

# INCO Triangle

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Ontario Division

Vol. 54, No.8



Furball miner? See page 11.

On par with Inco skiing

## Inco golf tour an 'eagle' for young golfer



Lucas McConnell tosses his lucky golf ball. At just 12, he managed to do what few golfers will accomplish in their lives. The Sault Ste. Marie golfer managed a hole-in-one on the seventh hole of the Idylwyld Golf and Country Club during the final event of the Inco Northern Ontario Junior Golf Tour. "I looked in the hole but really didn't expect it to be in there," he said.

The enthusiasm, the attendance and the keen competition forecast a bright future for the Inco Northern Ontario Junior Golf Tour.

"We had a lot of young people turn out and some close battles in the competition," said Tom Clark, Northern Ontario Professional Golfers' Association pro at the Cedar Green Golf Club and chairman of the junior tour. "If we have the same kind of success in the future for golf as the Inco Cup has accomplished for skiing, we'll have done a great job."

He said the fledgling well-known Inco Cup provides a "great backing" for the golf tour because of its high profile in Northern Ontario.

Lively came out on top in the team competition, followed by the Idylwyld and Sault Ste. Marie clubs which

finished in a second place tie. New Liskeard finished third.

Ontario Division president Jim Ashcroft is one of those who are enthusiastic about the tour's future.

"It's a great individual game, something that tests your skills," said Jim at the awards presentation. "It's also a mind game. But it's really remarkable the way it was turned into a team game in this tour."

Four young golfers made it to the nationals this year and Jim hoped that the Inco tour contributed to that first-time accomplishment. Until this year, only one or two young Northern Ontario golfers reached the national level.

Most of the young golfers were enthusiastic about the tour and want it to continue. "It's a real good idea," said

*continued on page 2*

## Victor's getting a facelift

It's beginning to look a lot more like a mine site as surface development at Victor Mine is well underway.

As the sinking of the shaft is halted at the 150-foot level to allow for the surface installation of six hoists, a headframe and other facilities, the scenery is transforming from the upheaval of simple site clearing to that of a well-organized mine site.

Fifteen kilometres of poles and power lines have been brought to the site of the \$72 million advanced exploration project and the power required to replace the field generators will be soon installed.

Wherever possible, trees and top soil have been left as they were. Project manager Bill Dawson of Inco Exploration and Technical Services has every intention of continuing the project as an example of high-tech, high-efficiency and environmentally-friendly mine development for the future.



Workers install the last of 11 km of poles and power lines to the Victor site.

Buildings, equipment and site preparations necessary for the resumption of shaft sinking are expected to be on line by early November.

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Tagging millions

6-7

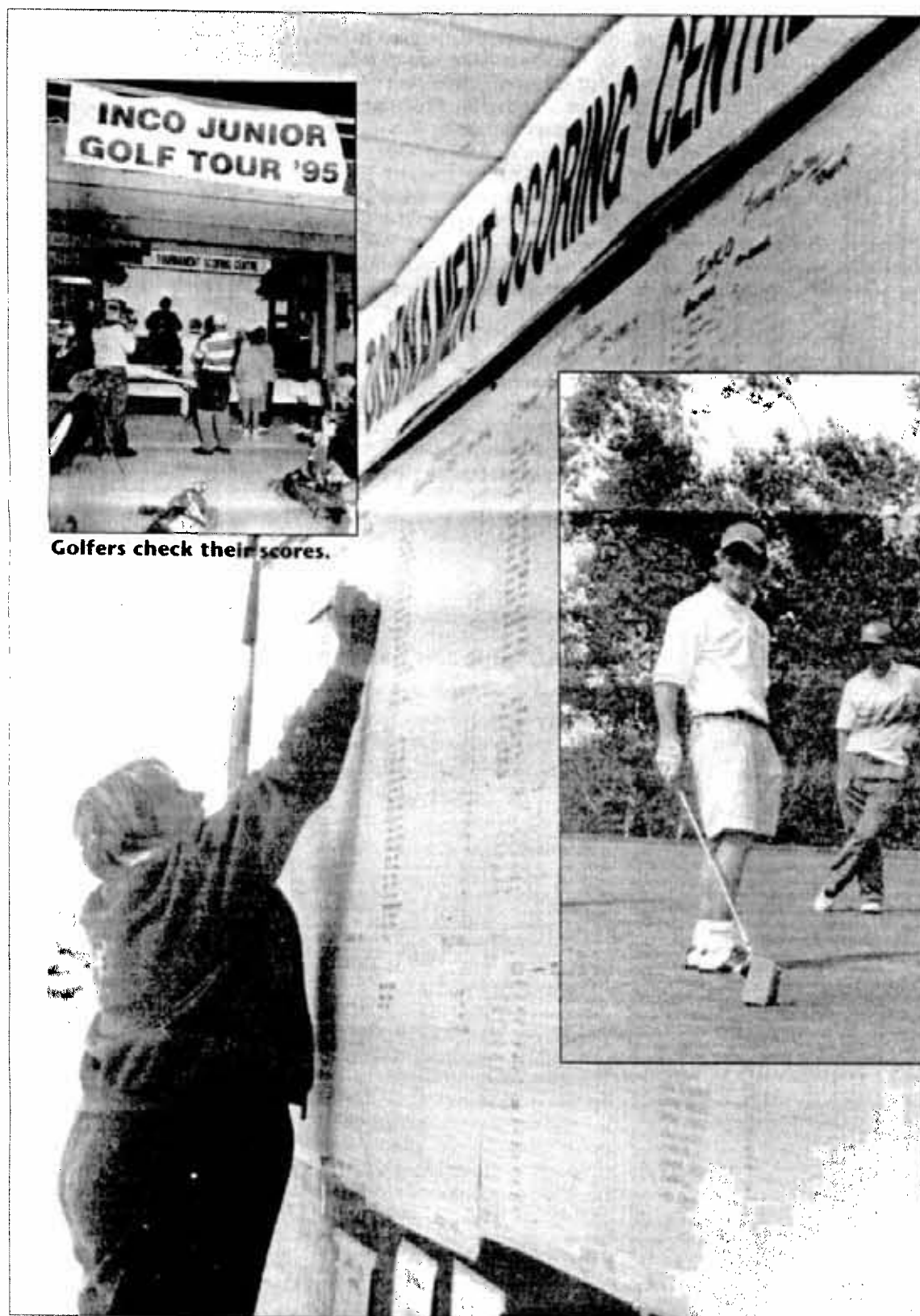
Inco scholars

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Electronic 'green book'



Lively's Rob Hause displays the concentration and care that gave him a second-place slot in the Juvenile Division.



Volunteer scorekeeper Becky Evershed, wife of Tony Evershed, Northern Ontario Professional Golfers' Association pro at Sudbury's Idylwyld Golf and Country Club, marks the scores as young golfers from the Inco Northern Ontario Junior Golf Tour come off the greens.

Golfers check their scores.



Kurt Kowaluk of the Lively team, Ryan Hagar of the Blind River team and Nick Jones of the Idylwyld team wait for the all clear sign before driving.

## Tour provides great competition for young golfers

*continued from page 1*  
Sault Ste. Marie golfer and Juvenile champion Frank Kucher.

"We have some good golfers in Northern Ontario. This event will provide some good competition for them."

Top scorer in the Bantam

Division was Willie Venhola of North Bay followed by Vinnie Tagliabracchi of Sault Ste. Marie and Steve Morris of the Idylwyld Golf and Country Club in Sudbury. Frank Kucher, Rob Hause of Lively and Ryan Hagar of the Huron Pines club nailed down the

top three spots respectively in the Juvenile Division.

In the Junior Division, Cedar Green's Cleo Melanson came in first place, followed by Lively golfer Joel Tarvudd and Matt MacEwan of the Idylwyld club.

Idylwyld golfers placed

first and third in the Girls Division. Sara Keyes was the top scorer followed by Kathryn Bobbie of Sault Ste. Marie. Tamra Jones came in third.

Open to male and female golfers from participating clubs in the Northern Golf

Association, the tour opened at Blind River and continued with events at Cedar Green, Lively Golf & Country Club and North Bay before winding up with an 18-hole championship at the Idylwyld in Sudbury on Aug. 24.





Adam Evershed of the Idylwyld team readies to send the ball into the hole.



Lively team captain Joel Tarvudd was presented the team trophy by Ontario Division president Jim Ashcroft and (centre rear) tour organizer Tom Clark. Joining them were the Lively team members and some of the tour winners. From left, (front) are; Rob Hause, Jamie Digby, Kyle Kowaluk, Sarah Keyes, Tamra Jones, Kyle Kowaluk and (rear) Matt Pentney, Kurtis Kowaluk, Cleo Melandson and Frank Kucher.

Top golfers in the Inco Northern Ontario Junior Golf Tour are joined by golf pros and Ontario Division president Jim Ashcroft. Seated are Cedar Green Golf Club pro Tom Clark, Junior Division winner Cleo Melanson, Juvenile winner Frank Kucher and Girls Division winner Sara Keyes. Standing are Jim Ashcroft and Idylwyld pro Tony Evershed. Absent when the picture was taken was Bantam Division winner Willie Venhola.



Sault Ste. Marie's Frank Kucher takes a shot. Frank finished first in the Juvenile Division.



# 12-year-old Soo golfer sinks a hole-in-one

The collision of Lucas McConnell's #3 wood and the golf ball gave a good solid *twakkkk*, sending the ball slicing a little to the right down the fairway on Idylwyld's 175-yard seventh hole.

"I knew I got a good shot off," said the Sault Ste. Marie golfer who, at 12 years old and barely six years of golf behind him, managed a hole-in-one during the final event of the Inco Northern Ontario Junior Golf Tour at the Idylwyld Golf and Country Club.

"It was curving to the right, but then it seemed to go back on track," said Lucas. "Then it dropped near the green. I was

sure it went over (the green) and it was somewhere behind it. All the other guys I was golfing with said it was behind the green."

But after looking carefully in the grass behind the green and coming up empty, Lucas couldn't figure it out. "I'm not sure if I thought of a hole-in-one or not. I don't think so."

Nevertheless, he casually looked in the hole just to eliminate the possibility.

"I certainly didn't expect to find the ball," he said. "I guess I just wanted to make sure it wasn't in the hole."

It was.

"I was surprised," said Lucas.

Lucas McConnell demonstrates his putting style, something he didn't have to do on the seventh hole at the Idylwyld Golf and Country Club where he got his first hole-in-one during the final event of the Inco Northern Ontario Junior Golf Tour.

# MAKING Change

## Simple Stobie Mine tag saves millions

For the price of paper tags smaller than an envelope, Frood-Stobie will save millions by 'recycling' broken equipment that previously stood a good chance of being lost.

When implemented across the Division, the tag system's savings potential is enormous.

