



North Mine's Elwood Wohlberg will be seeing his Inco Cup skier-turned cyclist son off to South America. See Page 3 for details.



You know you're doing something right when Mother Nature approves. This slimy visitor found some excellent hunting in the half-culvert that surrounds Victor Mine's holding pond. The frog casually bounded out of the open end of the culvert after a good feed. The pine in the background, having survived at least three major blasts during site preparations, is an example of the resilience of nature and also symbolizes the determination of Victor people to leave as much as possible untouched during site clearing. See more pictures, story on Pages 8 & 9.

# Inco recipient of national energy miser award

Inco has earned Natural Resources Canada's Industrial Energy Innovator Award for its energy efficiency commitments and accomplishments.

Energy coordinator Andy Lemay said the award was won by every Inco employee. "The commitment came from management, but it was our employees who made it work. Every person at Inco is responsible for this accomplishment, from those who made an extra effort to turn off the office lights to others who came up with major projects that saved millions of dollars in energy costs."

In making the presentations, NRCan minister Anne McLellan who was scheduled to tour Inco's Victor site this month said that the achievement is a visible example of Inco's commitment to meet the goals of sustainable development. Inco is one of six mining companies in Canada to earn the honor.

"Increasingly, public and private sector organizations are discovering the many benefits of improved energy efficiency," she said. "These benefits include increased competitiveness, reduced energy costs, greater productivity, job creation, the stimulation of new market opportunities for

continued on page 2

# Safety deep at Creighton

How do you combine, in one catchy slogan, the redoubling of safety efforts at Creighton with the fact that it's Inco's deepest mine?

"That's where I wanted to go," said Creighton tram crewman Jean-Paul 'J.P.' Sauve. "There's always the usual safety messages that you hear over and over again, but I wanted to come up with something unique for Creighton, something that fit only Creighton."

With a lot of juggling and manipulating of words, he narrowed it to four possibilities, all along similar themes.

A little massaging of the four earned him a \$100 certificate for a restaurant of his choice and the pride of seeing his creation on Creighton Mine's 10 by 15 foot welcome sign.

It reads: *Welcome to Creighton Mine Where Our Safety Runs as Deep as Our Ore.*

The Creighton slogan contest, sponsored by the mine's Occupational Safety, Health and Environment committee, was the only contest J.P. has entered. "I don't think I'm particularly good with words," he said. "I guess I'm about average. What I was shooting for was originality."

The contest was open to all employees and their families. A lack of artistic talent was not a deterrent, since the winning entry could be given to a graphic artist for interpretation and layout. Entrants were given the option of also submitting a background drawing or picture to go with their slogan. When J.P.'s brother, 'Jiggs' Sauve, a graphic artist with Inco's audio-visual group, expressed an interest in helping him design the art work, J.P. jumped at the chance.

The final product is a colorful creation that announces a message that can't be missed.

"We had about 17 entries from both hourly and staff people," said OSHE representative Les Burford. "We had no idea that we would get so many great entries. It took a good while to narrow it down to the winner."

A prize of \$25 went to runner-up Kiley Hill, son of foreman Jack Hill, and a \$10 gift certificate to a fast-food outlet was presented to the other entrants.

Although J.P. said he entered for the challenge and not the prize, he and brother Jiggs and their wives thoroughly enjoyed a dinner, courtesy Creighton Mine.



'J.P.' Sauve and brother Jiggs show off their creation. J.P. wrote the slogan and Jiggs did the graphics.





# Employee support key to energy savings



Representing the thousands of Inco people who have taken an active part in energy conservation, energy coordinator Andy Lemay shows the energy innovators plaque presented to Inco.

*continued from page 1*  
innovative high-tech products and processes and reduced emissions which help Canada meet its international climate change commitments."

She issued a call for the

Canadian mining industry to increase its participation in the Climate Change Voluntary Challenge and Registry Program by becoming industrial energy innovators.

Inco was portrayed in a

ministry report as having a long history of commitment not only to energy efficiency but also to environmental efforts such as sulphur dioxide abatement. Inco has generated significant cost savings and improved productivity

while producing a positive environmental impact, states the ministry report.

Andy said that there is a very direct connection between energy conservation and environmental improvement. "The fact is, any energy reduction usually means a subsequent environmental improvement. The two go together. Our environmental people are as much responsible for this award as anyone else. It's been stressed in every improvement we've made here that teamwork is the key ingredient."

He said that industry has been given the opportunity to make the voluntary approach work through such programs as the Industrial Energy Innovators Initiative rather than government legislation. The approach is being taken not only in North America but around the world.

Inco's Ontario Division improved its energy performance by more than 20 per cent between the years 1980 and 1991.

In late 1991, states the report, the Division initiated an awareness program to get the most out of energy with the goal of making all employees aware of the critical importance of energy costs

and the fact that their actions can make a difference.

Inco's efforts included videos shown to employees, posters, articles in the company publications and even children's coloring books. Also included was the installation of energy-efficient lighting and motion sensors, high efficiency electric motors and variable speed drives, improving compressed air use and other process changes.

The report also noted Inco's substantial environmental efforts, including the reduction of sulphur emissions by the implementation of the largest environmental project ever undertaken by a Canadian corporation.

The Industrial Energy Innovators Initiative (IEII) is a voluntary program that encourages Canada's industrial leaders to adopt energy efficient practices to improve their competitiveness and protect the environment.

Inco, along with Falconbridge, Brunswick Mining and Smelting, Noranda Metallurgy, Iron Ore Company of Canada and Hudson Bay Mining and Smelting, were presented with the awards at a meeting of Canadian mines ministers in Saskatoon.



# Sports Sports Sports Sports Sports Sports Sports

## It's just a spin of the wheel from Inco Cup to world championships



A proud Elwood Wohlberg stands with son, Eric, who will be racing for Canada in the World Championships this year. Eric's competitive nature first surfaced during Inco Cup racing.



Saturn Canada's Eric Wohlberg takes the lead as a group of cyclists negotiates a curve in the track. Eric, son of North Mine's Elwood Wohlberg, is training for the World Championships to be held in Colombia.

It's a long way from Inco Cup skiing in Northern Ontario to World Championship cycling in South America, but skiing or pedaling, Eric Wohlberg has never given less than his muscle-aching best.

"I guess it all began with the Inco Cup," said the 30-year-old son of North Mine technical services' Elwood Wohlberg. Today, more than 10 years after his last Inco Cup race, Eric is training for the World Championship cycling event in early October in Colombia, South America, as a member of the Saturn Canada cycling team.

"I was involved in the Inco Cup in all four of my high

school years," said Eric, considered among cycling circles to be the most complete rider on the Canadian domestic cycling scene. "I guess it got me started in competitive racing. Dad was president of the Levack ski club and he got my sister and brother to take advantage of Inco Cup skiing as well."

He continued to pursue ski trophies while earning a forestry degree after four years at Lakehead University.

"I raced all through university and I cycled a lot during the summer to keep in shape for skiing," said Eric, who managed a hectic training program while holding down a full-time job as a forester during sum-

mer breaks.

But when he returned to Levack after completing his education, he found no ski competitions that he could compete in at his level.

He switched focus and decided to cycle instead. "I always enjoyed cycling when I was keeping in shape for skiing. It was just a matter of switching one to the other. I like going fast, the cornering and balance. Cycling and skiing are similar in a lot of ways. I get the same rush out of cycling that I got from skiing."

He entered a few local races for fun and discovered he was not bad against the competition. But the main thing he found was that racing a bike

was totally different from training or simply touring. It was every bit as challenging as skiing. Best of all, it provided the pressure and the stress of competition that gives him the kick he needs. "That's what I really love about competition," he said. "It's what gets me going."

He joined the Sudbury Cycling Club and took advantage of the experience and the support and encouragement of coaches Battista Muredda and cyclist Bill Narasnek of North Mine. He still credits the two, along with his father, as the mentors who gave him the push to go all the way.

"I got better and better until 1991 when I decided to go into cycling full-time. The initial

aim was to make it to the Ontario team and then the national team from there, but I was very lucky. By the end of 1991 I was on the provincial team and participating in national events as well."

An article in a recent issue of *Pedal*, Canadian Cycling News counts Eric on top in Canadian cycling circles with 'a pedaling motion smooth as four-star scotch and as much class as anyone who's ever raced under the Maple Leaf.'

Eric has raced extensively across North America as well as France and Japan. After the World Championships, he'll race in Australia.

"It's a terrific way to see the world," he said.



# Sports Sports Sports Sports Sports Spo

## Transportation's Brass Bell still rings



Stoble crusherman Ed Lauzon looks like he can't decide if he'll fish or golf.



Pensioner Jack Rivet takes a relaxed pose in the cart while acid loader Andy Moisan drives the ball.

**T**ransportation Department people see their annual Brass Bell Golf Tournament as something of quality rather than quantity.

"We got 64 golfers out again this year," said track supervisor Mike Gaudette. "We get a few more some years, but we've always tried to keep it small, more personal. There's been a conscious effort not to let it grow too big."

The traditional Transportation event is in its 18th year and organizers say that

many golfers return year after year. "We get employees, pensioners and a few old friends from other plants," said Mike. "But generally the tournament provides a fun outing for our group. It's kind of a family thing."

Pensioner Don Marynuk won this year's tournament, followed by locomotive engineer Leo Boudreau.

