder, Don Sheehan, Len Kitchener, Larry Cochrane, Ian Tissington, Ms. Mazza, Ray Sasseville, Brenda Alberty, Gerry Deltaire, Gord Annis and Wayne Smith, the participants represented departments ranging from the executive floor to Number 1 First Aid.

Included in the Inco group were John Kelly, Greg Balden, Lloyd Strong, Sharon Taylor, Bob Ballantyne, Mike McCann, Cory McPhee, Lynda Horn, Ron Greenough and Perry Kimakowich.



Police, firefighters, contractors and Inco people trained together, a first for Inco’s program of emergency preparedness table-top training exercises.



Exchange of information and effective communications are major factors in dealing with an emergency. Evaluator Ellen Heale (extreme right) watches as the exercise is dealt with at the table of Greg Balden, John Kelly, Lloyd Strong and Cory McPhee. Standing is Sharon Taylor.

Questions answered

Career Day an eye-opener for students

Angèle Brisson didn't think half a day was enough time to spend with an Inco mentor.

It was long enough, however, to spark her interest in a possible career underground.

"I wouldn't mind doing that," said Angèle, 13, one of 27 Grade 8 students from St. Augustin School in Garson to take part in Career Day at Inco this spring.

Angèle and classmate Dereck Gélinas spent the afternoon with Danielle Tardif of Mines Technical Services and Construction.

"We watched a movie about underground and Danielle showed what she does underground," said Angèle. "She also showed us maps of mining plans and procedures which was interesting because I hadn't realized what it was all about. It feels good to see women working underground."

Angèle's of underground mining likely surpassed that of many of her classmates. Her father, Mike Brisson, works at Garson Mine and according to Angèle provided her with plenty of information about

the environment.

"I actually went underground at Stobie Mine during a Family Day," she said. "I saw all the machines in action and it was bigger and nicer than I'd imagined."

Danielle, a mining engineer, said Career Days and Job Shadowing ventures are important undertakings and she makes a point of participating whenever possible.

"In this case the students had questions prepared for a homework assignment they had to complete at school, which was good because in-

stead of becoming spectators they took an active interest," she said.

"I explained to them how sciences and mathematics are important for the type of job I do. In Grade 8 they're still quite young but at least they're more aware of the job requirements now than they were when they came in."

Greg Arseneau wasn't a complete stranger to the Copper Cliff Smelter when he and classmate Marc Morin accompanied Inco mentor Dave Bryant for the afternoon.

His father Denis worked for

Inco at one time in that very plant.

"I thought it was great," said Greg, 14. "Everything was organized and he took us all over the place—we went everywhere. They also equipped us with helmets, glasses and respirators for safety reasons which shows how serious they are."

"Our mentor really knew his stuff. He explained everything and helped us understand how the Smelter fits into mining."

As far as future career plans, Greg declared he has a lot of time to make up his mind but at least he was shown what some people do for a living.

"I think they were quite impressed," said Dave, a surface training instructor, of his two young visitors. They asked a lot of questions about educational requirements and about advancements in the plant in terms of both people and technology."

Because of a scheduled down day at the Smelter, the students saw the converter aisle but were unable to see the tapping of matte or slag, or the turning of converters, said Dave.

He did expose them to the modernization of the plant during a visit to the DCS room where No. 1 and No. 2 flash furnaces are computer monitored along with emissions and converters.

"I think Career Day was a great idea that should happen again next year," said Dave. "A lot of these youngsters know Inco makes nickel but this gives them a better insight into our company. We're not a candy factory here, we're an industry. But we're a modern industry and things have certainly changed."

Career Day '95 was organized by Ray Joly of Human Resources and Public Affairs placement student Suzy Dobinski in cooperation with the local school boards.

The morning portion of the day was spent at the Copper Cliff Club where Debi Duval-Rosato of Quality and Human Resource Development talked to the students about security, safety, Workplace Hazardous Material Information Sheets (WHMIS), the environment, the company and its history.

"From where I stand the day was a complete success," said Christine Morin, the Grade 8 teacher at St. Augustin School.

"Before going to Inco the students thought they knew everything there was to know about mining. However, the reaction I got after the Career Day was that they had not realized the complexity of such an enterprise and how many different types of jobs were related to mining."

