



Why are these miners on top of a rockpile looking into a black hole? See pages 2 & 3.

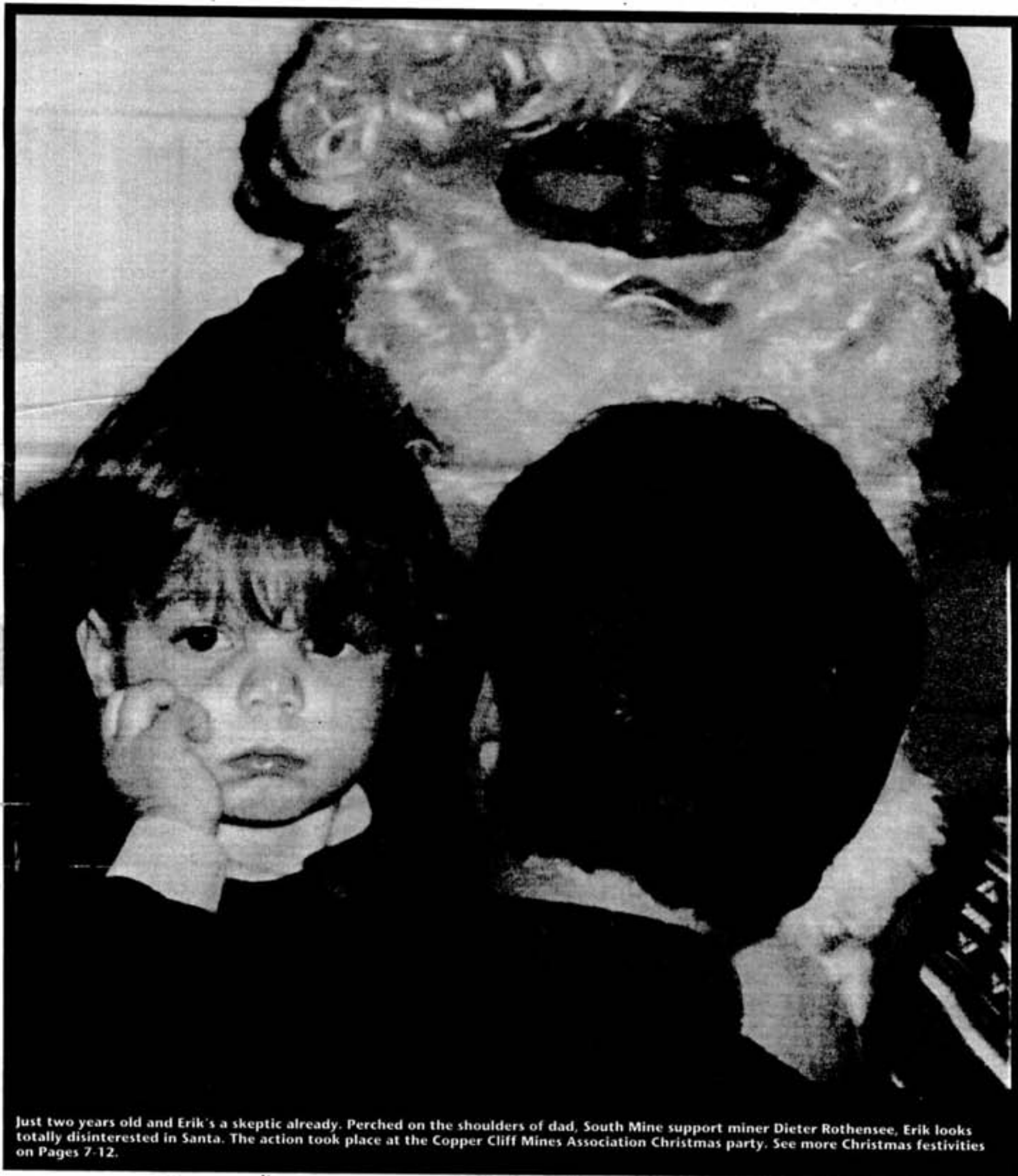
INCO Triangle

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Just two years old and Erik's a skeptic already. Perched on the shoulders of dad, South Mine support miner Dieter Rothensee, Erik looks totally disinterested in Santa. The action took place at the Copper Cliff Mines Association Christmas party. See more Christmas festivities on Pages 7-12.