"Initially, the problem was discovered by eliminating another problem," said Frood-Stobie parts man **Ralph Mouland**. "When we began a clean-up program in the yard, we found all kinds of broken equipment, pieces of equipment and other items that could be repaired. Some of the items were things that we didn't even know were there."

Last spring, Ralph headed a team whose mandate was to recover more of the repairable items coming up from the mines.

"The team consisted mostly of hourly-rate people like me who dealt directly with this stuff in one way or another. We asked management for their input, but most of it was done by us."

The team included **Allan Kerr** of the purchasing department, boom truck operator **Tom Tremblay**, warehouse person **Wayne Trinier** and maintenance people **Randy Voz**, **Kevin Conley**, **Rheal Prevost** and **Ed Bedard**.

"When we began the project, you just couldn't find the things we knew were there. They could be any place . . . underground, in the garbage, on the surface or somewhere

between," said Ralph. "Once we started looking at the problem we realized that the amount of repairable items getting lost would represent a big savings if we could recover more of them."

The old system was a closed loop. A part broke and a replacement part was needed. Because of the recovery problem, no repaired items were available to replace the broken part so a new part had to be purchased.

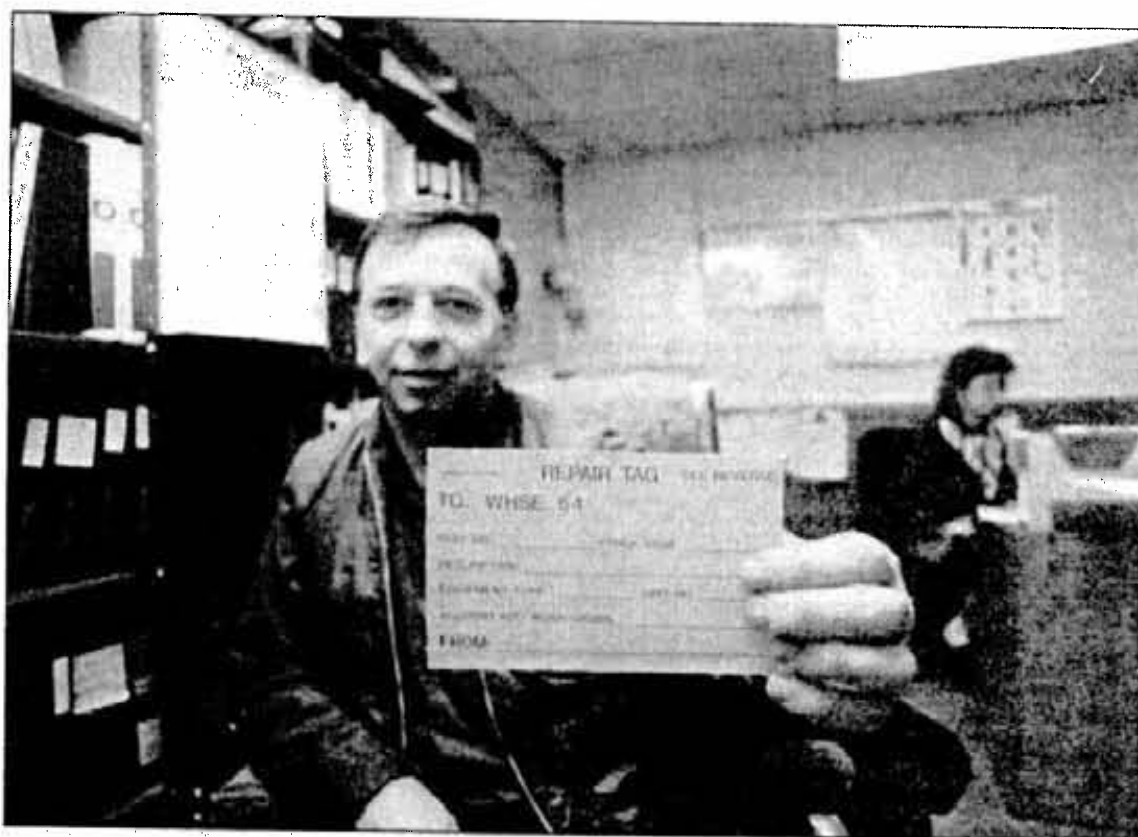
The new part, once broken, had a fair chance at getting misplaced, perpetuating the vicious . . . and costly . . . cycle.

Ralph began by sending a 'tracer' underground to see what would happen. A hydraulic pump was shipped underground using the existing procedures. A mechanic was instructed to attach a special tag designating Ralph as the person to get the part on surface once a repair was needed.

"The part showed up. It came straight to me. It sounds simple, but the solution to the problem was a simple tag."

Each tag included the data needed for repair, the equipment it came from, the part number and a description.

To make it easier for everyone, a system of containers in all garages was implemented. All broken parts were tagged and placed in boxes which were shipped to Ralph. "Some of the smaller parts were being missed before," said Ralph, "but with this system in place we were recovering virtually



Frood-Stobie parts man **Ralph Mouland** shows the inexpensive, simple solution to an equipment repair problem with the potential to save millions when introduced across the Division.

all our repairables. Items that people underground were unsure could be repaired were tagged and sent to surface as well. We decided on surface if they could be repaired."

Non-stock items were more complicated. A way was needed to identify and record repair costs of non-stock items going outside for repairs against the purchase of new equipment. "Our policy is that if the repair costs are more than 50 per cent of the re-

placement cost, we buy new," explained Ralph.

"We developed a computer program here that tracks these items and compares repair cost to new prices," said Ralph. "With the computer, we discovered that we were buying equipment and parts to replace parts that could have been repaired for much cheaper than the price of the new item."

Industrial mechanic **Rick Legault**, a member of the Di-

vision-wide Repairable Items Continuous Improvement Team, said the Frood-Stobie pilot project has been very successful because people at the mine were enthusiastic about the project.

"Everybody pitched in," said Rick. "Like most of these kinds of improvements, it requires above all the cooperation of everybody."

He said South Mine is well on its way toward establishing its own system.

## Farewell to Port Colborne's ENR

When you enter the old Electro Nickel Refinery, the first thing you notice is space followed by a dark, mysterious cavern filled with old tanks and a veritable range of nickel refining history.

The space is a recently-completed fire break corridor and the rest is what remains of a huge decommissioning project underway since April, 1993.

The first major goal of the decommissioning project—the fire break corridor—was completed earlier this year. As a result, the old refinery is now effectively separated from the active Cobalt Hydrate Plant.

"The corridor provides an open space two bays wide and three stories high," explains team leader **Nick Markovich**. "Everything that once filled that area has been removed and the surface cleaned according to environmental

standards."

Removing the old tanks, cleaning the area and recovering the contents was not an easy task, but it now provides a useful point of access for the continuing decommissioning of the ENR.

The end result will be the safe removal of all hazardous materials, refining and utilizing materials as much as possible and 'power washing' surface areas.

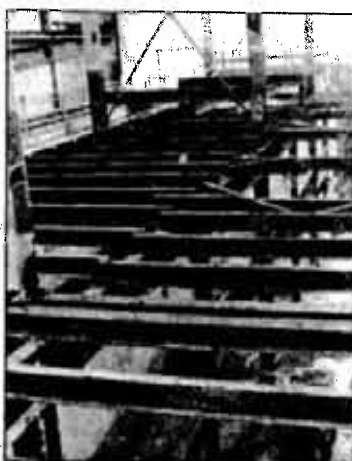
The initial concept was developed by **Gerry Corey**, **Emil Smyte** and **Dan Young**.

"We cautiously started in 1993 with a four-man, dedicated work crew, which allowed us to test various methods in the development of what is now known as progressive decommissioning," says Dan. "This prototyping provided an evaluation of the safety of these procedures and the degree of environmental control of dust,

nickel salts and wash liquors achieved by these methods."

Yet even though the task is huge, the emphasis is on safety first, speed second.

"We're taking every precau-



A view of the decommissioning work at the **Electro Nickel Refinery**.

tion," says Nick. "We're concerned about doing everything safely."

As a result, warning signs clearly mark the entrance to the area and a posted legend gives workers an idea of what to look for by how things are marked. For example, the pipes that are marked orange once contained sulphuric acid.

Large tarpaulins have also been put in place around entranceways and work areas to contain the dust.

To minimize potential dangers further, all obsolete hydro and natural gas have been cut off from the old ENR. A two-man electrical work crew supervised by **Jack Parker** is preceding the demolition crew to identify and isolate electrical cabling to ensure that no live power is encountered. In addition, everything is carefully sorted before it is removed and disposed.

Process equipment and remaining surface areas are then power washed to recover soluble nickel and prevent the spread of dust. All wash liquor is directed to sumps, pumped to the nickel carbonate process, precipitated and returned to Copper Cliff. To date, 1,761,000 pounds have been recovered as nickel carbonate.

Every detail surrounding movement in the ENR has been mapped out with safety in mind. Clearly-marked, recently constructed walkways, complete with strong handrails, outline the emergency routes through the former refinery. They also provide an ideal and safe vantage point for the work underway and the tasks yet to be done.

"These walkways make it safe to get back to the entrance," says Nick.



# MAKING *Change*

## Boring work at Div Shops very exciting

by Cory McPhee

The folks at Divisional Shops are finding out how boring new technology can be.

And they wouldn't have it any other way.

A \$107,000 retrofit of a 1978 horizontal boring mill has turned it into a state-of-the-art, computerized numerical-controlled boring mill capable of doing jobs in-house that were once contracted out.

It's safer, more efficient and more accurate — and has made boring pretty exciting.

The first test for the new machine came earlier this year when Crean Hill Mine came looking for 39 liner plates for #4 ore pass. The plates had to be made of a very hard material to withstand the pounding they receive in the ore pass and the mine required the completed product in two weeks.

"Before the retrofit it would have been almost impossible to meet their time requirements during normal working hours," said Joe Guido, one of four machinists trained on the mill. "Because of the quick turnaround time needed it probably would have been contracted out and if it were contracted out it would have been done on this type of machine."

The old method for this type of job required laying out the hole pattern with a hammer and center punch before the plate was mounted on the boring mill.

"The old way would have required us to input new data into the positioning unit for each hole," said Joe. "Now, with the computer, we can program all nine holes at once and let the machine do its work. The process is much faster, the drilling time per hole is constant, the cycle time per piece is the same and the chances of a mistake are almost nil."

Dave Chisholm, Joe's partner and a machinist himself, marvels at the computer capa-

bilities of the new CNC boring mill.

"The capability of the equipment and the versatility of control is virtually unlimited," he said. "Before we were limited to movement along three planes, but the only variation from a straight line was a 45° angle. Now, the plate is clamped in place on a rotary table that can move horizontally, vertically, diagonally or rotate at any angle programmed into the computer. The drill bit itself can move vertically over a distance of about nine feet.