"All the students were impressed with their mentors and all enjoyed the morning presentation. It really made them feel that people at Inco have a sincere interest in helping them make a wise career choice."



Paul Campbell and Monique Belanger of Information Systems explain the role computers play to students Natalie Proteau and Roxanne Marcotte.



Donna Cameron of Accounting shows the type of information kept on the computer to students Natalie Lefort and Stacy-Lynn Crosby.



Cory McPhee of Public Affairs outlines the publication process to Julie Labranche and Stacey Radey.



Danielle Tardif of Mines Technical Services and Construction points out information in the company's Annual Report to Angèle Brisson and Dereck Gélinas.

Inco-sponsored northern youth golf tour to encourage new golfers

Inco is confident that a new golf tour for youth will do for that sport what the highly successful 22-year-old Inco Cup – the longest-running corporate skiing sponsorship in North America – has done for young northern skiers.

"We believe this program will take junior golf in Northern Ontario to a higher level just like Kate Pace and the Kreiner sisters who came to national prominence after years on the Inco Cup circuit," said Inco's Ontario Division president Jim Ashcroft. "We may see some of Canada's top new golfers graduate from this tour."

Inco and the Northern Ontario Professional Golfers' Association joined in the effort to attract more young players to golf and to provide an added boost for some 1,200 young golfers in 30 clubs from Wawa to Noranda, Que.

Called the Inco Northern Ontario Junior Golf Tour, it will be open to male and females who play at participating clubs in the Northern Golf Association.

The tour opens in Blind River on June 28.

Tom Clark, NOPGA pro at the Cedar Green Golf Club in Garson, said the tour answers the increased demand from golf clubs across the north for their junior male and female golfers to gain competitive experience.

"We believe this is a tremendous way to expose more young players to golf," Mr. Clark who is chair of the junior golf tour.

Tony Evershed, NOPGA pro at Sudbury's Idylwyld Golf and Country Club, said the tour provides young athletes the opportunity to develop both as athletes and individuals.

"While we expect some of these young golfers to graduate to other competitive levels in the country and some to move into coaching and teaching one day, we want to make sure their days with

the Inco Northern Ontario Junior Golf tour are memorable," Evershed added.

There are five stops on the tour this summer. After Blind River, the tour swings to Cedar Green on July 11 and then on to the Lively Golf & Country Club on July 27 and North Bay on Aug. 7.

The tour winds up with a final 18-hole championship at the Idylwyld in Sudbury on Aug. 24 where tour winners will be announced.

Each club can enter its two best golfers in bantams (ages 13 and under), juveniles (ages 14 to 16) and juniors (ages 17 to 18). There is an open female group.

Players compile points based on their position with other tour players in their age groups. At the end of the season, there will be both individual and team winners.

Clubs participating in the '95 Inco Northern Ontario Junior Golf Tour hail from Iroquois Falls, Garson, Powassan, South River, Elliot Lake, Espanola, Haileybury, Hearst, Timmins, Blind River, Sudbury, Kapuskasing, Katrine, Kirkland Lake, Sturgeon Falls, Cochrane, Lively, Mattawa, Monctonville, Wawa, New Liskeard, Noranda, North Bay, Onaping, Sault Ste. Marie, Sundridge and Val Caron.

At a press conference held to announce the new tour, Jim said there is a connection between leadership on the athletic field and leadership in other things in life, and noted a survey at West Point after World War 1 that revealed young cadets who had been involved in athletics had a better chance of becoming generals. Academics alone gave no such indications.

"Golf is one of the fastest growing recreational pursuits in North America and is popular both to the young and the old, male or female. At the junior levels, the sport has exploded in Northern Ontario," said Jim.



With Inco's Ontario Division President Jim Ashcroft looking on, seventeen-year-old Cleo Melanson takes a bead on . . . the Inco cup??? Actually, the new Inco Northern Ontario Junior Golf Tour announced by Inco in a press conference at the Cedar Green Golf Club in Garson is an attempt to do for golf what the 22-year-old Inco Cup ski program has done for young skiers. In this picture, Cleo is aiming at another kind of cup. Already, 1,200 youngsters are enrolled in golf programs in the North.