❄️ *Merry Christmas, Inco!* ❄️



Levack crew members Emmett Graveline, Laurier Chartrand, Gaston Desgroselliers and shift boss Bob Nerpin take time out at the breakthrough point to greet McCreedy East development coordinator Rick Godin and geologist Bob Banks (Inset).

Breakthrough Christmas at McCreedy E



Nudging the big wheels at McCreedy East.

Bang on for Christmas. "Actually, we came in a couple of weeks early, safely, on budget and on target," said McCreedy East development coordinator Rick Godin as he climbed a pile of Coleman rock to greet the Levack crew standing next to a scooptram in a drift driven from Levack.

Dec. 4, 1995 will go down in Inco's history books. That's when Levack crews broke through to the McCreedy East 153 haulage ramp to complete the 3,950-foot return air drift. It also marked the last day of a two-year project critical to McCreedy East production which is scheduled to begin next spring.

"We had to be done before Christmas. December 20 was the plan," said Rick. "The excavation needed to be finished to ensure that ventilation modifications, changeovers and other work critical to the project could be done."

The breakthrough makes it theoretically possible to travel the six-kilometre distance from McCreedy West to Coleman in the dead of winter in shirt-sleeves... underground.

"You could take the jeep down the McCreedy West ramp to the 1,550-foot level, take the rails to the Levack 1,600 level and go down the cage to

Levack's 3,600-foot level. Then you could catch a train to the top of the 153 return air drift and go by jeep through McCreedy East to Coleman's 3,370-foot level from where it's just a short trip to surface on the Coleman cage."

The project's scope impressed even veteran miners. "When I began on this project two years ago I wasn't used to a lot of the equipment here," said Levack miner Gaston Desgroselliers. "It took some time to get used to it all and at first I had a hard time with drilling. It took us about six months before we got used to it. But once we got familiar with it we were flying. We caught up and surpassed our targets."

He said that at first there was some doubt that it could be done. "But we talked it through and people listened to what we had to say. The cooperation was not only among us here but with Coleman and McCreedy East people. We had good communications with everybody on this project."

The achievement was no ordinary one, according to McCreedy East project manager Don Gibson. "We budgeted for 9.5 feet a day and we came in at 9.52 a day. In 1995 the Levack crew advanced 10.7

feet a day and in April of 1995 we averaged an impressive 12.9 feet a day."

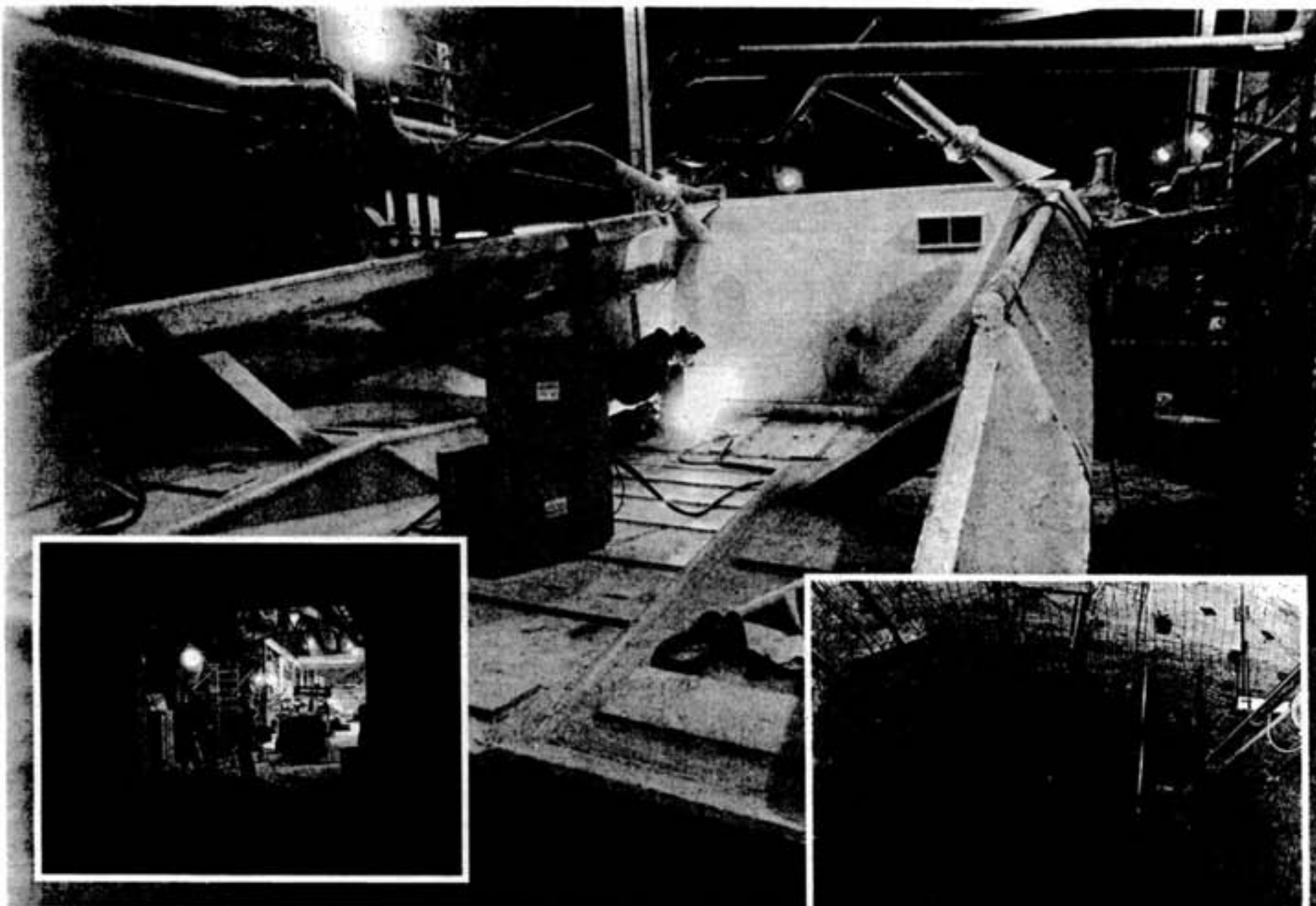
The figures are even more impressive, said Rick, when considering the extremely long tramming distances—3,600 feet at the breakthrough point—that the rock had to be moved for dispersal with one scooptram.