"There is no need to re-program if plates of the same size and specifications are being done one after another. Even if it changes from a right hand to a left hand plate, the machine is capable of simply mirroring the program so no re-programming is required.

"We also have the ability to save any program on the computer so if the same job comes in again the program is already there."

That latter feature proved its worth during the Crean Hill liner plate job, said Glen MacKay, who along with Brian Pearce forms the other tandem trained on the unit.

"Partway through the job the number of liner plates requested was reduced by about one-third," said Glen. "Luckily the program was saved because two weeks later we received a call saying they needed the plates after all.

"The first time around all the programs had to be written. The second time around they were already there and it was simply a matter of calling them up.

"On any job we do now, it's all input into the computer so it's the same every time with no variations. Our accuracy and our consistency have greatly improved."

Since the successful liner plate job, the horizontal boring

mill has been used on other more complicated tasks.

More recent accomplishments include the fabrication of ladle trunions for the converter aisle in the Smelter and two J-hooks for lifting ladles from overhead cranes — one for the Smelter and the other for the Copper Cliff Nickel Refinery.

"Without this machine we couldn't have done it," said Brian. "It's profiling work that would normally have required a lot of manual grinding with a disc grinder.

"These J-hooks are eight feet long and six inches thick. They're heavy and awkward and the less you handle them the safer it is. Our old method would have needed two set-ups at least. This required one set-up with no repositioning needed, and the ability of the machine to move in any direction on all three axes simultaneously eliminates the need for grinding."

The cost of the retrofit is nothing compared to the \$750,000 price tag attached to a new machine of this nature, said the group. And all believe the machine has paid for itself by keeping jobs in-house that would otherwise have been contracted out.

"Computers have come a long way and on this machine we've come from 1978 technology to 1995 technology," said Joe. "We've improved our capabilities and our safety standards by leaps and bounds.

"We weren't on a level playing field with some contractors before. Now we're out in front in terms of technology and machine capabilities. We can mill an 11-ton piece of material or as small a piece as you want. We have the ability and the expertise to do any job as safely and efficiently as any contractor now and we're hoping people send more jobs our way."



Brian Pearce examines the massive J-hooks fabricated on the CNC horizontal boring mill.



Joe Guido inserts a new counterboring tool into the CNC horizontal boring mill.



Dave Chisholm programs the computer on the CNC horizontal boring mill.



Glen MacKay clamps a piece into place for boring.

# Inco scholarship a prestigious reward for hard work

Despite having earmarked some of her earnings from her four-year video store job for her education, 19-year-old Christina Pagnucco said the \$2,500 Inco scholarship she won was "super necessary."

"I wasn't able to save up nearly enough," she said. "My parents said they would help but it'll cost a bundle. I've already begun looking around for a summer job next year."

"It was the Inco scholarship that I was specifically after," said the daughter of General Engineering's plant engineering supervisor Dario Pagnucco. "It's a very prestigious scholarship and I've been told about it since I began high school."

Christina is a graduate of Marymount College. She wants to take science at McMaster University and major in chemistry.

"My dream is to be a doctor, but I realize how hard it will be. The most important thing is that I get into something that allows me to make a difference in the world."

Her mother said there are two other children in the family who will also require help with their education so the scholarship will be a very big help. "But most of all we're proud of her," said Brenda Pagnucco. "It didn't come easy for her and she had to study very hard. "She's a very idealistic person and she has a very big heart. The scholarship has been a fantastic reward for all her hard work."

Christina was one of 20 winners from 82 eligible applicants in this year's Reserved Scholarship Competition for children of Canadian employees and pensioners.

An independent scholarship selection committee selected the winners.

The four members of the committee are: Michael K. Lawson, retired principal, Lockerby Composite School, Sudbury; Thomas J. Bertrim, principal, Lively District Secondary School, Sudbury; Herb M. Petras, principal, St. Charles College, Sudbury; and Hugh Fraser, principal, R.D. Parker Collegiate, Thompson, Manitoba. Among them, they have 26 years of experience on the committee.

Fifteen scholarships were awarded to children of Northern Ontario employees, three to children of Manitoba Division employees and two to children of other employees, i.e. southern Ontario, the rest of Canada and ex-patriates. The distribution is based on the number of employees in each area.

The full scholarships are valued at \$2,500 annually and are renewable for a possible further three years.

Four finalist award winners were also selected, one from southern Ontario and three from Sudbury. The finalist awards are valued at \$1,000 and are awarded for the first year of university only.

## INCO Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1996 Awards

### APPLICATION FORM

The Inco Reserved Scholarships are awarded primarily on the basis of outstanding academic achievement. Candidates must also demonstrate broad interests and/or leadership qualities through participation in school and community activities. The awards are valued at \$10,000 (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

### ELIGIBILITY

Children of full-time Canadian employees, children of expatriate employees from Canadian locations, children of Canadian pensioners and of deceased employees are eligible to apply for these awards.

Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1996. Verification of eligibility may be obtained from Inco.

### SAT TEST DEADLINES:

Candidates must register for and write the Scholastic Aptitude Test administered by universities and schools across Canada. Please note registration deadlines and test dates:

#### REGISTRATION DEADLINES

September 29, 1995  
October 27, 1995  
December 21, 1995

#### TEST DATES

November 4, 1995  
December 2, 1995  
January 27, 1996

APPLICATION DEADLINE: **APRIL 10, 1996**

Note: Applicants may, if they wish, submit their application in French.

## Finalist Awards



Tiina Aavisto, daughter of Judith and Comptroller's Department's senior advisor, planning and evaluation Indrek Aavisto, will study life sciences at Queen's University. Her goal is to become a doctor. "As a doctor, I'll be able to help people," she said. Tiina worked several years at a fast-food outlet and two summers at a boating club. She likes to swim, ski, sail, read and practice judo. "The scholarship reduces the monetary strain on my parents," she said.



Jill-Marie Dupuis, daughter of Shirley and Utilities stationary engineer Emile Dupuis, will attend the University of Guelph. She plans to pursue a Bachelor of Arts in science, majoring in plant biology. Jill wants to work in the research field to help restore the world's food supply. She has worked at a convenience store and spent a summer as a laboratory technician for a forestry institute. She's played tenor saxophone for the past eight years and loves reading.



Donna Louie, daughter of Pak-Kuen Louie, a senior research technologist at J. Roy Gordon Research Laboratory, graduated from Martingrove Collegiate Institute in Etobicoke.



Lorelle Polano, daughter of Plant Protection Officer Mary Lynn Polano and Creighton Mine's Bob Polano, wants to be an engineer because she loves building things. She'll get some answers at the University of Windsor where she has enrolled in civil engineering. Lorelle worked as a caterer and at the Sudbury Sports North Villa. She also did co-op work at Inco. She enjoys swimming and dancing. "The scholarship gives my parents a break with the expenses." She graduated from Marymount College.



## EDUCATION &amp; INCO

# 1995 Inco scholarship winners



**Dave Bullock**, son of Sandra and senior process evaluator James Bullock, is a graduate of Lo-Ellen Park Secondary School. Dave will be going to the University of Guelph to take computer systems engineering. He said he will probably focus on engineering in the high tech industry. Dave has worked in grocery stores and several summers at Inco. Dave's interests include being a disc jockey at the Laurentian University radio station.



**Caida Gill** is the daughter of Candice and Levack Complex manager Jon Gill. A graduate of Levack District High School, she will study commerce at Laurentian University and wants to pursue accounting. Caida likes to read and swim and enjoys music. She has worked as a part-time teller at a bank and as a lifeguard instructor.



**Dan Cunningham** is the son of Ann and James Cunningham, a maintenance supervisor at Central Maintenance. Dan graduated from Lively District Secondary School and will attend Waterloo University to earn an honors degree in science with the aim of entering optometry. Dan has worked during the summer at a grocery store. He likes downhill skiing, guitar and sports.



**Christie Geib**, daughter of Brenda and Mills maintenance foreman Dale Geib, is a graduate of Lo-Ellen Park Secondary School. She is taking science at the University of Western Ontario and wants to enter medical school after completing an honors degree in science. She's particularly interested in neurosurgery. Christie plays the oboe and flute and enjoys reading baking, sports and writing. She has done clerical work at a medical supplies firm.



**Carrie Mann**, daughter of Barb and Port Colborne Precious Metals Refinery operator James Mann, graduated from Port Colborne High School. She will attend Dalhousie University to study marine biology, a subject interesting her for at least 10 years. "I'm not sure what I want to do," she said, "but I'd like to either specialize in mammals or work on the coral reef." Carrie has worked at several fast food outlets and a video store as well as babysitting and cutting lawns. Her interests include singing, swimming, biking, reading and watching good movies.



**Peter Hewitt** is the son of Mary and Froot-Stobie-Garson Complex mining engineer Daniel Hewitt. Peter graduated from Lo-Ellen Park Secondary School and will study engineering at Queen's University. Peter wants to build things. "I'm going to shoot for the space industry, but anything that helps me design and build things will be good." Peter has been an active volunteer, helping out at Science North and other non-profit organizations. He wrestles, reads a lot and plays the trumpet.



**William Huggins**, son of Carmen and Stobie miner John Huggins, will study aerospace engineering at Carleton University with the intent of working on jet engine propulsion and re-opening the Avro Arrow project. He worked at Inco this summer. Bill plays guitar, swims, enjoys role-playing games and writing music. He is a graduate of Lockerby Composite School.



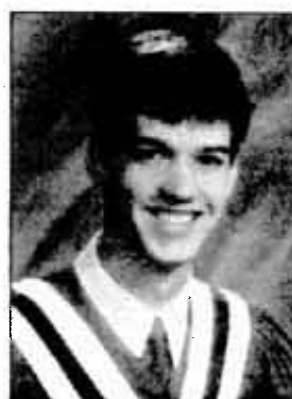
**Christina Pagnucco**, a graduate of Marymount College, is the daughter of Brenda and Creighton Mine Satellite Engineering Group's Dario Pagnucco. Christina will study science at McMaster University and wants to major in chemistry. She dreams about becoming a doctor and expects it to be tough going. "I'd like to do something that makes a difference in this world," she said. Christina has worked at a video store for four years. Her interests include outdoor activities, playing piano and reading.



**Michael Maskery**, son of Janet and Process Technology section leader David Maskery, is a graduate of Lo-Ellen Park Secondary School. He will enter engineering at Queen's University and wants to end up in a career where he's "daily challenged" in both problem solving and creativity. He would like to go into mathematics, music or mine engineering. Michael is interested in all types of music. He's also a cross-country skier and mountain biker.



**Gen Okita**, son of Gillian and J. Roy Gordon Research Laboratory senior research engineer Yoshi Okita, graduated from Ridley College in St. Catharines. He will study engineering physics at Queen's University. He plans to do post-graduate work but is not sure what it will be. "In four years I'll have a better idea," he said. He's a runner and a reader who likes working on computers. He also plans to revive the Japanese language that he let slip away while growing up.