Please hold!

The phones never stopped ringing during Mary Sitko's last week as supervisor of Office Services and Communications. Now retired, Mary wasn't sure whether this particular call was coming in on her state-of-the-art Meridian model or her 1920 Magneto phone. Contrary to office scuttlebutt, the 1920 model was not Mary's original Inco phone, but a loaner from her friends at Bell Canada.



FOR YOUR HEALTH

From the Occupational Medicine Dept.

It makes good sense to look after your eyes as part of your maintaining overall good health. Here are some tips for eye health and good vision.

• **Put your family on a schedule of regular eye exams:** Infants - by age six months. Preschoolers - at age three. School age - before first grade and then every two years. Adults aged 19 to 41 - every two to three years, adults aged 41 to 60 - every two years, Adults aged 61 and over - every year.

Regular eye exams help to identify gradual changes in vision that often go unnoticed. Because you tilt your head, squint and tense your body to help you see better, you put your body under stress. By doing this you can have more headaches, will feel more tired and you may make more mistakes.

• **Wear sunglasses with maximum ultraviolet radiation (W) protection:** This is a must for everyone including babies and children. The glasses should block out 99 per cent to 100 per cent of both W-A and W-B radiation. Wearing these sunglasses can also help prevent the development of cataracts in later years.

• **Take steps to prevent eye injuries.** With summer upon us we all are involved in more outdoor activities. To help prevent eye injuries always wear eye protection when working with power tools, handling cleaning and gardening chemicals, playing sports, and doing other chores that are hazardous to your eyes.

• **If you wear contacts choose cosmetics carefully.** The makeup choices for contact lens wearers are water-based, hypo-allergenic liquid foundations; cream or liquid blushers and eyeshadows; pencil eyeliners; water resistant mascaras and water-based make-up remover. Avoid lash-extender and water-proof mascaras. And don't use hand creams or lotions before handling your contacts.

• **Be meticulous when using eye make-up.** Don't use saliva to wet make-up. Mouth bacteria can be carried to the eye, where they can cause infection. Don't buy an open package that may have been sampled. Don't

Some common sense tips for healthy eyes

use eye make-up if you have an eye infection. Dispose of any unused portion of make-up that may have been used while your eyes were infected. Don't share eye make-up with anyone. Don't try out testers in stores, they likely are contaminated.

• **Before changing brands of contact lens solution, check with your eye professional.** Some brands don't work with some lenses, and some contact lens wearers are allergic to certain brands. Mixing brands from two different manufacturers can also cause problems. Always follow your eye professionals instructions when caring for and wearing your contacts.

• **Be careful when using over-the-counter eye drops.** Most are safe but are rarely necessary. Normal eyes do not need "cleansing" "soothing" or "refreshing" solutions. Your tears, which contain anti-bacterial agents are the most effective cleansers of all. Though over-the-counter drops may be soothing they may mask symptoms of serious eye infection or diseases. If there's irritation or redness that lasts more than one or two days, seek professional advice. In no case should you use eye drops for more than a day or two.

• **Take some special care if you work at a video display terminal.** Choose nonreflective glass screens, and eliminate glare from windows or light fixtures. Keep your reference document as close to the screen as possible and at the same level, so you don't have to change your focus as you work. Light it the same as the screen. Keep your screen 10 to 15 degrees below the straight ahead position. Take regular breaks - 10 to 15 minutes every hour or two - to do other work. Frequently look away from the screen to rest your eyes momentarily.



LESS WATT

Energy

Energy savings a partnership

Ontario Hydro sells approximately \$80 million of electricity to Inco a year. There has been a concentrated effort by both companies to maximize the efficiency of Inco's consumption. The customer Service Division has been created to assist customers like Inco with their cost reduction efforts. There are several categories of technical services that are available from Ontario Hydro:

1. Basic Energy Measurements:

Without interrupting the power to the customer's process, provide real time measurement of current, voltage, power factor, frequency and energy.