"Usually we move muck maybe a couple of hundred feet," said Levack miner Emmett Graveline. "On this job it was a lot longer. We had to constantly pick it up and move it out of the way, to another place, but eventually we worked out a pretty good system to make it work. We knew that the time element was critical and that any snag could slow us up."

More than the return air drift was a consideration.

The Levack crews driving the drift consisted mainly of senior Inco people, said Rick, many of them having not worked on development for a number of years. "But they got right on board with this project. They proved we've got the best people in the business."

Communications and the team approach remained a major factor for the entire project. "We started off at a slower pace but we began working together, working out the



A welder re-attaches the five steel sections that make up the box of a new electric truck that will carry 55 tons of McCreedy East ore at a time. The truck had to be dismantled and cut into sections that would fit in the cage for the trip below. The inset is the view from outside looking in the garage.

problems as a group. We held a number of Total Quality Improvement meetings and problem-solving sessions. As we gained more experience and got used to working together, we caught up and even surpassed our goals."

Levack crews consisted essentially of the same nine people for the two-year project.

"We ran three shifts here five days a week. Our guys gave this thing 100 per cent," said mine superintendent George Aniol.

"As well as driving the drift

at an impressive average of 9.5 feet a day, our guys had to bring their own supplies down, they had to be their own cagetenders. Travel distances were up to 8,000 feet round-trip. Despite that these guys kept ahead of schedule."

He said that trammers Bruce McKee and Red Payne not only trammed the waste rock, but initially had to hoist it as well.

George is pleased at the crews' safety performance. "No significant injuries. A bruised shin, dust in the eye, but nothing more than that."

ing more than that."