**Jeffrey Sutherland**, son of Diane and Clarabelle Mill electrician James Sutherland, graduated from College Notre-Dame. He says the scholarship will give him a chance to pursue his childhood dreams. He will study biochemistry at Laurentian University and wants to go into medicine or research. "I want to try and help solve some of the medical problems facing today's society," he said. Jeffrey has worked as a cashier and as an electrical assistant in construction and yard maintenance. His interests include music, endurance sports such as running and cycling, and reading.



**Jason Sanmiya**, son of Lynne and Copper Cliff Copper Refinery project manager Tei (Stew) Sanmiya, is a graduate of Lively District Secondary School. He wants to study math and computer science in a five-year Waterloo University co-op honors program. Jason hopes to get into the economics field or go on his own. Jason worked for Inco during the summer. He enjoys biking, tennis, hockey and plays classical guitar and trombone.



**Lori Smith** is a graduate of LaSalle Secondary School. The daughter of Helen and Creighton Mine driller Brian Smith, Lori will study science at Laurentian University with the aim of being a veterinarian or physical therapist. She has worked for several fast food outlets and a catering business. Lori likes sports and plays hockey, ringette and soccer. She also enjoys reading.



**Gord Allan**, son of Lynda and Construction electrical specialist John Allan, is a graduate of St. Charles College. He will take electrical engineering at Queen's University with hopes of starting his own business where "all my creative ideas can foster." A member of the militia, he has worked as a computer technician, referee and umpire. His interests include wrestling, hockey and the military. He said the scholarship means that there can be recognition when there is a lot of hard work put into it.



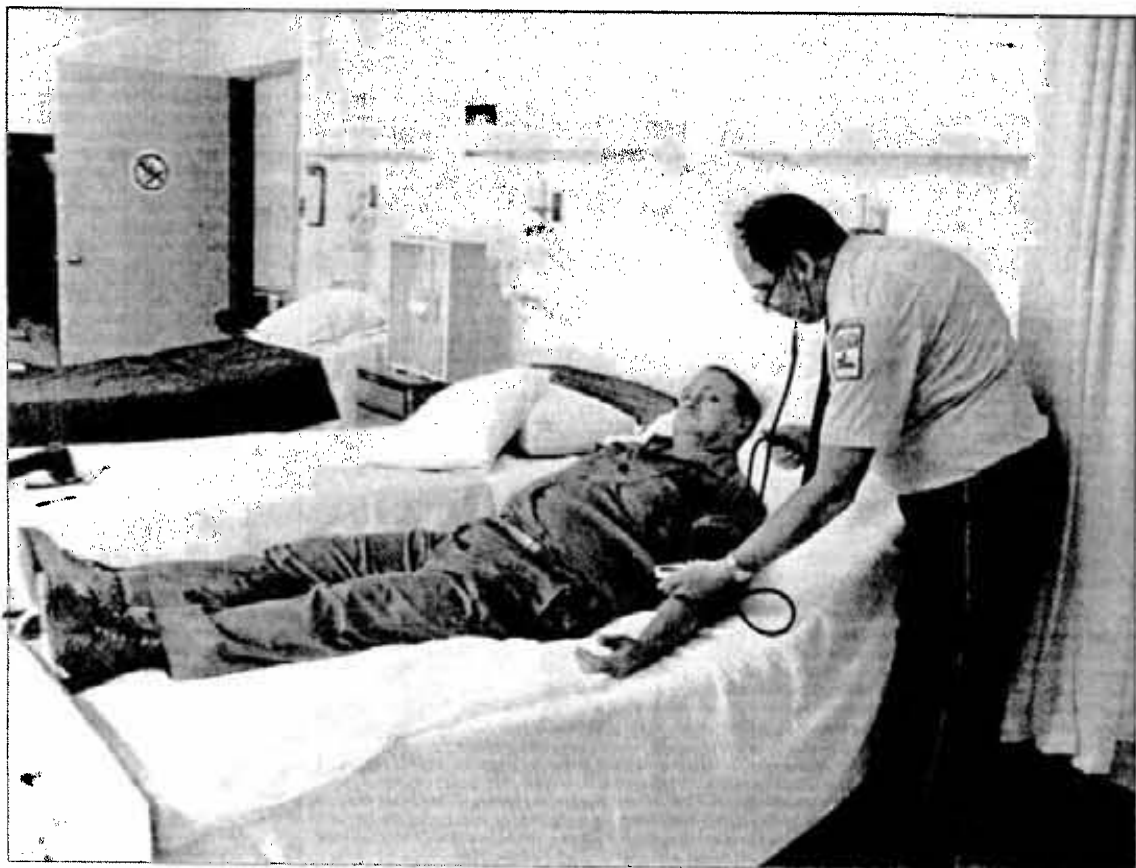
**Jeffrey Walker**, son of Debbie and Smelter electrician Alan Walker, will study sciences, mathematics, chemistry and biology at Laurentian University. His goal is to study dentistry at Western University after graduating from Laurentian. Jeffrey has worked at a golf course the past four summers as well as at a hardware store last year. He likes flying and is taking flying lessons.



**Jo-Anne Clarke**, a graduate of Lively District Secondary School, is the daughter of Debra and David Clarke. Dave is supervisor of Management Accounting Services at Inco. Jo-Anne has worked as a library page since she was 13 and recently has been in charge of children's programs. "I know it'll be tough, but I want to get into medicine... pediatrics in particular." She will study science and biochemistry at McMaster University. Jo-Anne said she's interested in "everything," including sports, reading and volunteer work.



**Stephanie Cook**, daughter of Ila Leigh and Ontario Division legal officer Bill Cook, will study kinesiology at McMaster University. She'd like to attend medical school and specialize in trauma medicine and eventually become an emergency room doctor. Stephanie has worked as a life-guard, instructor and instructional supervisor at several Sudbury swimming pools. She enjoys synchronized swimming and has been swimming competitively at the provincial level for seven years. She's a graduate of Lo-Ellen Park Secondary School.



**Lorne Tang of the Nickel Refinery services department gets a blood pressure check from PPO Doug Parker.**



**Nancy Rebellato at the Copper Cliff #1 First Aid, the communication base for Protection Services.**



**Plant Protection Officer Don Lacoste checks traffic during the duties carried out by the department.**

## Behind PPO's morning smile and

Plant Protection Services. They're the friendly people who usually greet you at the gates with a smile and a wave.

But they're more than just a morning mood booster. If you are trapped, injured or just in a jam, the boost the plant protection officer provides may be the difference between life and death.

Few employees realize the full scope of the department's work.

"I guess that's understandable," said protection officer Don Vaillancourt. "People see us waving at the gate so you can't blame them in thinking that's all we do. The best example of the misconception is when people are transferred to us from other operations. Virtually every one comments that they never realized the job was so demanding, re-

quired so much training and knowledge to perform the everyday duties."

In fact, officers are required to have training in a long list of subjects, including advanced first aid, security, fire procedures, Worker's Compensation Board claims processing, nickel refinery analysis equipment, back assessment program, pass sticker system and emergency preparedness. On top of these, they must have a knowledge of services offered by Occupational Medicine, the Compensation Office, Employee Assistance Program and several other service groups available to all employees.

The plant protection group also has an unusually high percentage of people taking courses and programs on their own.

"We have a highly-moti-

vated, professional and dedicated group of people here," he said. "It's about time we started letting people in our company know about the vital services we supply and the many tasks we perform."

Two years ago, officers replaced their brown uniforms with a highly-visible blue outfit. "That wasn't a fashion statement," said Don. "It solved a visibility problem. One of the main objectives of people in our business is to be as recognizable as possible."

"At one emergency incident a few years ago," he recalled, "people were wondering when Inco's emergency services would respond. We were already there and handling the situation but we weren't recognized. Imagine if someone had information that we needed and couldn't recognize us at the scene. It

could make all the difference in the world."

The problem of visibility was also addressed recently with a new, blue color scheme for Plant Protection vehicles. "We used the standard yellow of all other Inco vehicles before," said Don. "But now with the reflective gray striping and roof lights, it is readily recognizable to all employees as an emergency vehicle."

Two years ago, the department issued an annual report that gave a break-down of operations, statistics and services provided and other information outlining the group's annual activities.

Although not all employees are aware of the role of Plant Protection, the annual report seems to have enhanced morale by gathering in one place all the services

provided by the group.

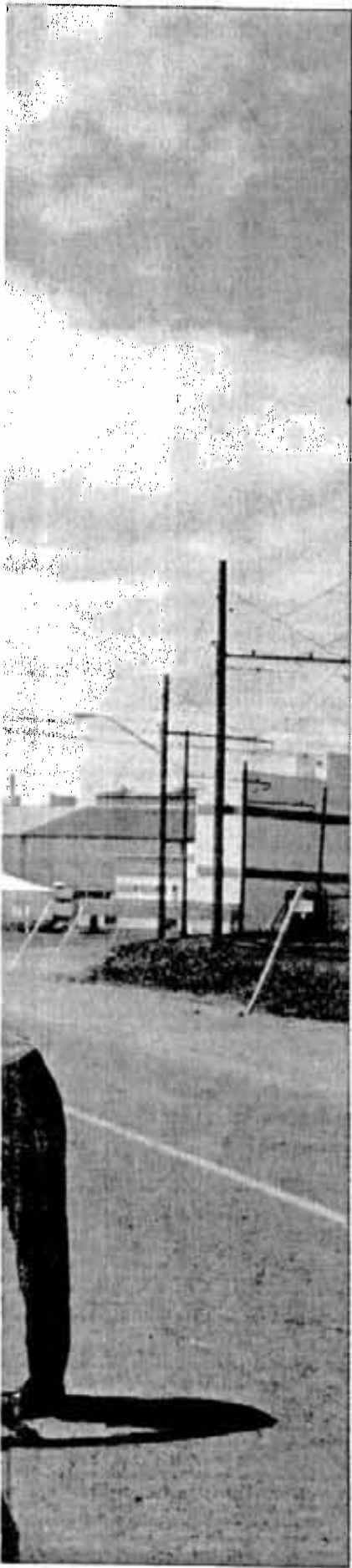
The impact of issuing an annual report can be clearly seen by a 20 per cent jump in investigative reports being submitted by protection officers.

The 5,062 occurrences recorded last year included a wide variety of incidents. More than 700 required further investigation with follow-up reports. These included fire calls, vehicle accidents on company property, traffic violations, trespassing, unauthorized entry and unauthorized removal of equipment.

Members patrolled 384 kilometres and a total of 2,372 vehicle inspections were conducted.

Along with the primary functions of Plant Protection that include first aid, providing plant security and being calm, cool and collected in





Smelter patrol, one of many



PPOs Tracy Joly and Len Leclair show off the new uniforms and vehicle. The distinctive colors will boost Protection Services' visibility.