2. Load Monitoring:

Load monitoring can be accommodated on single pieces of equipment or entire processes. Most instrumentation can be accommodated (e.g. pressure, temperature, electrical parameters, etc.) Studies of various length (e.g. pressure, temperature, electrical parameters, etc.) and studies of various length (e.g. days, weeks, months) and time base (e.g. 1, 5, 15-minute data) can be performed. Typical loads that have been studied include: ventilation fans, cooling tower fans and pumps, compressors and blowers, pumping and dewatering systems, electrical distribution, crushers and conveyors, hoisting equipment.

3. Power Quality

The use of electronic equipment that is sensitive to poor power quality has increased in recent years. Metering services are available to assist with the identification of power quality programs. Specifically, the following can be investigated: harmonics, voltage sags and surges, short duration outages, impulses and general disturbances.

4. Technical information, from many sources, is readily available upon request.

The Inco Team

The account executive is the primary point of contact for all electrical energy needs, promoting the resolution of business issues and ensuring effective two-day communication. A team has been created to support the account executive by delivering the products and services that Inco requests.

Overall Account Responsibility

Robert Reid, account executive 705-525-6317 Fax: 705-560-7624

Support - Sudbury Operations

Doug Pacey, industrial advisor 705-525-6303 Fax: 705-560-7624

Ron Lefebvre, technician 705-525-6304 Fax: 705-560-7624

Ivan Mangotich, technician 705-525-6312 Fax: 705-560-7624

Support - Port Colborne Operations

Tom Carvin, industrial advisor 905-664-2555 Fax: 905-664-2676

Fred Tiekstra, technician 905-680-4563 Fax: 905-227-9522

Support - Shebandowan Operations

Michael Wesa, industrial advisor 807-343-3485 Fax: 807-343-3417

Did You Know????

Energy (natural gas, electricity, oil) will cost the Ontario Division \$123 million in 1995. That's more than \$19,000 for each employee in the Division.

If each employee turns off lights, heaters or other equipment when not needed, significant reductions would be made to the Division's energy costs.

Yesterdays' today's

Copper to the customer

40 Years Ago

Inco's second most important product, copper, reaches the consumer in many different shapes and sizes, said the Triangle, and is used to make many different products.

Transported as blister copper in a molten state in hot metal cars to the Copper Refinery, it is processed to a purity of 99.98 per cent plus before being melted again and cast into a variety of forms.

The most common is the horizontal cast wire bar, which fabricates roll into rod, then draws it into wire. Larger cross-section wire bars are rolled into thin metal strips, which are then used in the manufacturing of industrial electrical equipment.

Other refined copper products consumed by manufacturers are cakes, billets, silver-bearing cakes, cathodes, ingots and copper shot.

Cakes are primarily rolled into sheet copper while billets are extruded through dies to form various sizes of seamless pipe.

Silver-bearing cakes are rolled into special sheets which are used by photo-engravers and for the fabrication of automobile radiators.

Cathodes are used mainly for alloying purposes, as are ingots, and copper shot is used by the chemical industry.

Other stories that month were: 'Bad Telephone Habits Cause Wear and Tear on Nerves,' 'Stainless Steel in Spotlight at Inco Trade Fair Exhibit' and 'Improving the View for Nature and Tourist.'

25 Years Ago

With 3,800 skilled personnel required to keep Inco's facilities in the Sudbury district functioning efficiently, it was one of the biggest maintenance organizations in the world and it was responsible for servicing mining, metallurgical and auxiliary equipment ranging all the way from 200-ton underground crushers to delicate electronic instruments and controls.

Supported by a staff group of 100, planned maintenance was divided into 10 'line' groups comprised of superintendents, general foremen, foremen and tradesmen, each with its own supporting staff of chief maintenance planner, zone planner, preventive maintenance coordina-

tors, materials coordinators, schedulers and clerks.

To cope with a flood of new techniques, equipment and increased production demands resulting from huge expansion programs, the planned maintenance system had been organized three years before.

Completely new approaches and sweeping changes had to be made to long-established practices and attitudes, but Inco maintenance was responding well to the challenge, said the article.

Through more formalized planning, scheduling and preventive maintenance, better use was being made of the huge store of knowledge and experience and the supervisory and trade skills of maintenance planning, even though all benefits had not yet been realized.