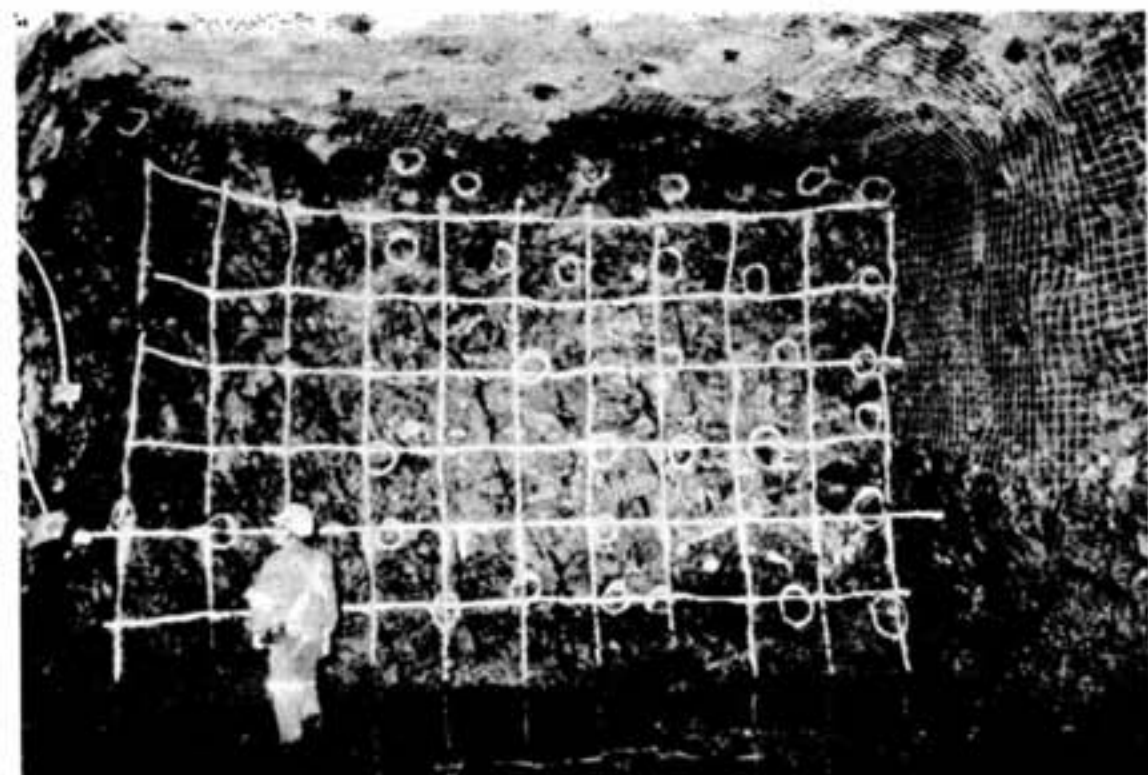
The Levack crews consisted of foreman Bill Card and crew, Terry Einarson, Denis Sylvain and Leo Mallette who started with the project but was replaced by Gaston Obumsawin for the last six months.

The second crew included foreman Joe Beynen and Andy Roy, Bill Kirkham and Guy Lamarche.

The third crew numbered foreman Bob Nerpin, Laurier Chartrand, Emmett Graveline and Gaston Desgroseilliers.



A relatively smooth engineered roadbed and overhead ladder-like trolley line mark the route of the huge electric truck that will haul ore at McCreedy East.



Geologist Bob Banks grades the face where miners are preparing an ore body access point.



Development miner Guy Pichette loads a hole with explosives from a bulk loader platform.

MAKING *Change*

Cage removal ends an era at Frood



The team responsible for removing the Frood cage posed in front of the Frood headframe and the removed cage. From left (rear) are maintenance leader Roger Ranger, maintenance foreman Duncan Ross and industrial mechanic John Harper. Kneeling are industrial mechanics Guy Guerrette and Claude Lachance.

Frood miners are as tough as any miner yet emotion was evident on the faces of the crew that dismantled the end of a Frood era.

"I have a lot of good memories here," said industrial mechanic John Harper. "I get a little nostalgic even as I'm taking this thing apart."

John was part of a team that unofficially ended the last remaining direct route to underground Frood drifts when they dismantled the rigging, cables, huge pins and other gear before removing the cage from Frood's No. 3 shaft late last month.

Although about 160 people still mine Frood ore, access is now provided by ramp and by the Stobie 1,400 level that connects to Frood.

For many proud Frood miners, the cage's removal unofficially marks the end of the mine as it was for almost a century.

In more than two decades at the mine, John has seen many trips in the No. 3 shaft cage. "A lot of friends worked here. It was a good place with good people."

Industrial mechanic Guy Guerrette began working as a Frood miner in 1970 and remained at the mine for all but his mechanic apprenticeship training. "I've been up

and down in the No. 3 shaft cage many, many times over the years. I took my last ride in October. It's kind of sad to see it end. I remember going below with full cages of miners. There were three shifts and

every cage was full. There were around 1,000 people working here at that time and this place was very busy.