PPO Lyse Provencal checks the pass of a driver bringing a truckload of supplies to the Smelter.

# l wave lie major responsibilities

stressful situations, there is an impressive list of unique functions performed by this group of employees located at 17 different sites in the Sudbury operations.

The Copper Cliff #1 First Aid is the main location for the department's base radio communication system, ambulance and fire department dispatch centre. It is the alert call centre for activating the Emergency Preparedness procedure and it also records persons working alone. All company 911 calls are received here. PPOs must have a knowledge of all mines and plants fire procedures.

As well as assisting where required in the Copper Cliff

Smelter Complex and area, the Smelter Patrol monitors road conditions during the day, controls parking violations within the complex and orders safety supplies.

knowledge of how the weight scale functions, location of buildings inside the plant, assembly areas and stench injection (South/North Mine). After 4:30 p.m., they are the

the mines, refineries and other locations cover a wide range of duties including the invoicing for prescription glasses, maintaining first aid and gatehouse offices, have

toring perimeters of company property at several key locations.

At the Copper Refinery First Aid, PPOs monitor the Silver Building via a camera. At the Nickel Refinery, several different types of testing and record-keeping are continuously performed on a specialized machine measuring 'atomic absorption'. Twice annually the entire workforce is tested and information is recorded on personal files. Officers here are also responsible for train/transport weighing in and out of products and recording of entries.

At the mines, PPO duties range from monitoring traffic, processing prescription safety glasses, ordering and dispensing safety supplies to recording ore flow and transporting of plant personnel for maintenance purposes.

## The new Plant Protection Services Mission Statement

*Plant Protection Officers will strive to provide the highest quality emergency treatment and follow-up care for injured and ill workers.*

*We will diligently protect the assets of the company and its employees at all mines and plants in the Sudbury District.*

*We will accomplish this by working together to improve our skills through education, cooperation and integration within our work environment.*

At the Central Gate, the only entry point to the Copper Cliff Smelter Complex, orientation is given to contractors on weekends, if required. People here must have a

first aid responder for the Copper Cliff Smelter Complex and also monitor road conditions, lights on the superstack and sand blowing conditions.

PPOs at Clarabelle Mill,

toring water levels in the ponds and monitoring fresh air, processing cement and slag receipts, ordering lime for the Water Treatment Plant when requested and moni-



The joint Non-Union Staff and Local 6600 Standard Practices and Procedures Manual Panel, instrumental in helping to bring the computerized 'green book' on line, will remain to help update, revise and ensure proper communications of the policies. The members are (seated) Sandy Muzia, facilitator Jim Curry, Karen Taggart and (standing) Gerry Dionne, Jim Elliott, Bob Gagnon and Jack Longston.

# Everything you wanted to know about policies, procedures but couldn't find out is now on your computer

The Human Resources Policies and Procedures Manual is Inco's newest release and it's one of those rare occasions when the screen version is better than the book.

"It used to be that the policies and procedures manual was a well-kept secret," said Sandy Muzia, a member of the joint Non-Union Staff/Local 6600 panel created to improve Inco's policies and procedures and transfer them from a printed text onto a computer program for easy access by all staff.

"Known as the 'green book', the old hard copy version was generally considered confidential material," said Sandy. "The 'green book' was made available when people would ask to see it but many people didn't know it was there. Even when employees got their hands on it, some of the material was outdated."

Beginning this month, the 'green book' went from page to screen, allowing all staff to access the program on any mainframe computer. An easy-to-understand, non-technical access guide was mailed to all staff in August.

To help staff to overcome difficulties with the system, a trained Book Manager support representative is available at each plant and mine. They are identified in the access guide.

For Pat Gallagher of Human Resources, the computerized manual has turned out to be an excellent example of what cooperation, employee involvement and teamwork can accomplish.

"Everybody not only supported the project, but they

pitched in and helped with the legwork," he said. "Considering the scope of what was accomplished, it could never have been done without the cooperation of everyone from the joint SPPM panel (6600 and Non Union Staff), Communications Council and Information Systems to the Human Resources department and Ontario Division



**Information Systems analyst Donna Halverson, a trained Book Manager support representative for the department, takes co-worker systems analyst Bill Ferris through the program.**

and corporate management."

The creation of a version of Book Manager, the IBM software program that supports the 'green book' project, was the result of a cooperative effort between Inco's Information Systems and IBM.

"They (IBM) were working on a new version that we were interested in," said Monique Belanger of Information Systems who worked with IBM on the program along with Linda Webber of General Engineering and Mary Fung of the corporate office in Toronto. "According to IBM," she said, "the SPPM project was just what they

needed to serve as a test bed for their new program."

The project proved beneficial to both parties. "IBM got the bugs out of their program and we got an early copy of the program," said Monique.

Just as challenging as

adapting the 'green' book to the computer was reviewing and updating the manual. The 27 policies in the original 'green book' not only had to be reviewed and updated but another 19 policies were added as well.

## HRPPM Representatives at Plants and Mines

Executive Office	Cathy Senior	682-5220
Centrals Mills	Angie Gagnon	682-5730
	Genny Jenkins	682-6767
	Pirkko McCauley	682-5712
CC Smelter	Ron Babin	682-6334
	Dave Rogers	682-6229
	Doug Naykalyk	682-6401
Copper Refinery	Mary Dukovic	682-8803
Nickel Refinery	Janie Bozic	682-7247
Port Colborne	Richard Staniszewski	(905)835-6301
Creighton/ North/South Mines	Karen Taggart	692-2797
Frood/Stobie Complex	Gerry Dionne	525-3158
Crean Hill/Levack	Lise Philipow	966-4558
Mines Research	Karen Roger	682-5250
Engineering	Evelyn Chartrand	682-8155
Central Maint.	Sandy Muzia	682-5845
Mines Tech Svs.	Carol Lang	682-5259
Comp/Acct.	Donna Cameron	682-5315
Employee Rel.	Isabel Scott	682-6611
Public Affairs	Diane Flynn	682-5425
Purch/Traff.	Kathy Latendre Bea Withers	682-5436 682-5493
Safety, Health Environment	Franz Sabel	682-8466
Process Tech	Linda Schmidt	682-5134
Local 6600 Rep	Bob Gagnon	682-5140
Info. Systems	Donna Halverson	682-5143
Plant Protection	Tim Robson	525-3102

The Human Resources Policies and Procedures Manual panel is looking for volunteers to sign on for a two-year hitch with the committee. Membership rotation will take place yearly, with half replaced by new members at that time.

The panel's work includes communicating and reviewing the application of the policies and procedures. In addition, the panel will make recommendations to management regarding the appropriateness of existing practices and procedures or the requirement for additions.

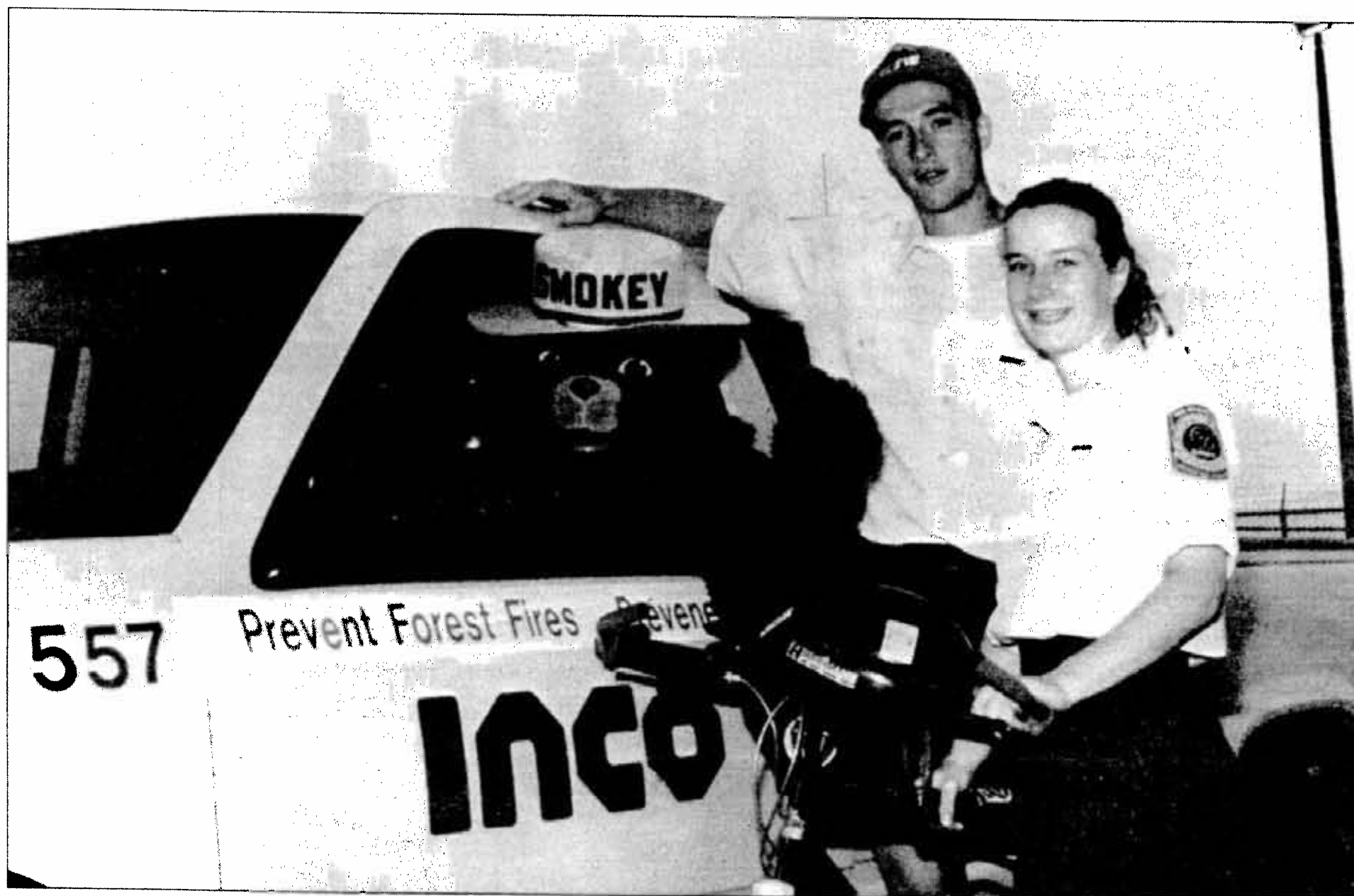
The panel consists of five permanent staff, two of whom will be appointed by Local 6600.

The superintendent of Employee Relations or a designate will serve as facilitator for the panel. The facilitator will assist the panel with required resources and support services. The facilitator will also serve as a liaison with the other company units to which these practices and procedures apply.