The tournament, held at Pine Grove Golf and Country Club, featured steak dinner and prizes for all.

Mike and acid loader Andy Moisan organized the event.



Loco engineer Charlie Malette demonstrates his classy style for hard-to-impress conductor Gary Judson, loco engineer Chester MacLean and conductor Bruce O'Connell.



Equipment operator Clarence Clement pitches the ball (hopefully) out of the bush.



Guest Ron Lapointe's ball heads for the hole.

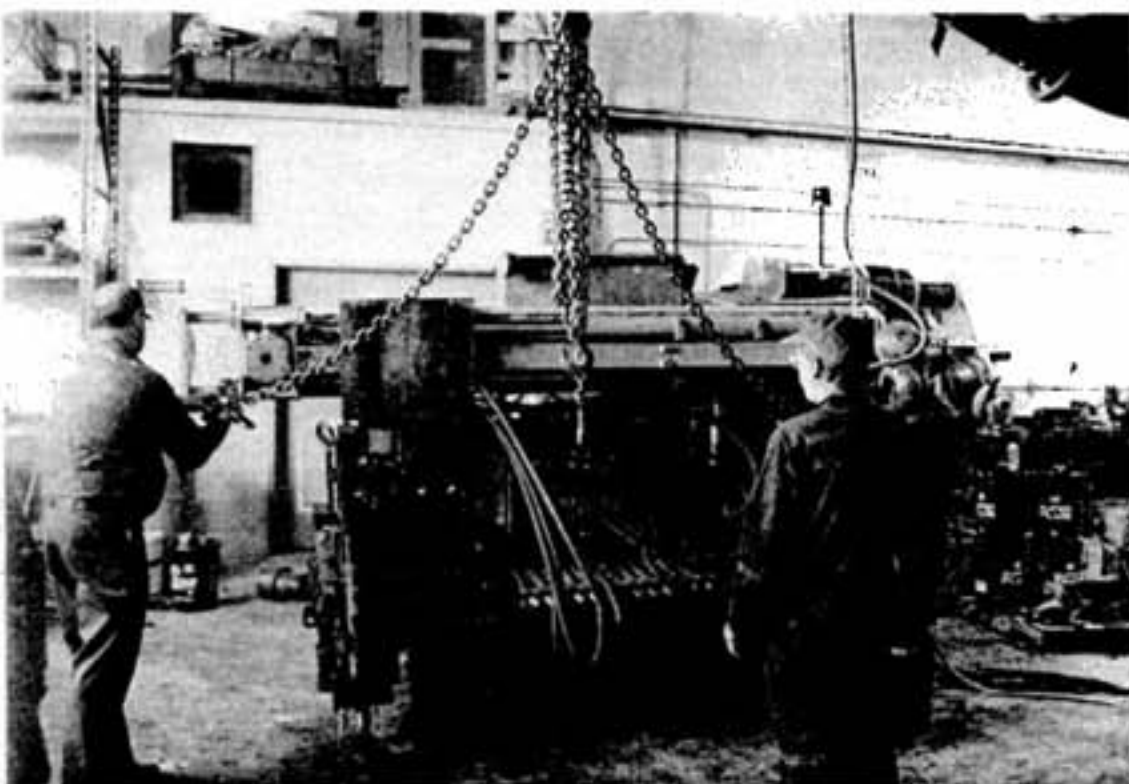
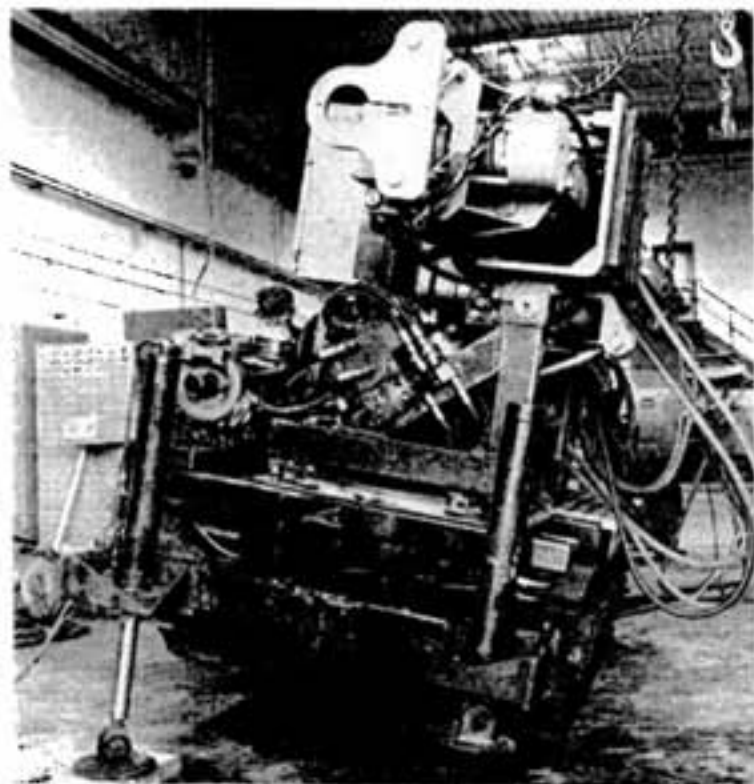


Track section foreman Mike Gaudette follows his airborne golf ball.



# MAKING Change

## North Mine tipping is improvement tip



Above, a front view of the diamond drill during testing shows its left track down and the right track raised off the ground. Testing has shown that modifications made at the North Mine Research Services garage have made a 50 per cent improvement in the drill's stability.

A diamond drill at North Mine's Research Services garage was being hydraulically raised via four jacks used for leveling when the control handle seized and one jack continued to lift the machine until it tipped over against a second drill.

Nobody hurt, little damage, only a scare.

It was one of those incidents that might have been considered insignificant a few years ago, but with today's emphasis on safety, quality and failsafing, the shop used the incident not only to modify the drills to make tipping nearly impossible but also to give the entire shop an intensive examination to find any hazards or problems that hadn't yet surfaced.

"The people working between the two machines just minutes before had been cleared out in our usual walk-around check," said safety foreman Tim Lauber, "but we realized that if someone had returned to the area for some reason he may not have been seen from where the machine's operator was located."

"The incident rang a bell," said Tim. "We realized that we could solve two problems at the same time. Stability was also a concern by operators in the field as well as by us."

Among those asked to sit on a committee to examine the problem and look for solutions were South Mine drillers Pat Sabourin and Mike Vaillencourt. With years of experience behind him, Pat brought actual operation insights that were invaluable to the group.

"Nowadays the people who actually do the job are asked to give their input into these things. I think that's a good idea. These people know what happens and what the problems are."

He said that first-hand experience often reveals problems or solutions that could be difficult to see in the laboratory or on the drafting table. "The only way to find and fix these problems," he said, "is by everyone working together."

Heavy-duty equipment mechanic Rino Soucy agreed. "It's much better to bring all the information and ideas together. Everything is discussed and the best ideas surface. When you get a wide range of skills and different talents together in a team effort, you're going to get the best information to fix the problem."

Of course, the ideas had to be rendered practical by engineers and technicians at the drills' manufacturer, Atlas Copco.

"It was a slow and careful process," said Rino. "It all had to go back to Sweden where the machines originate to see if the changes were feasible. In the end, it worked out."

The potential of damage to the second drill didn't go unnoticed. The shop and its operating procedures came under close scrutiny as well. After extensive failsafing of all shop practices from house-keeping to designated areas where equipment can be worked on, they developed a safety manual.

According to Tim, the drill mishap was the catalyst for a lot of good work and improvements. Ongoing failsafing



Atlas Copco mechanic Lavern Tarrant raises the machine to check stability.



Planner Ralph Lamacraft measures the diamond drill track height.

was refocused from specific equipment to include general shop practices and procedures. What made it all happen, he said, was teamwork.

"We had a team that included drill operators, staff, maintenance people, manufacturer's representatives, Safety Department representatives, Occupational Safety, Health and Environment members and Engineering."

Mines Research Raise Bore and Diamond Drilling coordinator John Laronde said that investigations found that the drill had been left in the 'fast' mode, meant only for moving the machine around and the mechanism had seized in the jack lowering position.

Brainstorming by the group, followed by application of ideas and then testing and retesting, resulted in a number of innovative modi-

fications being implemented that eventually resulted in a significant increase in the machine's stability.

The controls were modified to prevent seizing and restrictors were installed to limit the jacks' speed of travel up or down. Brass plate warning signs were installed to ensure that the operation mode and travel mode were recognized and applied accordingly.

The boom side of the drill was extended about five inches to make the machine wider and more stable and a counterweight was added on the opposite side.

"Before, the machine would tip when raised 11 inches," said John. "Now it can be raised up to 21 inches."

For Pat, the machine's modifications make the driller's job easier. "We're a lot more comfortable today when we're moving the machine down a ramp."



Diamond drill operator Don Sauve tests the controls of the diamond drill.



# MAKING *Change*

## Fewer stops at repair shop for locos

Creighton Mine's locos are riding the rails on time and on schedule these days, but there's one stop they keep missing.

The repair shop.

"The end of September was approaching, and by then there should have been at least 10 or 12 locos up on surface for repairs since the shutdown," said mobile foreman Brian Murphy.