"As you take this thing apart you can't help but think of all those people, all the friends who took this cage with you for all those years."

Guy served on the mine rescue team at Frood for 12 years. "I fought many fires in the 'low country,'" he said. "That's what we called the pillar area. There was high grade ore in there and to get at it a lot of timber support had to be used. I think there was enough timber to rebuild Sudbury from the ground up."

Guy and fellow industrial mechanic Claude Lachance were the last two industrial mechanics to service – and help finally remove – the cage.

Claude has moved around during his 21 Inco years and has been at Frood for barely a year. He took the last ride on the cage the week before the dismantling. He said he understands how people can be emotional about such things.

Perhaps no one has family roots as deep into Frood as industrial mechanic Brian Wright. His grandfather, Matti Lahti, was shift boss for 20 years and his father Albert worked as a miner at Frood for

38 years. "My uncle, Bob Elliott, was also a miner at Frood for 38 years."

Brian broke the tradition. He's never mined and has been at Frood for only the last four years.

"My great-grandfather, Ned Armstrong, wasn't a Frood miner as far as I know. But he was in charge of sinking the Garson shaft in 1907."

Mechanic leader Roger Ranger said that although he's removed and installed "a few cages in my time," he doesn't consider it a routine job.

"When you move nine tons of steel cage out of a tight



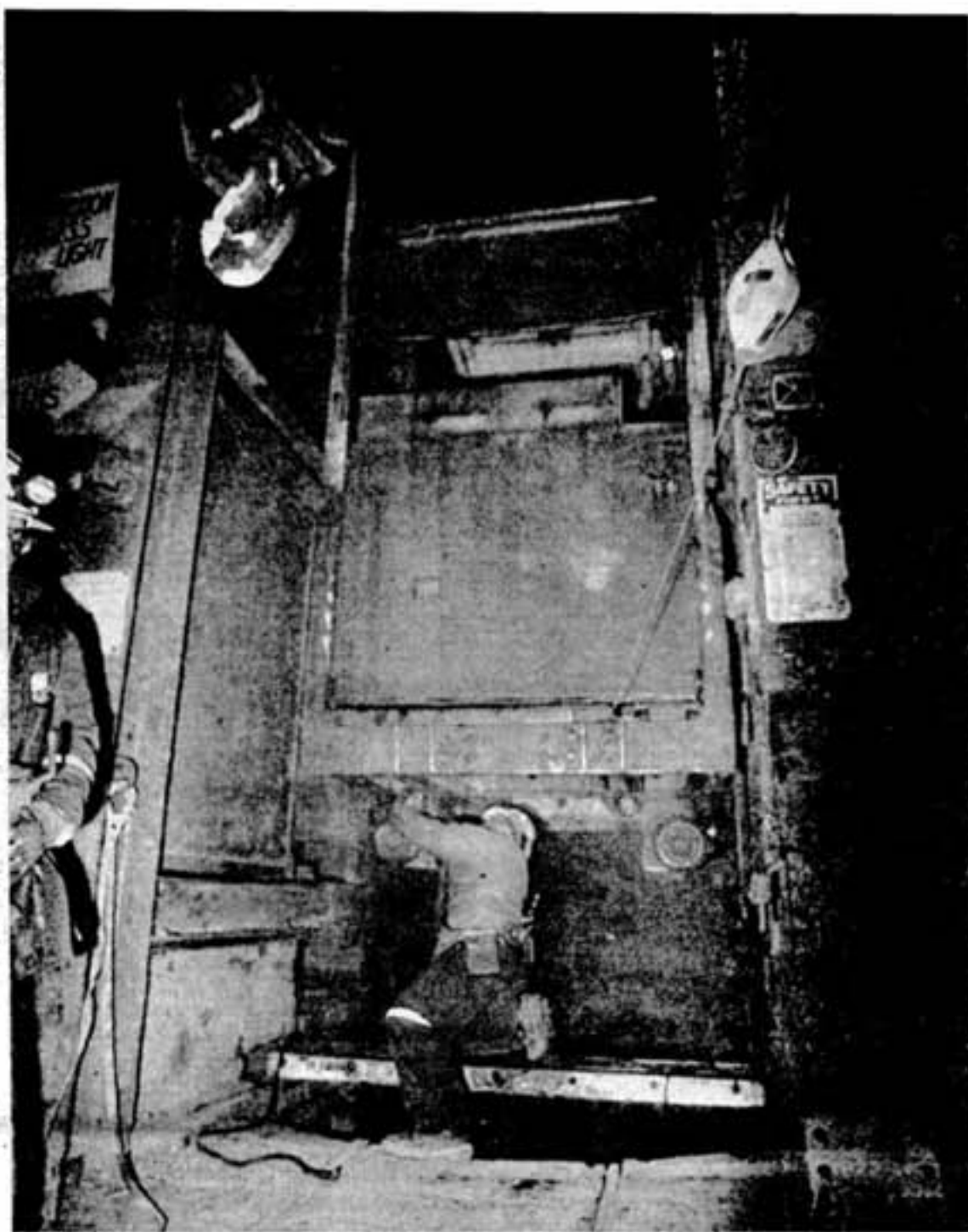
A look back at Frood No. 3 shaft. The 'out' on the blackboard is final.