Time spent by members during regular working hours in connection with their panel duties will be considered time worked.

Anyone interested is asked to send a note or E-Mail to Sandy Muzia at Central Maintenance or Karen Taggart at Creighton Mine. The note should include a brief background description and why you are interested.





Fire Rangers Danielle Rilley and Steve Tremblay have a word with a fire prevention expert. The truck was presented by Inco to transport the Fire Rangers to patrol areas in the Sudbury Basin.

## Youth employment, environment behind MNR/Inco ranger partnership

Supporting Fire Ranger crests on the sleeves of their Ministry of Natural Resources uniforms and bicycle helmets, students Danielle Rilley and Steve Tremblay smiled with pleasure at the ministry/Inco partnership that provided them the ideal summer job.

"I had other offers for summer jobs, but I jumped at this one," said Steve, 23, who, along with 18-year-old Danielle, cycled high fire hazard areas in the Sudbury Basin this summer to spread the fire prevention messages.

"The job keeps me in shape, keeps me outdoors and allows me to do something very meaningful," he said. "This is the perfect summer job."

Supported by several local industries, the first-ever, bicycle-mounted Fire Ranger program took the rangers to various areas in the Sudbury Basin where they rode mountain bicycles on fire prevention patrols along bush trails.

The two students delivered fire prevention messages and handed out prevention material to inform blueberry pickers, hikers, picnickers and others about the dangers of wildfires.

Ministry officials have determined blueberry pickers start many fires. Between 1988 and 1994 there were 235 recreational fires within the area. Approximately 90 per cent of

these fires occurred on privately-owned land including properties owned by Inco.

With various partnerships in place, the objective was to equip two students with mountain bikes, a vehicle and proper safety equipment to carry out scheduled fire prevention patrols from the first week in July to mid-August.

Inco presented a used pickup truck to the ministry for the rangers to drive.

Utilizing mountain bikes maximized the ranger's ability to make more public contacts in areas difficult to access by vehicle. People were reminded that the areas being used for blueberry picking are privately-owned and that care should be taken to avoid starting fires. The area is well suited to using mountain bikes as the Basin is a vast network of back country trails that are frequented by berry pickers.

Data collected on berry pickers will also enable a more specialized approach in dealing with berry pickers and determining the number of people out picking at any given time.

On completion of the program, the rangers were asked to submit a report outlining goals and objectives that were met as well as recommendations for future prevention efforts.

Inco supported the program because it promotes

youth employment, could reduce the number of wildfires, lower environmental damage on Inco properties as well as reduce the potential for smoke-contaminating oxygen supplies to mine shafts.

Involved with environmental groups at school for years, Steve sees the job as doing something rather than talk-

ing about it. "I support programs like this one."

Danielle was equally enthusiastic. "Not too many people get to cycle for the summer. I love the outdoors and dealing with people."

She is convinced they made a difference. "This was the first time this kind of thing has been tried anywhere, so it gave

us a certain responsibility to make it work. I hope this will be expanded here and taken up in other communities as well."

The response?

"It was very good," said Danielle. "Even the smokers were very understanding."



*It was a proud Ken Heron of Equipment Rentals who played host to daughter Andrea for a day-long visit to his workplace. The 12-year-old French immersion student won top honors in a Prime Minister's contest that asked for a bilingual letter outlining the importance of bilingualism. "Bilingualism is the thread that binds our country together," was the message.*



Hi ho, hi ho, it's plantin' trees we go . . . Copper Cliff Public School youngsters navigate a rocky knoll in search of some soil that needs trees.



Kevin Kanerva, 12, and Cecilia Corrigan, 13, enjoy an afternoon out of the classroom planting seedlings with equipment supplied by Inco.



Melissa Grooms, 13, Stephanie Semenzin, 12, and Stephen Bulman, 13, plant another seedling during a Copper Cliff Public School outing.

## Student regreening an Inco partnership

**D**ecommissioning and Reclamation grounds supervisor Mike Peters figures youngsters at Copper Cliff Public School have planted thousands of trees over the past few years.

"Because of the school's proximity to our operations here," said Mike, "we've enjoyed a special relationship with the kids and the staff. By providing seedlings and conducting an annual planting, we've been helping out with the school's environmental program."

At the same time, he said, the youngsters have helped

Inco out by taking an active part in revegetating stressed land near their school.

Copper Cliff school students were out again this year to do their part in the regreening effort.

"Because the land is so close to their school, these kids can actually see what they have accomplished. They can see the seedlings they've planted in the past grow year by year," said Mike.

But the school program isn't the only one supported by Inco 'aggies.' About 10,000 seedlings are supplied to district scouting groups and scouts in the Cop-

per Cliff area. Local scouting groups visit Inco's greenhouse seedling program as well.

In fact, Mike was recently awarded a certificate of appreciation from the Sudbury District of Scouts Canada for his part in a coast-to-coast Scouts Canada tree-planting project.

Mike said thousands more go to other schools, churches, service clubs and even a day-care facility.

"The more we can help the community - particularly the youngsters - in their environmental efforts, the better a community we will build," said Mike.

School students and staff have gone a step further by initiating a regreening project of the school property and asking Inco to help plan it.

Mike today is a planner and facilitator for a project that will take a new approach to the usual open field schoolyard.

"We envision separate 'garden rooms' within the schoolyard. The Copper Cliff staff and pupils will plan together to make a nature/wildlife area, a shady area for quiet rest with seating for the children and a more open area," said school principal Della Vedova.

The school is attempting to tap the expertise of naturalists, landscape architects and gardeners from Sudbury and Copper Cliff. "We see them as working with the students and staff to plan the regreening project over a long term," said Ms. Vedova. "A project as large as this may take five years to plan and plant."

The recruitment of Mike Peters as a planner and facilitator for this project, she said, is because the Inco Greenhouse staff has a long and productive relationship with the students and staff of Copper Cliff Public School.





**FOR YOUR HEALTH**

**From the Occupational Medicine Dept.**

**There are new types of immunization vaccines available. When was the last time you had your immunization updated?**

Unless you spent four hours in the emergency department with a laceration or puncture wound from a rusty nail or fish hook and were given an injection to prevent tetanus, then most of you have probably not had your immunization updated.

We have ensured that our children have been protected against disease but have not taken the time to renew our own protection.

With the increased emphasis on disease prevention and health promotion, physicians and the average person must be made aware of the need to improve immunization programs for adults.

Immunization status should be considered an integral part of the assessment of any adult patient. Prevention of infection by immunization is a lifelong process that should be tailored to meet individual variations in risk resulting from:

- occupation
- foreign travel
- underlying illness
- lifestyle
- age

According to the Canadian Immunization Guide, all Canadian adults should receive adequate doses of all routinely recommended vaccines such as tetanus and diphtheria which requires a maintenance dose every 10 years.

All adults over the age of 65 should receive the influenza vaccine every year. They should also receive on a one time basis a dose of pneumococcal vaccine especially those persons with chronic cardiopulmonary disease.

Adults born before 1957 are considered to be immune to mumps, measles, and rubella since most people have had the disease. Adults born in 1957 or later should have received the measles, mumps and rubella vaccine. Priority for a second dose of the measles vaccine should be given to health care workers and college students.

The rubella vaccine should be given to all female adolescents and women of childbearing age unless they were previously vaccinated or have had the disease.

#### **Adults with high risk of exposure to hepatitis by virtue of their:**

- Occupation where they would come in to contact with blood or body fluids of an infected person i.e. health care personnel, lab technician, undertaker etc.
- Lifestyle where you would have more than one sexual partner. Also anyone who is an intravenous drug user has a very high risk of becoming infected through blood to blood contact.
- Environment where you are living with someone who has hepatitis B, inmates of long term correctional facilities and travellers to areas where there are high levels of endemic disease.

#### **Immunization of travellers:**

There is no single schedule for administration of immunization agents for travellers. Each schedule must be personalized according to the following:

- countries and areas to be visited, what diseases are present in these areas and the legal requirements for entry into the countries being visited
- type of travel, types of hotels (urban or rural areas)
- personal immunization history
- duration of travel
- time before departure - allow yourself enough time to have required vaccinations.

The Public Health Unit has a Travel Information Clinic and is able to find what vaccinations you require and provide them for you. You are required to make an appointment and there is a fee.

## Updating vaccinations

**Immunization is the most effective way to prevent disease.**

DISEASE	RISK GROUP	PRIMARY SERIES	BOOSTER DOSE	VACCINE
<b>TETANUS</b> <i>Acute and often fatal. The organism occurs everywhere in nature.</i>	all adults	2 doses + 1 dose after 6 - 12 months	Every 10 years	combined Td
<b>DIPHTHERIA</b> <i>A communicable disease. The organism is harboured in the nose, throat and on the skin.</i>	all adults	2 doses + 1 dose after 6 - 12 months	Every 10 years	vaccine or combined Td
<b>POLIO</b> <i>(Polio virus)</i>	all adults	2 doses + 1 dose after 6 - 12 months	Not necessary if you have received your primary immunization. Unless travelling outside the country.	polio
<b>INFLUENZA</b> <i>Adults over 65 and children with chronic medical problems, adults with heart, lung, kidney or metabolic disorder, cystic fibrosis, asthma, cancer, HIV, health care workers, in contact with high risk people</i>		One dose	every year	Influenza vaccine
<b>MEASLES</b> <i>(Rubeola)</i>	All born after 1956	One dose	None	Measle vaccine or combined MMR
<b>MUMPS</b>	All young adults with no history of mumps	One dose	None	Mumps vaccine or combined MMR
<b>RUBELLA</b>	All susceptible women of child bearing age	One dose	None	Rubella vaccine Viral or combined MMR

#### **HEPATITIS B**

Highly infectious, causes inflammation of the liver, can lead to cirrhosis or cancer of the liver.

#### **Risk group**

Patients on renal dialysis, repeated use of blood or blood products, health care workers exposed to blood, staff and residents of mental institutions, household contacts of carriers, homosexually active males, many sexual partners, hemophiliacs

#### **Primary series**

Three doses, health unit started vaccinating Grade 7 students in 1995

#### **Booster Doses**

Unknown. Individual according to risk

#### **Vaccine**

Hepatitis B Vaccine



**LESS WATT**

**Energy**

## Need help with your energy management projects?

Energy consultant Byron Landry is at Inco one week a month to help reduce energy costs in your plant or mine.

"Energy management is about 10 per cent technology and 90 per cent attitude," says Byron. "It requires a real team effort to enlist the commitment of people to use energy saving equipment more efficiently. Without commitment, the technology is rendered useless."

While change is an inevitable outcome of the energy management process, says Byron, "don't be afraid of it. It's the only thing that's constant."

So where do the savings come from?

Savings will come from plant operations which use gas, electricity, steam, water and compressed air, in other words, everywhere. More than 75 per cent of a normal plant electrical load is motor driven so motor driven equipment offers good opportunity for savings, particularly when operations can be shifted to less expensive off-peak billing periods.