In fact, the first loco for repairs after the shutdown came into the shop around the end of September. "That's a first," said Brian. "At any one time there's at least three of them up here for repair."

The impressive reduction in downtime for the mine's 21 locos is the result of a unique set of circumstances during the shutdown that provided a window of opportunity to do a job that everyone always wanted to do but couldn't because of a lack of time.

"Because there was shaft work going on we couldn't send our people underground to do any major work," said mobile foreman Greg Louiseize, "so we recruited all the people who didn't have enough vacation to cover the shutdown to modify and overhaul the locos."

On the side, they built a drill. All of the eight-ton locos were brought to the surface, every bolt, nut and wire checked and modifications to the filter system made. Even a new bright yellow paint job, carried out in a make-shift paint booth made of lumber and sheets of plastic, was part of the process.

"The people here called it Creighton's only assembly line," said Greg. "We went over each machine carefully. Engines were changed in some and other major work was done in others. Suspension systems were installed, switches, wiring, even hoses were replaced. Each machine was in great shape when it went back down."

Much is expected from a modification of the air filter system on each loco. "The old system didn't last long enough. The new filter system lasts longer, provides a much better seal which will, in turn, mean longer engine life," said Greg.

The air intake system was also modified by cutting a short length of pipe in half and welding the halves over the intakes. The simple measure reduces the amount of material sucked into the intake.

Even the painting job had a unique Creighton touch. One mechanic had the idea of painting all safety-related parts of equipment such as chains and handles a bright red.

"The wheels were painted black," added Brian. "Just for looks."

Greg forecasts hefty costs savings by engine replacements alone, not to mention

production slowdowns as downed locos aren't there to carry materials needed for miners at the underground worksite.

A missing loco can also mean groans from miners who must now walk to worksites that can be over a mile away.

"This thing couldn't have been done without everybody working together," said Greg. "I think it clearly shows that if we allow the people we have right now the time, opportunity and facilities to do their job, there's no limit to what can be accomplished."

Not only did the crew repair a fleet of locos to take miners to the worksite, they also invented a new tool that allows miners to do their mining when they get there.

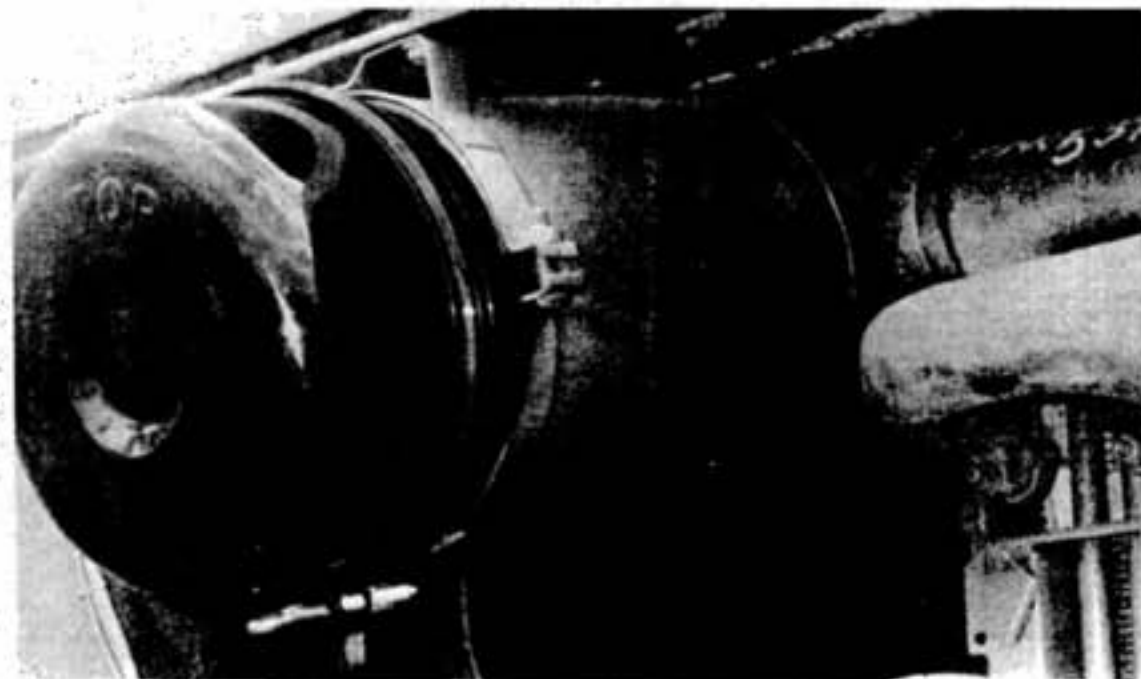
"We know there's ore in older mine workings that are much smaller, but it's too cramped to get at it with existing ITH drills," said Brian. "We needed a smaller drill."

The Creighton invention is

actually a major modification of a standard ITH drill. The 'business' end of the drill was separated from the power and

control end, the latter mounted on an old, wheeled frame. Separated into two pieces, the equipment can now be transported

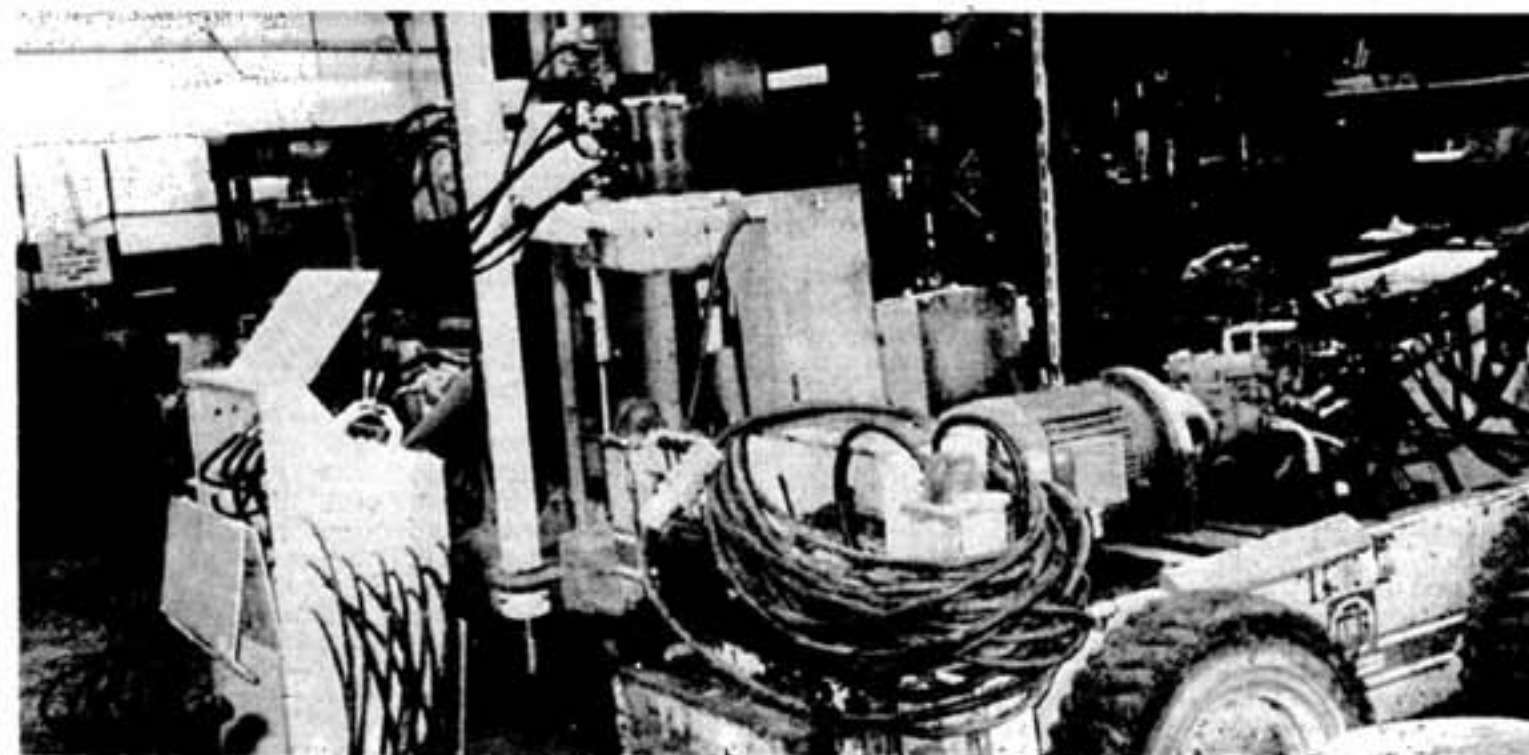
to the old mine workings and used there. The equipment is experimental but there's lots of confidence it will work.



A close-up of the filter housing.



Overhauled and sporting new paint, these Creighton Mine locos are ready to go underground. The new filter housing (black protrusion) can be seen at the top of the side of the locos.