Claude Lachance holds the steel cable while John Harper cuts it.



Roger Ranger and Claude Lachance remove the pin from the top of the 'banked' cage to disconnect the cable from the cage.



Roger Ranger connects slings to the bottom of the cage for removal by crane.

space like that, you've got to be very careful and you've got to have good people like these guys to help you do it," he said.

Said surface mechanical foreman Duncan Ross: "I sat down with our people and we discussed different ways of doing it and decided together how it should go and what they needed to do the job. I

rely on these guys for their experience. They're the people who have to do it."

The Frood site was 'staked' by Thomas Frood in 1884 and was purchased by the Canadian Copper Company two years later. The sinking of the first shaft was begun in 1900. The Mond Nickel Company began sinking No. 4 shaft in 1911 and it was down to 1,000

feet three years later.

About 100,000 tons of ore was removed from open pits between 1900 and 1903.

In 1911 Inco took over No. 1 shaft - an incline shaft that went down at a 77-degree angle - and began work on No. 3 shaft in 1926.

When Mond amalgamated with Inco in 1929, they took over No. 4 shaft which

was down to 3,350 feet.

"The combined hoist from the shafts in 1937 was 12,000 tons of ore a day," said Roger Fournier. "That was an all-time record not broken until 1973. The schedule today is 3,400 tons."

Installed only four years ago, the cage will be tested for wear to find out if it is in good shape for possible use at other

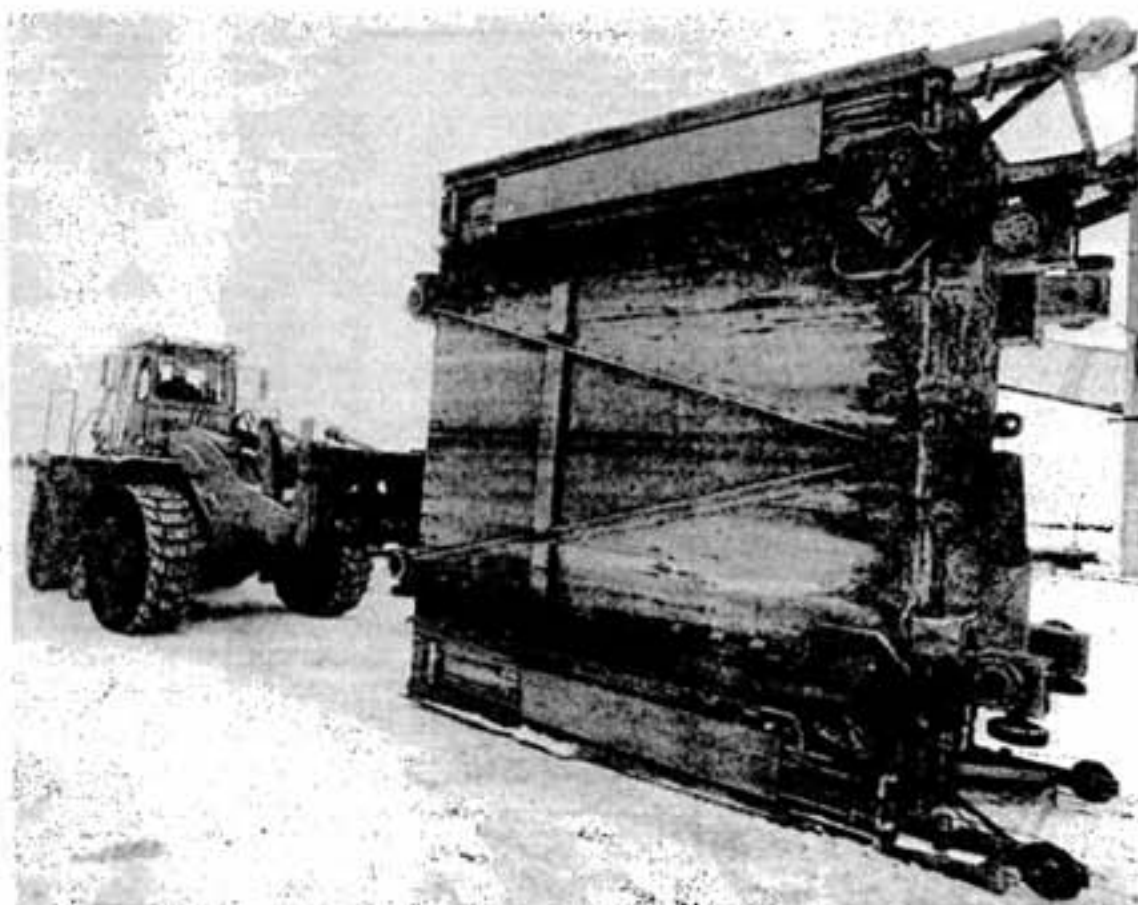
mines.