Other stories that month were: 'Inco Establishes Market Development Service in Japan,' 'Safe Boating Is Theme of Week July 1-7' and '2,000 Enjoy Annual Banquet of Inco Quarter Century Club'

15 Years Ago

More than 100 athletes from throughout Northern Ontario participated in the first Northern Ontario Regional Games for the Physically Disabled ever held in Sudbury at Laurentian University between May 23 and May 25.

Sudbury athletes did themselves proud in many events. Danny Boucher, a 21-year-old wheelchair athlete who could bench press more than 400 pounds, won five gold medals in his specialties in class three: shot-put, javelin, discus, basketball and, of course, weightlifting.

Other Sudbury athletes who rose to the challenge were Andre Martel, a class four athlete, took home a gold medal in the javelin, a gold in wheelchair basketball and a silver in weightlifting; and Rick Prudhomme, who came third in class two weightlifting and struck gold in shotput and javelin.

All the athletes were looking forward to the provincial games later that summer in Sault Ste Marie, and for those who were good enough, the national championships and the world games.

Other stories that month were: 'Mine Rescue Competition Keen,' 'McCreedy West Mine Officially Dedicated' and 'Annual Inspection.'

Port Colborne

|||||||

II

It's almost like entering another world.

The old Electrolytic Nickel Refinery is in the decommissioning process and safety is paramount in everyone's mind. Ever since in the spring of 1993, crews have done a great job removing old tanks, cleaning up hazardous areas and safely removing and recovering the contents according to environmental standards.

The safety precautions have paid off. There have been no on-the-job injuries since the process began.

A new fire break corridor, one of the major objectives of the project, has now been completed. This access corridor, combined with the new cement block fire wall, ensures the safety of the operational Cobalt Hydrate Plant in the event of an emergency.

Everything next to the plant, explains team leader Nick Markovich, has been gutted two bays wide and three stories high, leaving only the structural steel. Emergency vehicles can also gain access to this corridor through large doors which open on to Davis Street.

This has also been a busy spring for the Cobalt Refinery Product Action team which has produced good ideas now making a difference in safety and production quality. They are changing the gas pump in the de-gassing kiln circuit.

The gas pump, explains team leader Rod Skelton, is used to circulate inert gases through the cooling chamber to cool the cobalt rounds before discharging. Existing pumps have seals that wear easily, causing air leakage which,

in turn, can cause cobalt to discolor due to oxidation. The proposed gas pump, however, has seals that can be purged with inert gases. Thus any leakage will not discolor the product.

But this isn't their only success story

The team, which began working together last December of, has already made a difference in the packing area. Following an ergonomics study of the area, a new chair was installed and the chute redesigned to make the work environment safer and more efficient for the operator.

The team's next step is to examine how to provide better ergonomic seating in the Cobalt Refining overhead crane.

The members of the Cobalt Product Action Team are Ray Alexander, Maurice Beauregard, Paul Dion, Bill Jennings, Bill Kromkamp, Jim Orosz, Rodney Skelton (team leader), Al Smith, Dave Souder and ergonomics student Teresa Chan.

Inco Port Colborne also extends a warm welcome to their two new summer co-op students. Chan is an ergonomics student who will continue the work of Lora Bruyn. Sabena Butt is an engineering student working on a special project on utilities upgrading.

With summer just around the corner, administration's Bob Reyburn has compiled some more tips on cycling safety from the Highway Traffic Act tips highlighted steps motorists should take in order to ease the potential of automobile and bicycle accidents.

Have a safe summer.