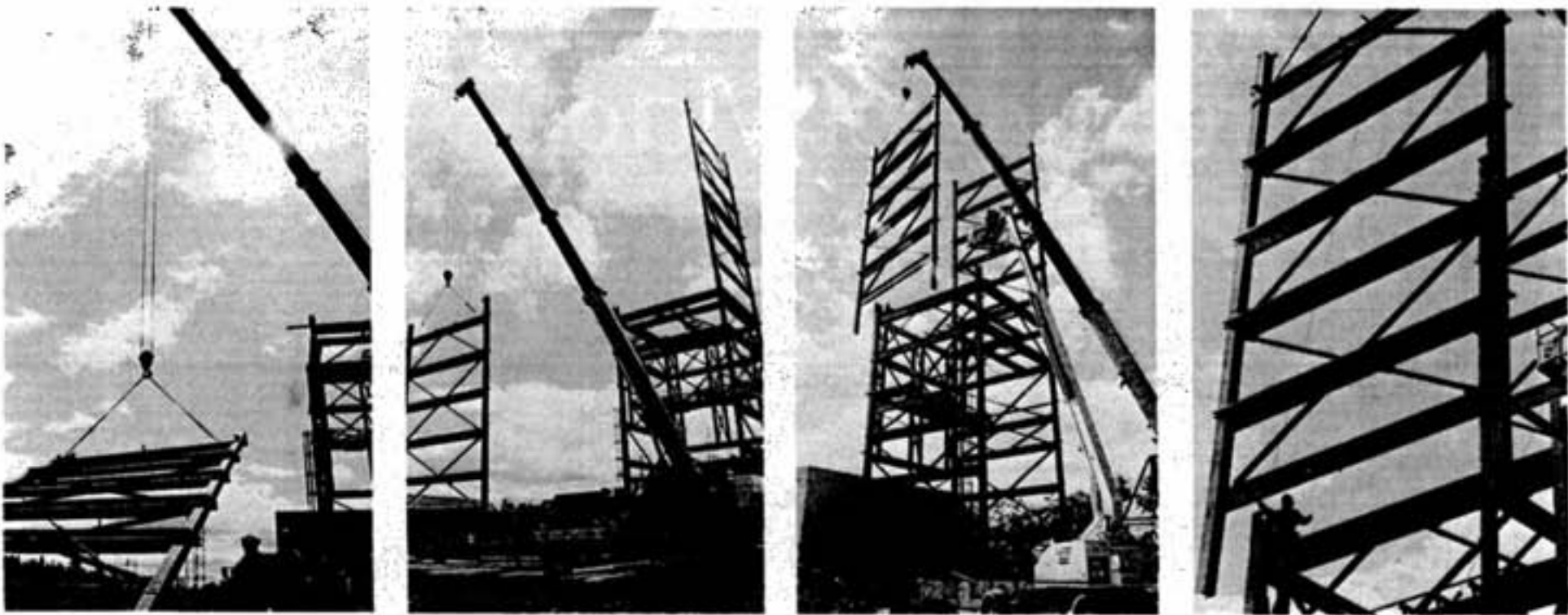


In the foreground (right) is a wheeled frame housing the power portion of the drill section (at rear). The machine was separated into two parts to allow it to operate in tight areas where unmodified drills are unable to go. The machine is undergoing tests.

# The greening of Victor







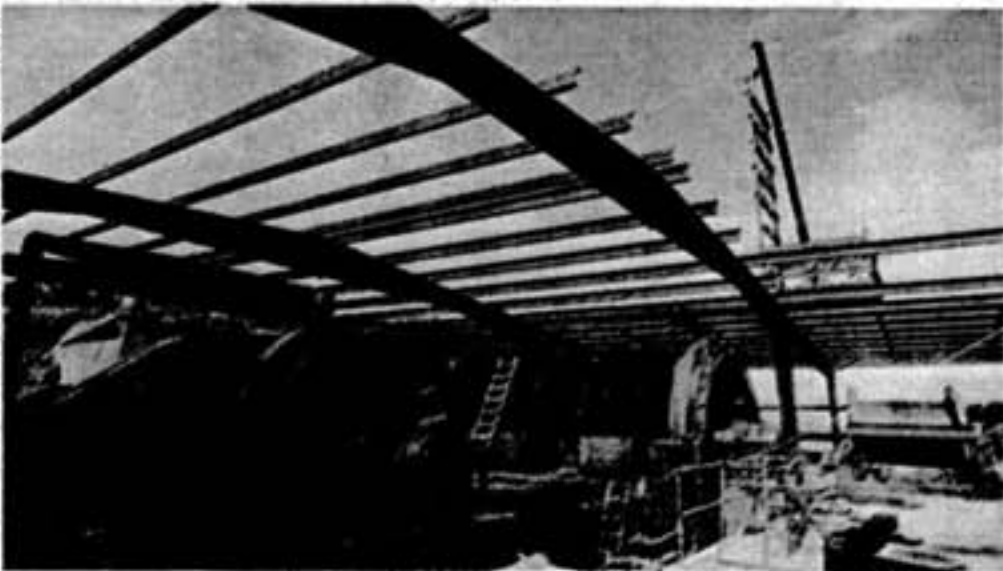
Like a giant erector set, another steel section of the Victor headframe is hoisted into place and fastened down by workers.



Taken from approximately the same spot, these views show the transformation of the Victor site. At the top is the clearing of the ground. The centre picture shows the installation of the shaft collar form (circular drum-shaped object centre left). The final view shows the erection of the headframe.



The holding pond used to recycle mine water. The inset is of the initial work at the site.

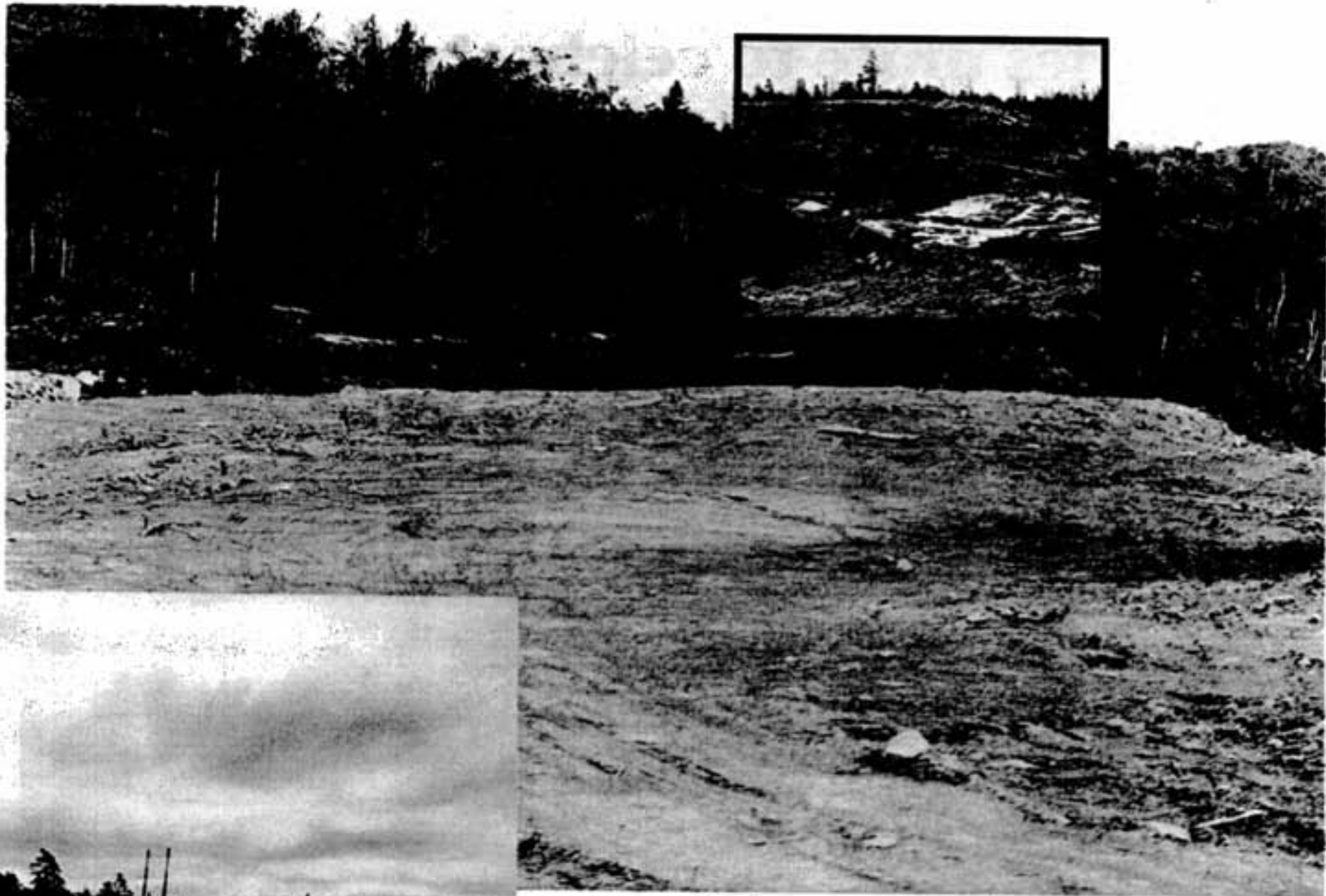


Hoists are being installed at the site, the gradual curve of the low-profile hoistroom roof helping the building blend in with the site's surroundings.