Frood has the distinction of being the only mine left in operation when the Great Depression forced Inco to close all of its other mines in 1932.

In 1989 Frood Mine won the John T. Ryan award, a national trophy awarded in recognition of notable achievements in safe mining.



Guy Guerrette and Claude Lachance pull the slack cable out of the shaft.



The cage is dragged outside after removal.

Inco celebrates Christmas

PPO kids eager for Santa



One-year-old Patrick Lefebvre, son of plant protection officer Suzanne Lefebvre, gets Santa's attention.



At 6 months, Courtney finds a comfortable and enterprising place to sit. She's the daughter of plant protection officer Ruth Ferguson and Inco summer staffer Scott Ferguson.

Alex Eadie, 2, takes a look around while grandmother Diane Patterson tidies up. Diane is a plant protection officer.



Santa arrives at the Fielding Park pavilion for the Plant Protection party.

North & South Mines' party a success



The Copper Cliff Mines Association Christmas Party was a smashing success, thanks in no small part to the volunteers who slaved in the kitchen. From left are Eileen Martin, wife of South Mine's Doug Martin; North Mine development miner Bruce Gauthier; Bruce's wife Dianne Gauthier and Tammy Anderson, daughter of South Mine mechanic Archie Anderson.



Kendell McBride, 4, basks in Santa's attention after she sang him a Christmas carol. She's the daughter of South Mine engineer Rick McBride.



Candy canes are fine, but at nine months old, Erin Maloney prefers her thumb. She's seen here with her dad, South Mine mine foreman Tim Maloney at the Copper Cliff Mines Association Christmas Party.

Clinic party goers tear up the Christmas rug



Occupational Medicine superintendent Pam Tobin shows off her date, her young-looking and high-stepping father Richard Tobin, an Inco pensioner.



These partiers at the Copper Cliff Clinic Christmas Party are not learning boy scout hand signals, they're doing the Macarena, a dance where all the moves are done in unison. Okay folks, once more from the top . . .



Benefits' Dave Bradley does his Fred Astaire impersonation as wife Olga humors him.



Note the wings on Occupational Health nurse Carrie Bois and Claims Administration's Janet Wyman as they dole out the prizes at the clinic Christmas party. Their performance was . . . angelic.

Coleman Christmas party a smash



Having a good time at the Coleman Christmas party are development miner Paul Lachapelle, loader blaster Norm Rivard, development miner Art Severence, Silvie Rivard, Mrs. P. Lachapelle, Sue Pellerin and shift boss Dan Pellerin.



At left, Coleman cage tender Joe Borque and his wife Angie ham it up at the Coleman party. At right, holstman Norm Brazeau and wife Yvonne at the Coleman party.



Steelworkers Hall packed for USWA Local 6500 Christmas



The line-up for Santa.



Smelter maintenance mechanic Scott Robinson and wife Pauline look on as Daniel, 6, and Eric, 7, show off the goodies.