In Memoriam

NAME	BORN	DIED	YRS SERVED
Ahopelto Jorma	07/02/29	05/09/95	31
Allan Robert	06/15/15	05/13/95	41
Best Bennie	12/24/11	05/29/95	37
Bonin Laurier	03/01/19	05/05/95	31
Cayen Hector	04/10/20	05/29/95	24
Collette Alfred	08/01/21	04/30/95	23
Corelli Emerlio	07/03/13	05/30/95	42
Dequanne Wilfred	09/21/14	05/11/95	20
Dreosti Sergio	12/18/28	05/29/95	27
Gallagher Owen	03/19/29	05/06/95	31
Garby Bernard	12/04/29	05/05/95	34
Hanson Milton	09/01/26	05/08/95	40
Hewetson James	02/03/20	05/02/95	27
Hill Roy	06/13/23	05/06/95	34
Kerr Morley	06/18/11	05/10/95	36
Kirkwood Robert	04/26/20	05/09/95	25
Korobetz Michael	11/23/23	05/04/95	33
Louzon Rheel	04/15/23	05/16/95	23
Leclair Alfred	06/21/17	05/09/95	43
McQuarrie Dennis	06/06/52	05/21/95	23
Negus Raymond	09/23/15	05/01/95	40
Nisic Novica	01/14/19	05/21/95	26
Odalski Steve	09/07/14	05/26/29	26
Ojanpera William	12/22/15	05/22/95	24
Parisotto Ruggero	09/01/25	05/31/95	32
Rochon Alex	03/17/16	05/30/95	28
Rudlavicz Karl	01/23/23	05/08/95	36
Schur Alexandra	08/12/18	05/26/95	36
St.Amant Roland	06/21/35	05/22/95	32
Sydor Peter	12/24/21	05/06/95	39
Talbot Thomas	03/20/33	05/23/95	32
Viinalass Meinhard	05/08/27	05/19/95	38
Walsh Roy	06/08/15	05/26/95	34
Wirmsperger Kurt	06/20/20	05/16/95	22
Zlatkus Alfonsas	08/28/28	05/21/95	43

"50 Year" Union History

The Education & Training Committee...

Is compiling information about Union activities of
Inco employees during the fifty year period
1944 - 1994

PURPOSE...

Establish a library document - oral and written as well as
pictures about this historical period

LOOKING FOR...

Leaflets, collective agreements, newspaper clippings
and names or documents
Would like taped interviews as well

PLEASE CONTACT:

John Duggan, Chairperson
675-3381



INCOME ideas

Investment decisions

Investments and Taxes

'Marginal tax rate'. 'After tax income'. These are phrases that are heard often when radio columnists discuss decisions about how and where to put your money. Everyone seems to assume we all know what they mean. And who wants to ask the obvious question?

Investment decisions based solely on tax issues are usually not the most profitable decisions. However, tax issues need to be considered when making an investment decision.

I'm going to start by defining each of these terms, and then look at what effect tax considerations have and why on investment choices for someone living in Ontario.

Marginal Tax Rate

Simply put, marginal tax rate is the percentage of each extra dollar you earn that goes to taxes. In Canada, there are three graduated levels of basic federal tax rates. This means that the first \$30,000 or so of income is taxed at one rate, the next \$30,000 at a higher rate and any additional income at an even higher rate. Then there are other federal and provincial taxes based on this basic federal rate. If your taxable income is in the mid-range, between \$30,000 and \$60,000, then for 1994 you paid 44 per cent income tax on every dollar of taxable income over \$30,000.

After Tax Income

After tax income is the other side of the coin. It is the additional income that is yours after all the income tax has been paid. In the case of the example I'm using, it is 56 per cent. However, all income is not the same and after tax income can vary depending on the type of income you are earning. This is where the investment decision takes tax issues into account.

There are three basic types of investment income: interest, dividends and capital gains. The same amount of cash received from each of them gives a wide variety of after tax income.

Take \$1,000 in investment income:

Type	Amount	Amount	After Tax
Income	Income	Tax	Income
Interest	\$1,000	\$ 439	\$ 561
Capital Gains	\$1,000	\$ 329	\$ 671
Dividends	\$1,000	\$ 280	\$ 720

Reasons for Making the Choice

With the numbers in this example, why does anyone have interest income?

Why don't we just invest in items that pay dividends? The reasons for investment choices are as diverse as the people making investment decisions. Income is just that, it is the money you money earns.

Interest

Interest income is usually thought to be very safe and sure. You lend your money and the borrower pays you for the privilege of using it. If the amount you 'lend' is less than \$60,000 per bank or trust company, then your principal is insured even if the borrower goes out of business. Because interest is closest to a 'sure thing', the return is lower, and the government does not encourage you to have your money working this way. Businesses, and banks have an obligation to pay interest. This obligation does not apply to dividends or capital gains.