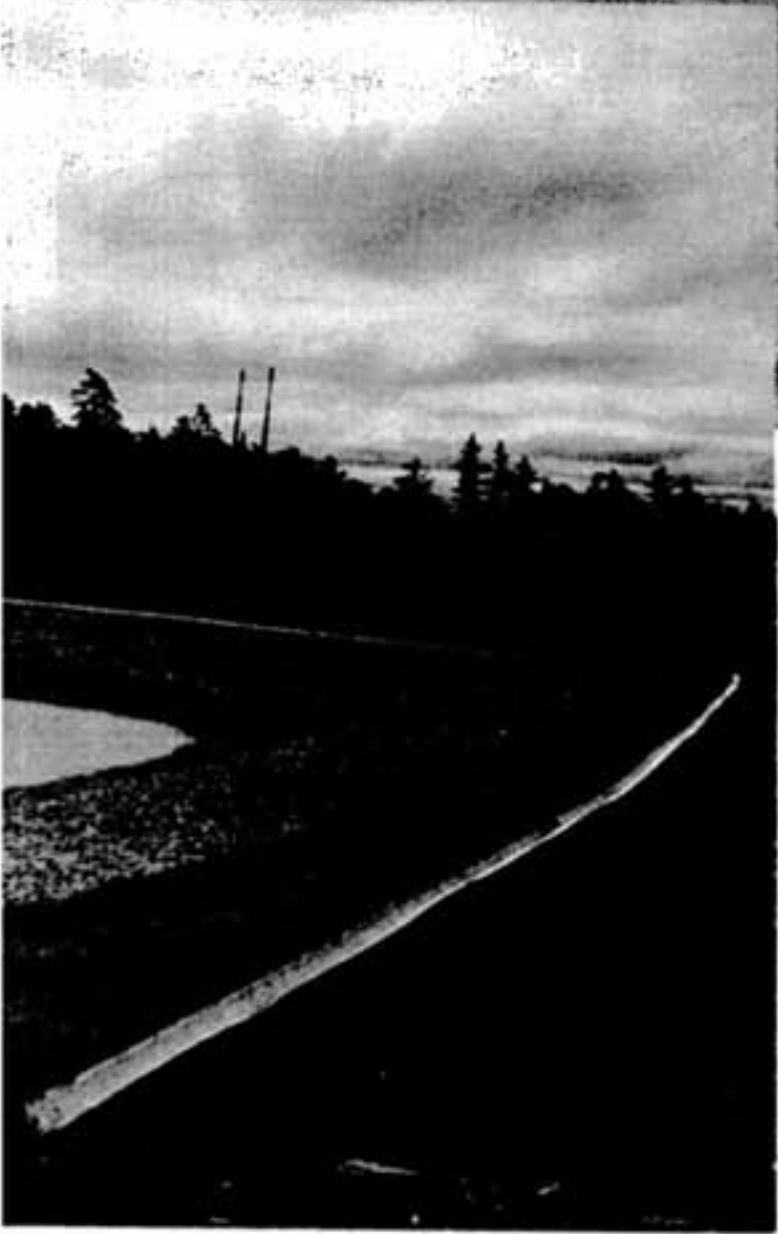


Grasses, the site's holding pond and standing





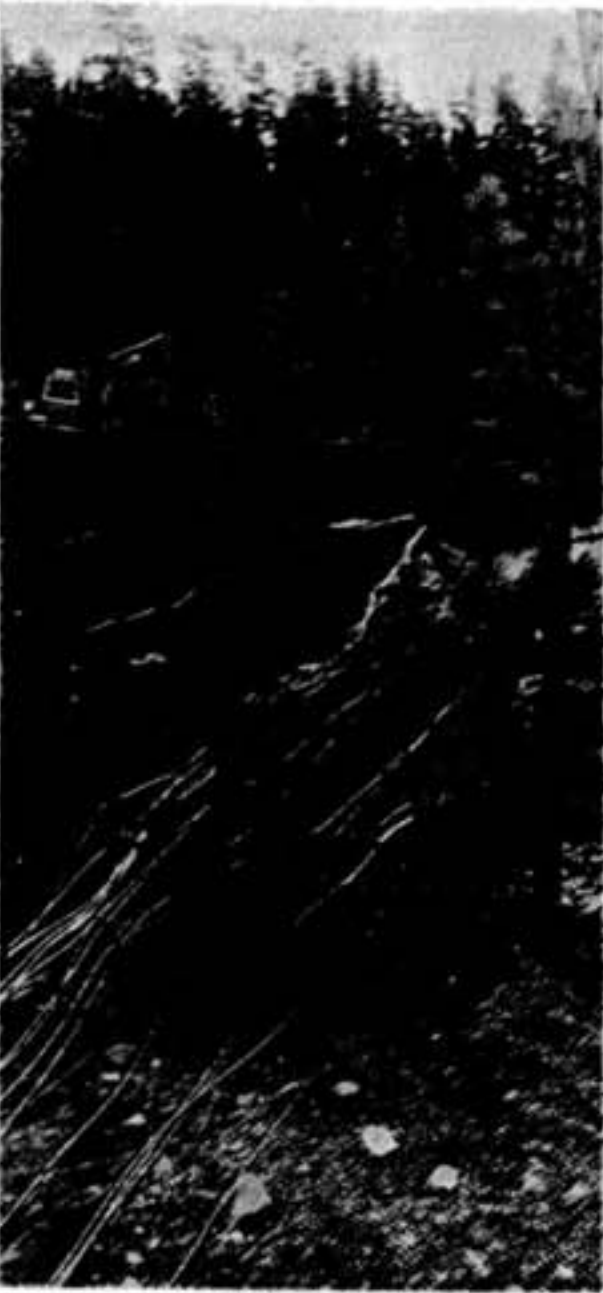
This grassed area, filled with soil and other compostable materials removed during Victor surface preparations (inset), is all that remains of a hollow in the ground at the Victor site.



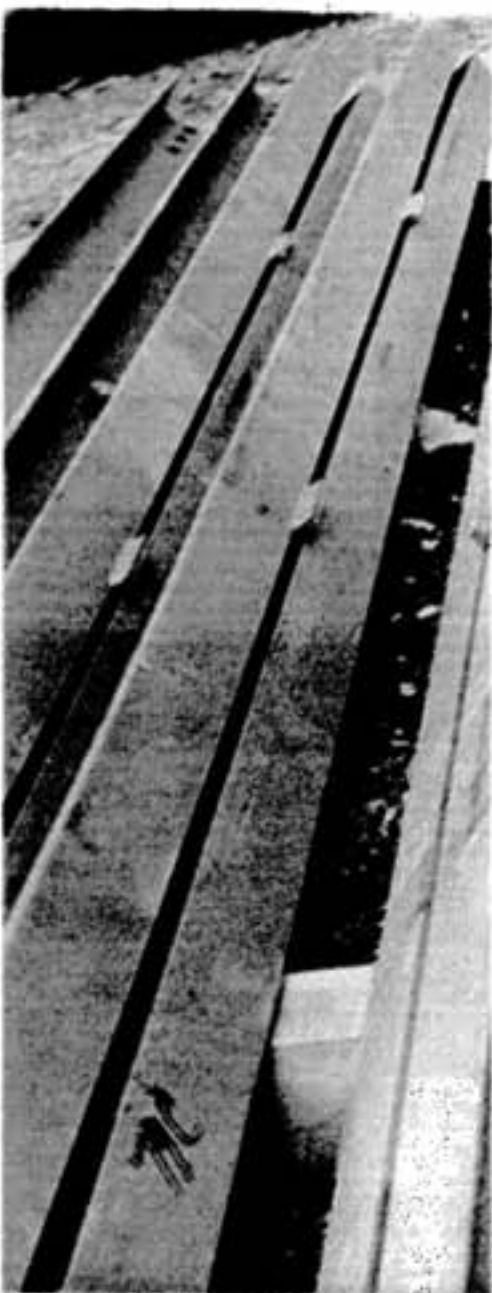
this spring.



and bush were left undisturbed as much as possible during . The grass in the foreground was untouched, framing the he grassed, landscaped area lined by forest behind the : field for the mine's septic system. Note the trees left in the pond and the tile bed.



A ground grid of wire is installed as a precaution against high-voltage short circuits. Lighting strikes, for example, would be grounded here.



Only 79¢ for this steel girder? Not so. The '79 c' is a code used to tell those assembling the headframe exactly where the piece goes.



# Refineries unite to celebrate Safety Day



Plant technologist Bill Whittaker prepares the popcorn while industrial hygienist Jeff Grleve tries to beat the kids to it.

Few of the approximately 700 refinery employees, families and friends who invaded Fielding Park for a Refineries Family Safety Day noticed that this year's event marked some milestones in a history that goes back as far most can remember.

"It was the first time the two separate refineries pooled their efforts and held the family event together," said Ed Dumet, one of the organizers. "Last year the copper and nickel refineries were under one manager and the event was held under the new organization, but before that both refineries always held their own event."

This year, with the refineries on their own again, the Family Safety Day remained together.

Ed credits Safety superintendent Bill Vickman for having the vision and commitment to allow the event to be organized solely by union representatives. "He gave us the opportunity to take the ball and run with it," said Ed. "There were no staff members on the organizing committee."

Ed and others on the organizing committee such as Nickel Refinery worker safety representative Shirley Brown, maintenance mechanic Roger Emond, electrician Jack Perry and Nickel Refinery operator Jeff MacColeman, are proud of the results.

"It was done in a little amount of time and under budget," said Ed. "And everybody had a good time."