Byron finds Inco employees are amazed when they are told about the size of the Ontario Division's energy budget for this year - \$123 million.

Even a small percentage saving represents big dollars!

The fundamentals of energy efficiency are very simple. First, if nobody is using it - shut it off! Simply shutting off a light switch when leaving a room is effective, but only if the brain remembers to remind the hand. Today's technology has created occupancy sensors which can also be used to control exhaust fans and vent systems.

During the 1994 winter production shutdown, the Division's energy costs were reduced by \$6.8 million. This was largely achieved by shutting off unused equipment and turning down heating where possible.

Another fundamental involves doing the same amount of work with less effort. This involves using more efficient sources of lighting and improving the efficiencies of heating equipment.

Often overlooked are the spin-off benefits of energy conservation, including reduced maintenance costs, increased standby capacity and positive contributions to the environment.

Byron can be reached at 682-5318 and is eager to help reduce energy costs in your plants and mines.

## Yesterdays' today's



### 40 years ago

Nionel, a new high-nickel Inco alloy developed by Inco engineers, exhibited remarkable properties 40 years ago and promised to be an important addition to the broad range of nickel alloys.

Composed of 40 per cent nickel, 21 per cent chromium, three per cent molybdenum, 1.75 per cent copper and 31 per cent iron plus small quantities of manganese, silicon and carbon, the alloy could be produced in all standard mill forms including plate, rod, tubing and pipe and was expected to have important applications in a number of industries including the pulp and paper industry, the petroleum industry, synthetic detergent manufacturing, rayon manufacturing and the ore processing industry.

It showed high resistance to such oxidizing chemicals as nitrates and cupric, ferric and mercuric salts. It was also highly resistant to most organic acids and showed superior resistance to boiling acetic acid, acetic formic acid mixtures, maleic and phthalic acids.

Besides this, it could be welded and showed good resistance to the corrosive pitting of sea water and to stress-corrosion cracking in chloride solutions.

Other stories that month were: 'Record Field of 140 Took Part in Annual Inco Joust', 'Results of Judging Announced (1955 Garden Competition)', 'They Were Stars of Frood-Stobie Horseshoe Tournament'

### 25 years ago

If it was a competitive sport, there was a good chance at least one Inco employee had been a competitor sometime in his life.

In September 1970, it was archery and the participants did their slinging and flinging at a range located near the Kirkwood mine out Garson way on acreage loaned by International Nickel. The range had a conventional target area and a 'course,' set up much like a golf course, where participants went around shooting at targets six to 18 inches wide at distances of 20 to 80 yards.

For the hunting enthusiast there was a hunting course where a gasoline engine pulled a life-size cardboard deer on a wire through

## Inco-developed nickel alloy shows promise

varying degrees of obstacles.

The club was made up of 'freestyle' archers in that they used sights to aim their arrows and "bare bow" archers, a la Robin Hood, considered by many to be 'purists'. Only a quarter of the members were 'purists'. All of them were pretty good at what they did.

At the 1970 Canadian archery championships, nine members of the club helped Ontario win the 'free style' and 'bare bow' divisions, and at an invitational tournament, held by the Nickel Belt Bowmen, local archer Bob Brawley, a garage mechanic at Stobie, won first prize in the 'bare bow' category, beating out 20 archers from southern Ontario.

Other stories that month were: 'Problems of Laterites', 'If the Violin Doesn't Suit - Just Make One', 'Happy Life For 500 at Guide Camp'.

### 15 years ago

They came from Trail, B.C.; Calgary, Alta.; Valleyfield, Que.; Lancaster, N. B. and Brockville and Copper Cliff in Ontario and were here to compete in the National Little League Baseball Championship.

Sponsored by the Copper Cliff Little League Baseball Association and the Ontario division of Inco Metals Company, it was the first national championship to be held outside of a major Canadian city.

Along with other volunteers, 20 Inco personnel were actively involved in organizing and managing the championship. Off-field events during the week-long tournament included bowling, swimming at the Dow Pool in Copper Cliff, miniature golf, a tour of the Big Nickel and a night at Sudbury Downs.

More than 8,000 people attended the tournament held at Copper Cliff Little League Park, which was specially constructed for the tournament. National Little League officials said it was one of the best little league baseball fields anywhere in Canada.

They also commented on the program and the facilities for the players, saying they were the best they had ever seen.

Trail, won the championship by narrowly defeating Calgary 1-0.

Other stories that month were: 'Copper Cliff Captures President's Trophy', 'Summer Students Tour Company Operations', and 'Inco Exchange Program - A Learning Experience'.

## Mining institute 100 years old

The Canadian Institute of Mining, Metallurgy and Petroleum celebrates its 100th anniversary in 1998 with a special theme and logo.

Unveiled by the federal Natural Resources minister Anne McLellan before senior institute executives and industry leaders, the theme is 'Pride in the Past, Vision for the Future'. These are shortened in the logo to just 'PRIDE and VISION,' inspirational words that capture two contrasting but connected ideas of heritage and present-day vigor.

"Our pride is for all that we have accomplished for Canada and for the industry since the institute was founded in 1898," says Rene Dufour, chairman of the CIM Centennial Corporation. "Our vision is for the globalization of the mineral and hydrocarbon resource industries in the context of an emerging world characterized by high technology and environmental responsibility."

Founded in Montreal in 1898, the CIM is the Canadian association of professionals working in the mineral and hydrocarbon resources sector. The institute has 12,000 national members and 8,000

local members among 60 branches across Canada and 10 percent based abroad. With over 200 corporate members including mineral and hydrocarbon resource companies, equipment manufacturers, and the majority of the large banks and financial institutions, the Institute is closely associated with all sectors of the Canadian minerals and hydrocarbon industries. Every year, the Institute's nine special-interest divisions and societies organize a series of technical meetings, seminars and other activities to assist members in keeping up to date with the latest technology.

The mineral and hydrocarbon industries have historically and continue to contribute billions of dollars annually to Canada's GDP and to a substantial proportion of exports.

Canadian minerals professionals are renowned for their leadership in the mining and minerals industry. Now a very high-tech industry, and requiring some of the best engineers in mining, the environment and resources management, Canadian expertise is much sought after.

Organization of activities to celebrate the 100th Anniversary are well underway.

Among them, the Annual General Meeting of the institute, "CIM '98", along with a CIM Super Tradex (trade show) will be held in Montreal, where the CIM was origi-

nally founded, and in conjunction with the 16th Congress of the worldwide Council of Mining and Metallurgical Institutions (CMMI). Many regional activities are being planned and will be focused

around National Mining Week. The different special interest groups within the institute, among them metallurgy, geology, industrial minerals, coal and petroleum, will also be planning activities.



Federal natural resources minister Anne McLellan helps with the unveiling of the CIM 100th Anniversary theme and logo along with Bill Almdal, CIM President 1994-95 (left); Rene Dufour, Chairman, CIM Centennial and Giorgio Massobrio CIM President 1995-96, Vice-Chairman CIM Centennial and Chairman CIM AGM Montreal 1998 (right).





# INCOME

## ideas

by Susan LeMay, CMA

# Take stock of your finances

**Investing in common stocks**  
Buying common stocks requires a lot of research and an understanding of just exactly what you are buying. You become an owner of the company. This means that what you buy is only as reliable as the company you are buying shares in.

**Why invest?**  
People invest in common shares for both the capital appreciation and the income. You buy your shares at a certain price and if the company does well, you sell your shares at a profit and realize a capital gain. If the company does well over time it may share the profits through dividends.

Since we are talking about investing, we ought to consider only shares in companies with proven track records or great potential. This is where the homework comes in. You have to be convinced of the future performance of the company or the industry. Often the past is an indicator, but not always. The market for electronic typewriters has decreased dramatically in the last decade and the companies that are doing well are those that moved into computers.

You can buy common shares easily through a broker who buys on your behalf. There are full service brokers who offer a variety of services to assist you in choosing what best suits your risk profile and financial goals, and there are discount brokers which were established to serve the investor who knows what to buy and does the research him — or herself. Nowadays, even many of the discount brokers offer newsletters and investment advice. The main difference remains the lower commissions charged by the discount broker when you buy or sell.

Buying and selling shares are the basic activities with common shares. There are several other scenarios that can and do occur. Sometimes these offer potential for increasing the value of your holdings.

**Stock splits**  
Large companies occasionally announce that they are splitting their shares. This means that the shares you hold are subdivided into smaller units. For example, if the split is three-for-one, each one of your 'old' shares becomes three **new shares**. **Not surprisingly, the trading price of the new shares is lower than that of the old ones.** The surprising thing is that very often it is higher than a mathematical calculation based on the old price would suggest.

Companies split shares for two major reasons. Sometimes the price has climbed so high that the stock no longer has broad appeal. It is difficult for small investors to buy 100 shares of a stock that is priced at \$100. Shares trade most commonly in 100 share blocks, so that is \$10,000. If the stock is split three-for-one then the value of the new shares will be between \$30 and \$40 a share. Much easier to purchase a 100 share block at \$3,000 or \$4,000. The other reason for splitting shares is to increase the number of shares outstanding so that there will be more trading in the shares.

**Rights and warrants**  
Rights and warrants are issued to shareholders to give the company an opportunity to raise additional share capital. There is also an advantage for the shareholder who usually receives one right for each share held. Rights may be exercised to buy more stock or they may be sold. Either way, they are a benefit to the shareholder and increase the return on the stock. The formula for buying shares with rights varies, but typically one or more rights plus some amount of cash buys an additional share. The rights are issued to all shareholders at no cost, so they are a way of lowering the purchase price below the trading price of the stock for current shareholders. Those who choose not to purchase additional shares can realize an immediate gain by selling the rights through a broker.

There is one warning with rights. They usually have a very short life and once they expire they are worth absolutely nothing. If you receive them, you have to act quickly.

Warrants are much like rights only they often have a longer effective period. They can be described as certificates for rights, or as a long-term right to purchase shares at a specified price. For example, you might hold a warrant to purchase a share in a company for \$12.50 and the shares may be trading in the market for \$15. This means that your warrant gives you a \$2.50 profit if you were to buy the share by exercising the warrant and then sell it immediately. You can also sell the warrant itself for a market determined price. Once again though, these do expire, so the shareholder has to act within the time limit.

Understanding what you might be buying is a start in researching stocks. Performance measures and performance in past years are the next piece of the puzzle.