Capital Gains

Capital Gains income is often thought of as insecure and speculative. Once the investment is made, earning Capital Gains is beyond the control of the individual investor. You buy shares and then the value of the whole company may increase because of market forces, good management or product demand. You have nothing to do with this. The reason for a higher after tax income on Capital Gains than on interest is the desire of government to encourage this type of investment, and a recognition of the greater uncertainty of increased income.

Dividends

Dividends, the payments to shareholders, have the highest after tax income. One reason for this is that when the corporation pays dividends it pays them after it has paid tax on its profits. If there weren't some incentive for investors, the money paid out in dividends would be taxed twice. Only dividends paid by Canadian corporations are given this treatment. Dividends paid by other corporations are treated more like interest income. Another reason for the higher after tax income is that the government would like us to invest in Canadian corporations, and the way the dividends are treated for tax purposes is an incentive to encourage this. Once again, there is more risk in buying shares that pay dividends than in investing to earn interest. Companies pay interest before they pay dividends, and amounts borrowed are repaid before shareholders get their investment back.

The difference in after tax income reflects the difference in the risk level of the three types on investment income. It also reflects the government's encouragement of some kinds of investments over others. Should you invest only in shares for the dividends? Your best choice is probably a balance to earn all three types of income. The safety of interest, and the potential for higher after tax income of dividends and capital gains.

I heard it down at . . .



The Dry

by Jerry Rogers

Worthy donations not only big ones

"When we come to the end of life, the question will be, 'How much have you given?' not 'How much have you gotten?'"

Large corporate donations always grab the headlines. But it is often the smaller, less newsworthy contribution that conveys the breadth of a company's commitment to improving the quality of life in a community.

Three recent partnerships with outside non-profit groups and charities underscore the social role in the Sudbury region played by Inco and its employees every week of the year.

It was not unexpected that neighbors would get upset when the Sudbury and District Association for Community Living decided to open its second group home for developmentally handicapped adults in Walden.

After all, it took a while for the neighborhood to embrace the first group home in Lively when it opened in 1990.

"The move out here in the country kind of got people on the edge," says Corey Doherty, the association's manager of residential services. "They weren't sure what to expect, what it all meant. So, naturally, we had lots of questions, lots of concerns coming out."

But five years in town creating a rapport with the high school, banks, public library, neighbors and even the local politicians helped.

One of the first things they planned in the new co-ed home was an Open House in May for neighbors and friends. A steady stream of visitors highlighted by Walden Mayor Terry Kett toured the home and met the five adults who range in ages from 19 to 64.

"Since then, everything's been just fabulous and the neighbors are wonderful," says Corey.

At the time, she showed off two new bedrooms converted from a one-car garage in the modern bungalow. Inco's annual donation paid for the renovations.

"I know the addition has helped solve some internal problems with space. With two more rooms, people aren't in each other's face so much. So it's really good for them," she adds.

Cash donations are fine. Yet it's the passion and the purpose of Inco people behind the scenes that so often make a special event memorable. Take the initial running of the Inco Walden Firecracker 5 km Road Race.

If it bears any resemblance to the old Onaping summer run, then it's deliberate. That's because the folks behind the run are the same.

Slated for Saturday, July 1 from the St. James School in Lively, the run, like Onaping's, is the brainchild of Ron Poirier, a buyer with Purchasing, Warehousing and Traffic.

A competitive runner himself, Ron is transplanting the run to Lively where he now lives and is marketing the day, with Inco as a major sponsor, as a family and fitness attraction.

"The work is well worth it," he says of the day that features the Kinsmen 5KM family walk, Sling-Choker's 1 km children's fun run and the Inco race. "We want to promote the day as a fitness rather than a competitive day. We want to reach the kids so that fitness becomes a way of life."

For a first event, Ron is hoping to attract 100 runners, 150 walkers and about 75 children.

Inco runners expected for the race portion include Willy Metson of Divisional Shops, Bill Narasnek of North Mine, Vince Perdue of Mills and Transportation, Paul Groves of Purchasing, Warehousing and Traffic and Paddy Walsh of Froid-Stobie.

In 1996, Bruce Mines celebrates the 150th anniversary of its origins as the first copper mining town in Canada.