Shirley agreed. "Even the weather was great. There was everything from clowns, face-painting, horse and cart rides to candy floss, popcorn, ice cream, burgers and hot dogs," she said. "We went through 1,000 ice cream bars alone."

She said a poster contest was held and top three prizes were given out in each of four age categories.

Shirley praised the dozens of volunteers who helped out. "There was no problem at all getting people to come forward," she said. "We had an excellent response."



Rossella and son David take advantage of the Refinery Family Day outing. They're the family of Silver Refinery supervisor Ugo Dorigo.



Kyle, son of maintenance mechanic Mike Jordan, tries to give Arnold the Pig a little push to get the beast moving.



Silver Refinery furnace operator Ralph Kittle's youngster Lesley watches as clown Doc Yo goes through a routine.



Copper Refinery anode helper George McNamara helps son Jeffrey stay in the saddle.



Copper Refinery electrician Jim Trapasso gets a hug from son Andrew.



Astrid, daughter of Nickel Refinery worker safety representative Shirley Brown, does a little face painting for guest Anita Emlry.



Copper Refinery tapper Brian Dixon and daughter Amanda enjoy the goodies.



## EDUCATION &amp; INCO

# Leader course a lesson in people skills



Leader 2001 Program graduates Claude Genereux, Shirley Millan and Chantal Clement were presented with certificates by Ontario Division President Jim Ashcroft.

From Chantal Clement's speech to her fellow Leader 2001 Program graduates, it was clear that she had learned much more than simple leadership tips.

"We became a team. We learned to trust each other. There was a lot of bonding here," said an emotional Chantal as she fought back tears at the course graduation at the Copper Cliff Club.

Speaking for her fellow graduates, Chantal said it was a remarkable experience where students learned not only valuable skills but also about themselves and each other as well. "How to communicate and how to listen... listening effectively is a big part of the learning experience," said the Copper Refinery process engineer.

She said she was quite impressed by the amount of high-level support shown, the course's emphasis on teamwork, the role of the leader and communications.

"I've learned a lot," she said, "and I'm going to try to bring what I've learned back to the workplace."

Copper Refinery senior shipper Shirley Millan said she was surprised about how 'people oriented' the course was. "I made a lot of close friendships with a lot of people here," she said. "Trust, honesty and open communication is of paramount importance if there's to be teamwork. I hope we can help create more of these things with the people we work with."

Shirley downplayed any significance of being one of the course's first female graduates. "I'm glad we didn't make a big deal out of women graduates



Newest graduates of the Leader 2001 Program were treated to lunch during the Copper Cliff Club graduation exercises. Here, Safety, Health and Environment manager Larry Banbury makes the rounds congratulating students.

or any other perceived minorities. I found that we weren't treated any differently than the men. I felt no advantage or disadvantage in being a woman and that's the way it should be."

In his address to the group of front line supervisors, Creighton and Copper Cliff Mines Complex manager Fergus Kerr said he saw 'the face of change' in the room. "We have to change our thinking and I see the start of that here in this room. The future of the company is in this room."

"We have to face reality as it is today, not the way we want

it to be. We must be candid and open, not to manage but to lead," said Fergus. "We have to anticipate, adjust and make changes before the necessary changes are forced upon us."

Ontario Division President Jim Ashcroft told the graduates that they are part of only a handful of people who have been able to take advantage of this type of training when considering Inco's workforce of more than 6,000 people. He said everyone needs the opportunity to participate so that they can use what they learn to make the changes needed in their own work environment.

## Owl tells Inco's environmental story

*The mining company.  
And the owl that lives underground.*



Meet the Burrowing Owl.  
A curious little creature  
that spends more time  
under the ground than it  
does above it.

Its preferred habitat is abandoned ground  
squirrel burrows. Unlike perhaps, but unfortunate  
name: Because agricultural cultivation and the use  
of pesticides have taken a devastating toll on the  
owl's reproductive capabilities.

Today, there are only 2,000 left in Canada.  
In fact, this prairie bird is on Canada's list of

Endangered Species.  
Which is why Inco,  
a world leader in nickel  
production, is pleased  
to be a part of World

Wildlife Fund's ongoing efforts to protect it.  
And the Burrowing Owl isn't the only one  
that benefits. Through our involvement in this  
and many other environmental and community  
programs, we end up a little wiser for our efforts.

**Inco**

STRIVING FOR OUR EXCELLENCE

Inco teams up with a minuscule owl in a new corporate advertisement designed to get the word out about the need for conservation and the company's commitment to the environment.

To be published in select magazines in Canada, the ad features a picture of the endangered Burrowing Owl under the heading *The mining company. And the owl that lives underground.*

The text beneath the picture

explains the plight of the owl that spends more time burrowing in the ground than it does on the surface. It explains how agricultural cultivation and the use of pesticides have taken a toll on the Burrowing Owl population. Numbering only 2,000 in Canada, the bird is on the endangered species list.

The ad arises from a Manitoba Division and corporate initiative with the World Wildlife Fund. Inco has made a contribution to the fund to be used

for an education program among prairie farmers in the use of pesticides and different ploughing methods so the owls can survive.

"If and when the Burrowing Owl population starts to increase and the owl is removed from the list of endangered species," said David Allen, vice-president of Public and Government Affairs, "it will be another reason our employees can be proud of Inco's environmental action."

## Mills pensioner event Oct. 28

The 12th annual retirement party for Central Mills will be held on Oct. 28 at the Cambrian Foundation (old Inco Club) on Frood Road from 5:30 p.m.

until 1 p.m.

Cocktails will be from 5:30 to 6:30 p.m. followed by dinner at 7 p.m. Tickets are \$45 per couple. Free transportation home

is offered.

For more information please contact: Angie Gagnon at 682-5730, Ted Wilson at 682-6688 or Susan Benoit at 682-6761 or 522-7806



# United Way barbecue kicks off campaign



Customers pile up as hamburger helpers do their best to keep up at the barbecue.



This Occupational Medicine group turned out in full force to support the United Way kick-off.



Operator Mehmet Gurhan prepares 10 burgers for his crew at the separation building.



Richard Dionne of Matte Processing and Doug Pero of the Acid Plant control room find the best place in the house to enjoy their burgers.



Internal Audit secretary Nicole Lavigne gets a soft drink.

Inco's United Way campaign got an early launch this fall with the first-ever barbecue that attracted more than 150 employees in the General Office area.

"We did it mainly to try to give the campaign an extra boost of publicity," said campaign co-chairman Brian King, a Smelter electrician. "It was the first time we tried this kind of thing and we had no idea what kind of a response we would have. But if this year

is an example, I'm sure if we broaden the scope and do a little more advertising we can get a lot more people out."

For many, it was a chance to get burgers and pop served by cooks and kitchen help that included Ontario Division president Jim Ashcroft, Local 6500 president Dave Campbell and Sudbury's former mayor and United Way chairman Peter Wong.

"We've also had some interest expressed by others at the plants and mines who

would like to stage their own campaign kick-off events this way in the future," Brian said, adding that several other Inco sites will hold kick-off barbecues.

This year's campaign, running from Oct. 2 to Oct. 31, is shooting for a 10 per cent increase in employee contributions over last year. Inco's corporate donation and the Inco employees' campaign brought an impressive \$302,000 to the community's campaign. Last year's total represented just

slightly under 30 per cent of the Sudbury campaign.

Organizers hope that employees will continue their tradition of generosity. Campaign co-chair and Inco pensioner Eric Fenton noted that there will have to be increased participation by a smaller workforce if the goal is to be reached. He pointed out that even now, if every employee donated only \$2 a week, employees would generate funding in excess of half a million dollars.

This year's campaign, under the theme 'Because we care,' allows pensioners to also take advantage of payroll deductions the same way as active employees.

By the time the barbecue's first hamburger was passed out, more than 50 per cent of the coordinators and canvassers had been contacted and given their campaign kits.

More than 40,000 people in need will be reached by United Way contributions through 18 member agencies.



# EVH

## FOR YOUR HEALTH

From the Occupational Medicine Dept.

by Brenda Corcoran R.N.

A blanket of fog enveloped the land protecting all of its unspoiled beauty as the morning dew performed its ritual act of cleansing the earth. I adjusted my backpack to balance its contents. Maggie patiently awaited, controlling her overwhelming desire to embark on another bold adventure. We started up the pathway, the landscape still but a sketch amid the haze. The cool air was refreshing and invigorating. Maggie, our self-appointed leader, turned to make sure I was there. Once confirmed, she continued on the trail, carved out by man but guided by nature. As the morning lengthened, the sun began to burn off the fog and the landscape ignited with color and warmth. The scent of cedar and pine mixed with the poignant aroma of autumn's foliage. Crickets kept tempo as a choir of birds sang while an intrepid chipmunk joined in for a chorus or two. As we neared the rock's edge, a soft serene breeze drifted across the land, caressing my face while whispering sweet promises of the new day through the gallant pines. We veered from the cliff, moving inland. Maggie began to grow impatient with the tranquility and decided to create a little 'action'. She proceeded to flush out all bird and bug alike from the brush that lay in her path. Once she completed her mission, she turned to solicit my praise and congratulations for her accomplishment as this vexing act is a special talent and sacred rite of the almighty English Springer Spaniel. We proceeded towards the...