In Memoriam			
NAME	BORN	DIED	YRS SERVED
Adams Darryl	07/06/50	07/09/95	26
Asselin Olier	04/24/28	07/31/95	35
Basso Rizzieri	09/14/15	07/05/95	42
Brideau Gilbert	01/23/29	07/14/95	30
Brisson Leo	03/24/17	07/01/95	28
Burke Fredrick	07/10/16	07/14/95	26
Caba Walter	03/24/18	07/09/95	32
Ceppetelli Aurelio	12/24/02	07/13/95	47
Cobersky John	02/05/22	07/21/95	33
Dagg Archie	07/02/23	07/02/95	26
Dollemont Andrew	03/01/26	07/27/95	23
Finucane Lawrence	04/21/22	07/06/95	31
Frood Ross	12/11/20	07/30/95	30
Gauthier Sylvio	08/22/07	07/17/95	32
Gedey Charles	06/09/33	07/27/95	27
Graf Franz	05/14/28	07/03/95	41
Gray Ronald	11/08/40	07/02/95	30
Griffin Gerald	09/27/10	07/14/95	36
Latendresse Lawrence	05/22/19	07/01/95	26
Miles Norman	08/08/21	07/11/95	43
Morgan Bertram	04/09/16	07/18/95	27
Racicot Edward	09/06/06	07/21/95	31
Seguin Domina	07/15/24	07/18/95	21
Shelswell Selwyn	10/15/34	07/17/95	31
Siren Reino	07/09/36	07/30/95	36
Smith David	01/13/45	07/21/95	31
Taylor William	04/20/06	07/08/95	29
Walton Harry	07/20/12	06/06/95	25

## “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 of documents -  
oral and written as well as  
pictures about this historical period

**LOOKING FOR...**  
Leaflets, collective agreements,  
newspaper clippings, pictures  
and names or documents

Would like taped interviews as well

**PLEASE CONTACT:**  
John Duggan, Chairperson  
675-3381

## I heard it down at . . .

## The Dry



by Jerry Rogers

## Sudbury, Inco "paradise" in the eyes of Czech film crew

Standing on the shores of Long Lake on one of those many crystal clear mornings Sudbury has been blessed with this summer, veteran Czechoslovakian filmmaker **Martin Skyba** was suddenly awestruck by the beauty of it all.

"In Prague, where I live, I suffer constantly from bronchitis and my eyes are always watering. In a few days here, all that clears up," the burly 56-year-old TV producer and director said through his translator and brother-in-law, **George Tyroler**.

With his two cameramen at his side, they gazed across the mirror-like waters at Moxam's Landing and marvelled. "This is a paradise. I have not seen this clear a view anywhere we shoot in Europe. Paris, Prague, there's always this haze," said Martin, who bears a rumpled resemblance to English actor/writer Peter Ustinov.

Sudbury, prominent northerners with Czech roots and Inco came before his viewfinder this summer for three segments on the now liberalized Czech television network.

George and his wife, **Paula Tyroler**, who both retired from Inco two years ago, are featured in the Czech success stories along with Sudbury's Czech gardener, a Czech dentist from the area who accompanies members of the Royal Family when they're in Canada, and a Czech-born artist now summering in Georgian Bay.

Sudbury and its unique topographical formation on a crater and its rich mineralization is the subject of a second segment. The third vital story is how Sudbury has become a model of grassroots involvement in transforming the Sudbury landscape into one of the best places in Canada in which to live. In particular, the filmmaker is focusing on Inco's own impressive environmental performance and how we've become a catalyst in the community.

Sudbury's success, he says, is "fundamentally important for us, since we are trying to highlight the idea that long neglect of the environment brought upon us by over 40 years under the communist regime can be reversed and substantial improvements are possible." Based on their familiarity with Czech and other European mining communities, they came to Sudbury expecting a mining community with dirty streets, dirty air.

"There are two mining cities back in the Czech Republic, Kladno, which is coal mining and Ostrava which is an integrated steel-making and coal mining centre," he said through George. "But both those cities have been totally devastated. They're not livable even though people must live there."

"One of my intentions here is to compare the two settings and show that you can have in industrial communities living conditions of high value and high quality."

At Inco, the film crew toured the Copper Refinery, visited the smelter complex where they walked to the foot of the Superstack, filmed the exterior of the new Acid Plant, took panoramic shots of Copper Cliff and Inco's operations from the hill at South Mine's sand plant, and shot the Nickel Refinery.

Among Inco people who helped them out were Agriculture's **Darl Bolton** and Clarabelle's **Morris Wong** who impressed them with our tailings and revegetation record and environment's **Dan Bouillon** who gave them insights into the operation of Inco's successful and highly visible emission reduction program.

"I did not expect to see what I'm seeing," Martin added before heading out to a remote Georgian Bay island. "I'm suddenly finding this community is a getaway for tourists."

### Dad didn't die broke, daughter of Stobie's founder says

At the age of 96 and the last of the eight children of famed prospector **James Stobie**, **Cora Lee Stobie Kettles** wants to set the record straight on her father.

Contrary to what's stated in **Ray Thoms'** justly praised photographic history on Sudbury, James Stobie did not spend "freely and speculated recklessly, and left almost nothing behind" when he died in 1919 at 79 in Ypsilanti, Michigan.

"Not by any means," says her son, Joseph, who has just retired after a 30-year career as a helicopter pilot. He passed through Sudbury this summer and visited Inco's Archives to do some family research and spoke with miners at Frood-Stobie where the family names lives on. "Grandfather had eight youngsters (five girls, three boys). Two became doctors, two graduated in nursing and mother and her sister graduated as language majors. My mother tells a story of her father having the girls in for a talk when they were young and giving them each \$5,000. That was back when \$5,000 meant something."

Today, James Stobie's youngest child still lives at the family farm her father bought at Portlock near Bruce Mines sometime in the 1860s. It's a beautiful old mansion just off Highway 17 with original tin walls and ceilings and with a compelling enough view that she laughingly turns down offers to sale from summer visitors.

Stobie, who'd come to Canada from Scotland when he was three, ended up at Bruce Mines, the first active source of copper in New Ontario in 1848, not long before the mine went into decline in the 1870s.

By then, although he was qualified as a teacher, he was something of an adventurer and had embarked with some fellow royalty or contract miners to work an iron ore property near Gordon Lake, northeast of the Soo, until 1882.

That was the year he paddled a canoe from his home at Portlock and walked from the wharf at Algoma Mills to a place vaguely known as Sudbury.

He spent that winter in a tent in frigid temperatures and often spent four or five weeks alone in the bush, some flour, salt, sugar and tea in his pack.

He was 44 when he discovered Stobie Mine in 1885 and continued to prospect for many years after that. Remarkably enduring, he never really got sick until 1902 when he was 62 and came down with the flu. Deeply religious, he was a teetotaler who also shunned tobacco. The only time he ever sipped whiskey was from the gift of two, one-gallon stone

jars of Heather Dew that Sir Alfred Mond sent him to "scotch" that flu.

His grandson, who only now in retirement has the time to dig into the famed family history, says Stobie was still active in the mining industry until about 1911 when he was in his 70s and returned home to Portlock. At the time, he had been with the Vermilion Mining Co. which operated a gold property that was sold to the Canadian Copper Co.

"He actually moved to London, Ontario, elected to retire well-off and then moved to Ypsilanti," he adds filling in the details.

He'll eventually take over the historic Stobie home where his mother, a sweet old lady, has lived for decades.

"She's totally active, not superficially. She's been busy there. She's been blessed with good health."

### Susan sails a smooth ship

Sudbury sailor **Susan Banbury's** single-minded determination to make it to the Olympics in Atlanta in 1996 took a slight swerve off course this summer. But ever confident, Susan, who is the daughter of Safety, Health and Environment manager **Larry Banbury**, firmly believes that a shoulder dislocation suffered in May while sailing in Victoria may have been the best break she's got for the crucial and grueling months leading up to next spring's Canadian Olympic trials. Since she was 16, she's dislocated the shoulder three times, subluxed or popped it another nine times. "So it was a little of a blessing in disguise. My shoulder couldn't handle the stress (of the next nine months). If I got the operation over now, I'd still have a year ahead. Otherwise, it could go again and I'd have no chance for recovery." She went under the knife in June and returns to sailing in a couple of weeks. In October and November, she heads to St. Mary's College in Chesapeake Bay to train with her good friend, **Danielle Brennan**, the 1995 Rolex Yachtwoman of 1995. Come December, she heads south to the University of Miami to work out with the American team and later joins fellow Canadians who will train in Florida Jan. 1. At the Canadian Olympic trials in late May, only one sailor from her Europe dinghy class gets to go to Atlanta. "I'm a month ahead with my shoulder right now," Susan says. "I'm No. 4 right now in Canada. But rankings don't mean a lot at the trials. Whoever wins the trials, goes to Atlanta."

### Yes, we get letters...great ones!

Sometimes we get letters at Inco that are so darn good that we just have to share them with others.

**Sara Kirchhefer's** letter is one.

Last June at the graduation ceremonies at Lo-Ellen Park Secondary School, Sara, the 15-year-old daughter of consulting engineer **Siegfried Kirchhefer** and his wife, Louise, was presented with the Inco Award for Academic Excellence.

"It was an honour to receive such an award and it will always mean a great deal to me. Receiving this award is certainly a true highlight of my Grade 9 high school year," she writes. "The token of money I received was placed into a savings account for my university education. This award was moving for me because my grandfather, Mr. James Turton, had worked with Inco for 38 years before he died!"

"I did very well in all courses for I received an A in each class. Once again thank you very much for your award!"

Sara wasn't around when we called to get some more details but her grandmother was. "She's hard worker and diligent student. Sara's just a great all around girl," says **Ann Turton**.

Her husband, Jim, had been a planner at Stobie. He died in 1979.

"He was a great promoter of Inco. He was always for the company."

### Whatever happened to...?

**Matthew and the Moon Men**, the Canadian film memoir about growing up as the son of the first black miner in Sudbury at the time of the NASA astronauts' visit in the late 1960s, was postponed this summer because of script and financial difficulties. Director **Alfonso Adetuyi** who scouted Inco and Sudbury for shooting locations said the cast has been chosen and the "script is getting more exciting as we polish it. We are confident that the financing will come together in the new year." . . . Since retiring in 1991 as a mine foreman at North Mine, **Glen Plaunt** has embarked on a career in show business. He's now secretary-treasurer of **Loma Lynn Productions**. **Loma Lynn** is his daughter and an up-and-coming country and western singer. She shot her first video, "Who's The Stranger", at the fiddlers' contest in Noelville this summer. But it won't be aired until next winter when she completes her album. "I find it's great," says Glen who worked on her national tour a couple years ago. When she's not on the road, she is the mother of two, living in Hanmer. "She's like every other artist, hard to work with. But it's been great fun." . . . Yes, that was former industrial relations' superintendent **Eric Fenton** beaming from the pages of the Sudbury Star this summer in his role as a Chelmsford Lions Club member. Eric retired last spring and is now co-chairing Inco's annual United Way campaign with **Brian King**. The Lions Quest program, coming to area schools this fall, teaches children self-esteem and how to become better people.

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