For six years, a hardy band of volunteers calling themselves the Copper Town Committee has been building a mining/tourism display off Highway 17 at Bruce Mines to commemorate the community's mining heritage.

One part of the display features historical mining equipment such as a Jacobs Hammer Mill, a Fraser & Chalmers jaw crusher and two slushers with scrapers.

The other revives one of the original Bruce Mine workings which was known in the 1840s as Simpson's Shaft (named after George Simpson, governor of the Hudson Bay Company at the time). There, they have

constructed a horse whim for raising the ore, an open log headframe and a small shack for displaying maps, tools, rock and mineral specimens.

There are two Inco ties to Bruce Mines today, one historical, the other contemporary.

Owned by the Mond Nickel Company in 1915, Bruce Mines was deeded 15 years later to the International Nickel Company of Canada in Sudbury which took much of Bruce Mines material as flux ore.

For the mining equipment display, the organizers heard that, as part of Inco's decommissioning and reclamation efforts, we'd come across a steam-driven water pump and a steam-driven mine hoist at the old Sultana Mine.

After shopping it around to no interest in Sudbury, the company gifted the equipment to the Copper Town Committee. True to their resourceful ways, they came to Sudbury with a five-ton truck to get it on display for the summer tourist season.

"The whole project hasn't cost the community anything," says Randy Sweetman, a business consultant on the committee. "We're recreating a typical 1848 mining display and we're doing it all through volunteers. For what we've done so far, we figure it would cost well over \$1 million."

Sweetman, incidentally, came to Bruce Mines via Voisey Bay where he had been mayor of the nearby community of Nain and director of community development for the Labrador Inuit Association.

He went to Nain a single man and left in late 1986 married.

"The long winters were really enjoyable. I used to travel the coastline by skidoo from Nain to Goose Bay, 1,000 kilometres return, depending on the route you took and if there was open water," he recalls. "Winters weren't that long, broken up by caribou hunting and great spring fishing."

Whatever happened to . . . ?

Charlie Quinn is a voice out of the blue. When last we heard of the 40-year Creighton Mine veteran, he was wintering in Florida. Seventeen winters straight until he took a break the last two years. Still hale and hearty at 78, Charlie is a safety man from way back and called in about a recent Incontact TV show featuring Divisional Shops. He was curious why employees weren't wearing hard hats. Charlie, who retired in 1976, should be happy to know that hard hats aren't required in the shops since there's no danger of being hit from overhead. . . There are moments when David Butcher, who retired in 1991 as a construction leader with 27 years' service, would like be back at work at the Froid-Stobie complex since he misses his buddies and Inco. Busy with spring cleaning and painting, David says he's in fine health. . . Neil Feeley didn't take long to settle into retirement. Superintendent of Smelter Services, Neil just retired last year after 30 years with Inco and immediately took to the road. First came a jaunt to Nova Scotia last spring and then came a western adventure to Vancouver and Alaska. His first winter on pension was spent at McClelland Arena pumping iron, jogging the streets in the South End, curling with Inco pensioners, swimming at the Dow pool and studying computers at Cambrian. He's probably on the road again to Nova Scotia. . . Before calling it a day in 1991, Manfred Baader was a senior estimator with General Engineering going on 21 years. Now, Manfred is occupied with stained glass work and woodworking in the winter and golfing off with his friends come summer. . . Thomas Scobie was a switchman for 23 years at the Creighton Complex when he chose to retire in 1991. For Thomas, retirement means not having to plan anything. He keeps old age at bay by staying active at the YMCA and taking up karate. He also has short visits in mind for family back in Temiskaming and in Oakville. . . For 19 years, Sue Flynn was head cook at the Copper Cliff Club. Four years ago, Sue retired and only recently has she gotten into the swing of retirement life. Her days are now filled with babysitting and taking neighbors shopping. . . He took 38 years to achieve but after that lifetime of service as plant protection officer with Safety, Health and Environment, William Dalyk went on pension four years ago. Now, he wishes everyone could go on retirement. Bill, whose only complaint is that he no longer receives double time or holiday pay, keeps busy doing odd jobs around the house and some travelling.

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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