### Hike for Health

Take a step in the right direction and start hiking for your health. You needn't consult a travel agent nor reach for your wallet. Everything you require for your hiking adventure is within our own backyard. An abundance of hiking trails exist within and around the Sudbury region that accommodate the casual as well as the advanced hiker. The **Lake Laurentian Conservation Area**, located on South Bay Road in Sudbury, contains several trails ranging from 2.2 kilometers to 15 kilometers in length.

The **Osprey Heights Trail**, located on Highway 144 just north of Cartier, may be slightly challenging for the beginner but not insurmountable. The trail contains an excellent spot for a snack or lunch that overlooks the pristine water of Antrim Lake.

Westward on Manitoulin Island are a number of impressive, challenging hiking trails. One is the infamous **Cup and Saucer Trail** (follow the signs on Highway 540). If you are interested in more than a day-long hike, Killarney is the place for you. Miles of unspoiled natural beauty surround the numerous trails located in Killarney. Hiking trips can range anywhere from one to 12 days. For more information, consult the Ontario Ministry of Natural Resources in the Blue Pages of the Sudbury Telephone Directory.

## A step in the right direction

If you prefer to hike with others, you might be interested in joining the **Sudbury Hiking Club** by calling 523-0441.

In order to take that step in the right direction, it is recommended that you invest in a pair of decent hiking boots or a good pair of running shoes. A backpack, about the size of those used for school, is suitable and handy for most day trips. Make sure that you bring along enough water and food for the length and type of trail you select. Should you have any existing medical conditions, please consult your family physician before engaging in any new physical activity, including hiking. While hiking, please abide by all Ministry of Natural Resources guidelines. Most of all, have a great time and congratulations. You've taken a step in the right direction!



## Energy

### LESS WATT

Inco is experimenting with an innovative new Hydro pricing initiative that promises to take the best possible advantage of the company's energy conservation efforts.

Inco's Sudbury operations agreed to participate in the pricing experiment proposed by Ontario Hydro. This experiment provided any power that Inco consumed above their 1994 consumption at Ontario Hydro's marginal cost. The difference in cost is approximately 3¢ every kilowatt hour.

The 1994 consumption represents a 'baseline' that does not change. In an effort to promote energy efficiency, the baseline can be lowered as a result of energy efficiency projects. By replacing a 40-watt fluorescent tube with a 34-watt energy tube, approximately 50 kilowatts are saved annually. For every tube that is replaced, Inco saves approximately \$1.50 per year by lowering the baseline. For every 100 kilowatts that the baseline is reduced, Inco will save approximately \$20,000 per year.

The method to reduce the baseline is simple. Any project that reduces electricity usage in your plant is eligible. The project must first be identified. The savings must then be verified using temporary metering. The metering services are provided free of charge by Ontario Hydro. Once the savings are verified, the baseline is lowered. The savings must be verified before the end of the year.

If you have any energy efficiency projects that you would like verified, please call one of the following: Doug Pacey, industrial advisor at 525-6303 or technician Ron Lefebvre at 525-6304.

## Hydro pricing test could mean savings



Hydro officials are seen here during a visit to Inco's Power System Control Room. Inco has signed on to Hydro's Real Time Pricing proposal that should help the company save even more energy. From left are Inco's Energy Conservation project manager John LeMay along with Ontario Hydro's Ron Stewart, general manager of Energy Services; Grid System general manager Ron Rusnov and director of Customer Services Ilona Puskas.





#### 40 Years Ago

Lightweight, versatile airleg drills, equipped with tungsten carbide-tipped steel bits were rapidly replacing conventional Leyner drills in Inco operations in the late autumn of 1955.

The airleg drill was a tremendous leap forward in technology over the Leyner drill but it could not have achieved its spectacular success if the tungsten carbide drill steel insert had not been developed about the same time.

Tungsten carbide steel, one of the hardest substances known at the time, considerably helped the airleg drill to work as effectively as it did. Attached to the tip of 7/8-inch hexagonal steel drill rod, it could drill through 40 feet of rock before it needed sharpening and had a work-life of up to 400 feet with very little gauge loss. The old carbon steel bit often had to be sharpened after two feet of drilling.

Termed a pusher style percussion drill, the airleg drill hammered the rock with less force than the Leyner, but hammered it more often, striking 2,150 blows per minute, as compared to 1,800 per minute with the Leyner. It was also lighter, weighing only 106 pounds as compared to 230 pounds for the Leyner. And it was easier to handle, needing no heavy bar and arm to hold it steady.

Other stories that month were: 'Temporary Cover Gone, But Stack All Ready to Go,' 'Northern Ontario Highland Games Again a Great Success' and 'Wolves Look Great and Seem to Have Hounds Number.'

#### 25 Years Ago

About 75 percent of International Nickel's high grade iron ore pellets from the Iron Ore plant in Copper Cliff went to steel-making centres such as Buffalo, Detroit, Cleveland and Chicago in the 1970 by boat.

During the average seven-month shipping season, from April to December, Algoma Central Steamship ore carriers, like the Roy A. Jodrey, Sir Denys Lawson, Algorail and the E.B. Barber, helped carry over half a million tons of Inco ore pellets to the market. The rest went mainly to Algoma Steel in Sault Ste Marie by rail.

Limited by the depth of the North Channel off Goat Island, just across

## Airleg drill a tremendous leap forward

from Little Current, the boats were normally loaded to 15000 tons from the immense Inco iron ore storage facilities at the Goat Island dock.

Twenty-ton front-end loaders fed the iron ore pellets to an inclined conveyer, which in turn loaded the boats. A boat-loading boom could also be put to work to fill in.

It usually took about seven hours to fill a boat.

A train from the Iron Ore plant in Copper Cliff, averaging 30 cars per day with 75 tons of iron ore pellets in each car, kept the storage facility on Goat Island well supplied.

Other stories that month were: 'Gentler Sex Brightening the Scene at Inco Mines Offices,' 'Training the New Miners' and 'Survey Reveals Huge Impact of Refining Projects.'

#### 15 Years ago

Established as the cornerstone of the hearing conservation strategy, the testing program began with a portable machine set up in any area where noise and disturbance could be kept to a minimum.

The program was enhanced and enlarged in 1968 with the purchase of a mobile testing unit, equipped with a sound-proof booth and automatic, self-recording audiometer. Two years later, another booth and audiometer were added.

Initially, testing was restricted to employees who worked in high-risk areas. But with increased capacity, the program was extended to the entire workforce.

After the initial screening was carried out at the audiometric test trailer, any employee with adverse changes in hearing was given additional specialized hearing tests and counseling in a special services trailer.

If test results in this trailer showed any sign of a hearing problem, the employee was referred to his or her family doctor or to a hearing specialist, said Livio Vesetin, audiometric test coordinator in the special services unit.

Other stories that month were: 'Union and Company Working on Industry-wide Problems,' 'Levack Family Day' and 'Frood-Stobie Is Central Training Area for Miners.'

## LET'S TALK SAFETY

with Ron Rafuse

## Key to safety is employee support

At Inco, the safety and well-being of employees are the top priorities in our efforts to eliminate injuries both on the job and at home. The key factor to safety is knowledge, awareness of danger and the steps each of us can take to maintain an attitude of safety awareness.

Because safety is a major part of our everyday life, it will also now be the focus of a monthly column in the Triangle for you, your families and friends.

Safety principles at Inco are of utmost importance. The success of any safety program is how it is practiced every day.

#### Let's talk about Safety Principle No.1

##### All Injuries Can Be Prevented

What does this mean to you? I know and believe that every time there is an injury that takes place, something could have been done by someone to prevent that injury from happening. If you've had an injury, think back. What could have been done to prevent it from happening? It may not have been anything you could have done, but it might have been what someone else could have done to prevent the injury from happening to you.

Or it might have been in the design of the equipment or facility, the procedure or an act that led to the injury.

If we really think about it, all injuries can be prevented, both at work and at home. When we really think it over, most injuries result from some type of unsafe act . . . or a failure to act.

Between September and December every employee at Inco, both at Sudbury and Port Colborne, will attend a one-day workshop called Making the Workplace Safe. It will be a day where management and employee groups in each plant can re-commit themselves to workplace safety and develop a plan to work toward the elimination of injuries.

Employee involvement is perhaps the most essential ingredient for a successful injury prevention program.

##### Off the Job

Safety off the job is as important as on the job. Statistics have proven that home injuries are far more likely than those at the workplace. Safety is an attitude and state of mind that, if ignored, has the same devastating consequences at home or at work.

Fall is a wonderful time of the year for us and everyone likes to be outdoors and take walks in the bush. There are some who wish to observe the beauty of nature and others who practice their hunting skills. Each year we hear about the unfortunate injuries that take place in the fall as a result of people who did not keep safety foremost in their minds, resulting in an unsafe act that caused an accident either to themselves or someone else.

**SAFETY TIP:** If you hunt, know all about your firearm and the rules that go with using it. If you walk in the bush, wear brightly-colored clothes so you can be easily seen.

Next month we will look at Principle No. 2 "Employee Involvement is Essential" and at safety statistics simplified.

Ron Rafuse is superintendent of Safety for the Ontario Division



# INCOME

## ideas

by Susan LeMay, CMA

# The shape of your investments

Over the last few months we've talked about different types of investments; stocks, bonds, mutual funds and also about the different ways investments earn you income.

### The Investment Pyramid

The next issue to consider is how you choose to build your investments into what the experts call a portfolio. One very common way to develop your portfolio is to think of your investments as a pyramid.

On the bottom of the pyramid, you put down a good strong, safe base of investments like Guaranteed Investment Certificates and Government Bonds, or even a money market mutual fund. These investments provide lower interest income but they are secure and easily cashed so that you have money available for future purchases or for emergencies.

Once this first layer is in place, your second layer might be convertible bonds, or convertible preferred shares, or a well established income mutual fund. These investments are still relatively secure and also provide some opportunity for growth as well as income.

The third layer takes you into equity investments either with common stocks or equity mutual funds. Choose these investments from proven companies in strong industries and from established funds. The risk level is higher here but so is the opportunity for increasing the value of your holdings. You also will usually have income in the form of dividends.

There can be a fourth layer for some investors. This is a small percentage of your portfolio that you reserve for highly speculative ventures. This could be an investment in a new company, or in a company in an emerging industry. There is no track record to use as a base for your purchase decision. You have to be prepared to lose your investment, but this is also where large amounts of money are to be made. Most of us never add this piece to our pyramid. It is too risky.

### Changing Shape of the Pyramid

This pyramid description applies to your investment and saving goals more than it describes how most of us really do things. Your investment patterns will change as your other goals and circumstances change. These changes will have a large effect on the pyramid shape.

### Starting Out

As you start out, you have fewer other financial obligations like mortgages. In fact you may be saving your money for a down-payment on your first home. This money goes into the bottom layer of the pyramid. You also have the

opportunity to take more risks because you have a longer working life ahead of you to make up your losses. This means that you might have an unbalanced pyramid with the savings on the bottom layer and nothing, or very little in the second and third, but with some of your money invested in more speculative ventures.

### Newly Established

At the next stage, you will probably have cashed in the bottom layer of the pyramid and bought that house. Now you have to rebuild with new savings. At this period, you could build on three layers all at the same time. You have the time ahead of you to consolidate your position, so again your pyramid will be unbalanced. This time it may look more like a tower, with similar amounts of money invested in each of the first three levels.

### Growing

As families grow, your pyramid may be neglected in favor of the many expenses that seem to come as you set the patterns of your life. If you have children, you have large expenses. If you are going to help them get a post-secondary school education, then the base of your pyramid will be expanding again as you save money for this huge responsibility. The other areas should also be developing so there is the beginning of balance in your pyramid.

### Maturity

Your obligations now begin to diminish. The mortgage is paid off and the children you may have educated are on their own. This is when you really work on increasing all the levels of the pyramid, starting with the bottom, the safe secure money you'll need when you retire. The second and third levels also need attention since this is where you'll increase your capital base with income or gains in the value of your investments to ensure a comfortable retirement.

### Retirement

When you retire, you have less opportunity to add to your pyramid. This is the period when you are spending more than you are making and when you will not likely have the opportunity to increase the size of your pyramid. You need safer, more secure investments. Usually this is when you sell many of your common stocks or equity mutual funds and put the proceeds into the lower layers of the pyramid. You need the security of fixed income. The pyramid gives you a way of looking at your investing as a strategy. It gives you a plan for your purchases.

## In Memoriam

NAME	BORN	DIED	YRS SERVED
Andrews Wilfred	09/08/11	08/15/95	34
Aniol Jozef	01/31/16	08/14/95	30
Banjar Tibor	07/12/25	08/28/95	20
Battiston Dino	12/27/26	08/02/95	34
Blackwell Everett	04/20/22	08/19/95	41
Bradley Conrad	01/18/27	08/13/95	15
Cobierski Dominic	07/31/24	07/27/95	15
Gravelle Treffe	09/25/20	08/24/95	32
Kennedy Philip	02/28/13	08/09/95	26
Landry Leo	12/04/26	08/07/95	32
Landry Patrick	09/22/30	08/14/95	34
Luttrell James	08/15/12	08/29/95	26
Pagnutti Joseph	08/10/17	08/03/95	30
Pilon Robert	08/06/37	08/15/95	36
Rosien Herman	01/18/13	08/20/95	36
Walsh Steve	05/15/17	08/07/95	29
White James	09/25/24	08/05/95	40
Zarubick Michael	11/21/14	08/01/95	33

## 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.



I heard it down at . . .

# The Dry

by Jerry Rogers

## British teacher's mission: more women into engineering



When Angela Grieve, left, went underground at Garson Mine with engineer Pam Paradis-Sokoloski, she took down with her impressions of British coal mines: dirty, dark and disorganized. The British school teacher with a mission to get more women into engineering surfaced a few hours later impressed with what she saw. "It was much more organized than I thought," she said. "A place for everything and everything in its place."

Angela Grieve is the perfect example of the difficult choices today's women still face — pursue a career or stay at home and raise their children.

For Ms. Grieve, a British schoolteacher with a mission to encourage more women to take up engineering as a career, the choice was clear. Have a family.

"I have not been a career person. I sacrificed a career for my two children. Now that they're doing their thing, I have time to pursue what I want to though I have no idea of what will come out of all of this," she said recently in Copper Cliff on her first stop on a North American search for good ideas to promote her cause back home. "I do think family life is important and the love and time we give is the most cherished thing we can give our children. I felt they (a daughter now 23, a son 22) were the ones needing me at home. Somebody had to be the anchor."

The daughter of an electrical engineer, with a brother working as a mechanical engineer, the fortyish Grieve was selected as one of 100 Winston Churchill Travelling Fellowships.

At Inco, she went underground at Stobie with engineer with Pam Paradis-Sokoloski and then did lunch with 14 of Inco's female engineers. A cave explorer, she wasn't prepared for the cleanliness and organization she found at Stobie. "It wasn't as dark as I thought it would be and it was much more organized. A place for everything and everything in its place," she marvels.

Her eight-week, 10-city tour takes her to the University of New Brunswick where she'll meet one of Canada's foremost voices in engineering today, Dr. Monique Frize, to Ford and GM in Detroit.

She got turned on to women in engineering while job shadowing on teacher placements at Rover, the BBC and a British electricity board.

"I always thought there were girls in our school that could have gone on to be good engineers," she says. "Engineers are the problem solvers. I'm very creative, practical and have good ideas. I could have been a good engineer though I shan't have that opportunity now."

Talking to women engineers in Britain, Grieve became convinced it was still difficult for women to take up the profession. Women told her it was a hard push forward to be acknowledged as wanting to be engineers and it took a determined woman to overcome the prejudices that exist in engineering.

Because of their work schedules at Inco, she said the luncheon with Inco's female engineers was the first chance for many of them to meet each other.

"They obviously feel very encouraged that Inco's wanting more female engineers and has a desire to improve the recruitment of engineers. They were also saying how the men seem to appreciate them, are considerate of their presence and appreciate the value they bring," she said but added they, too, are concerned about interrupting their careers to have families.

How men and women relate to each other, especially in the workplace

today, is an issue about which she feels quite strongly. She views the current macho image of men being promoted by the media as preventing men from being their real selves with women and other men.

"Macho's not what being a man's all about. Men need to be strong but they also need to be soft and tender," she says firmly. "My feeling is women need to retain their femininity in a working environment, not be a feminist. There is always the danger of women emulating the male stereotype. We need to be complementary and complimentary."

### Chris Hodgson big booster of Inco in Sudbury

As the 33-year-old Minister of Natural Resources and Northern Development and Mines, Chris Hodgson chose Inco's Stobie Mine in June for his first ever underground visit. By all accounts, he went away impressed by mining and mining people today.

That point was brought home when he was interviewed recently Inside Queen's Park, a government publication. Asked about the impact of the Voisey's Bay nickel discovery on Sudbury, the minister said he regarded it as an opportunity.

"I was in Sudbury and went down 2,200 feet in a nickel mine and was impressed with the changes that have taken place in that industry in the last couple of years," he replied. "There have been some tough times and they have gone through some stress but there is now a marriage of high technology, robotics and the mining industry."

"We have a great opportunity to export our knowledge and skills around the world. For instance, Voisey Bay will be using technology and skills from Ontario. As well as raw resources, we can also export human talent and ideas. We can become leaders in the world with our knowledge around extracting minerals."

### Whatever happened to...?

That Charlie White, the irascible political legend from Walden, has deep Inco ties is widely known. Until Charlie was the subject of a recent appreciation night in Walden, few people but Charlie really knew how far back he and Inco goes. As the large audience learned, when Charlie was three, he lost his father. E. A. Collins, the Mayor of Copper Cliff and a senior Inco official, stepped in and became the family's guardian angel. Later, as a teenager, Charlie got a job cutting and selling eight-foot blasting poles to Inco at \$50 a thousand. To this day, the former Walden mayor holds the distinction of having quit Inco four times and been rehired five. His last time around, Charlie worked as a welder-specialist for 28 years and when he retired in 1979 and took up politics, he had more than 32 years of service with Inco. His son, Joel, retired three years ago as an Inco electrician and his son-in-law, Donald Phillips, still works in the winding shop. Charlie and his wife, the former Signe Makela, have been married 53 years today and in retirement, Charlie keeps in constant contact with Signe, even by walkie-talkie working out in the yard, as he recuperates from illness at home.



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