It's the best seat in the house. Stone, 6, daughter of Gary.

party



Emily McGuire listens attentively to Santa. She's the daughter of Creighton miner Dave McGuire.



"Toys are us," said one of the volunteers staffing the gifts table at the Steelworkers Hall. "The only problem here is deciding what they want."



Warehouseman John Roy and son Michael wait in line to see Santa at the United Steelworkers of America Local 6500 Christmas party.



The Power Department's Ben Haavisto collects his brood while waiting in the Santa line-up. That's daughter Jessica, 7, on the left and son Eric, 9, with the box. Ben's reining in his youngest, son Aaron, 4.

Inco Exploration's Santa a story teller



Santa finds Jamie, daughter of IETS programmer Maureen Amber, irresistible. It must have been the Shirley Temple curls.



Santa takes time from his rounds to read to youngsters at the IETS party.



IETS youngsters wait for Santa at the Fielding Park pavilion.



Inco Exploration and Technical Services draftsman Luc Valade and his wife Mariette entertain son Daniel while waiting for Santa at the Christmas party at Fielding Park pavilion.



IETS geologist Gordon Bailey claims he used to have a full head of hair before he began carrying year-old son Ian, around on his shoulder.



Victor Advanced Exploration Project manager Bill Dawson and daughter Anne, 15 months, had a good time at the IETS Christmas party.

Santa, balloons and clown at Copper Refinery party



Aaron Chevrier cuddles up to Santa. Dad Arthur Chevrier works in the Maintenance department at the Copper Refinery.



Robbie the Clown is admired by 11-month-old Alexander Savole with dad, anode helper Robert Savole.



Jamie Leduc, 7, and brother Carl, 8, stand while having a few words with Santa. They're the sons of Alcide Rainville who recently moved from the Copper Refinery to Clarabelle Mill.



A popular attraction at the Copper Refinery Christmas Party was "Mitch the Balloon Man" who twisted balloons into works of art for the youngsters.



Michael Landstrom, 14 months, and Christine Langen, 3, play with a new toy at the Copper Refinery party under the watchful eye of Instrument man Mark Landstrom. Christine is the daughter of feed preparer Ken Langen.

Inco talent helps make play a success



Rick Simpson Jr., son of Rick Simpson of the Modified Work Centre, acts out a jig with the violin.



Peggy Hatch as Mrs. Santa (centre) and young actors sung Christmas carols during the intermission. The youngster with outstretched arms couldn't control her enthusiasm.

Inco systems analyst David Lerpiniere gave an excellent performance as Jacob Marley's ghost. At his knees is a whimpering Scrooge, played by David Tweedle.



In the dressing room, Erin Chisholm claimed she doesn't get stage struck. Then she proved it.

The granddaughter of Inco miner Allan McCauley and Inco pensioner Charles Ristimaki enthusiastically performed her three separate parts in the Theatre Cambrian production of Charles Dickens' *A Christmas Carol*.

"It's a lot of fun," said the 17-year-old. "But getting this involved is quite time consuming."

Sponsored by Inco, the production featured many youngsters whose mothers, fathers, grandparents and other relatives work at Inco or are Inco pensioners.

In fact, Information Systems analyst David Lerpiniere proved that active employees can be as creative off the job as well as on the job.

David gave an excellent performance as the ghost of Jacob Marley, one of the major characters in the classic tale. He also played Mr. Fezziwig, Mr. Topper and the Fat Man.

For Romeo Fournier Jr., son of the Nickel Refinery's Romeo Fournier, it was an indelible experience. "It's been my first time with Theatre Cambrian and I plan to continue here. I wouldn't mind doing it again."

Also playing multiple parts in the play was his sister Cindy, 20, who counts the production as her second. "I try hard not to forget my lines," she said.

The play saw powerful performances by many of the actors, particularly David Tweedle as Ebenezer Scrooge.

Another standout was Jamie Malette, the son of McCreedy miner Marcel Malette. A singer as well as an actor, he is attending Cambrian's mining program and hopes to join on with a mining company like Inco on graduation.



Scrooge, accompanied by Christmas Present (above), laments missing his nephew's party.



Scrooge lords it over his nephew (left) and clerk Bob Cratchit.



Erin Chisholm puts the final touches on her make-up before going on stage.



The audience enjoyed the stirring cast ensemble.



FOR YOUR HEALTH

From the Occupational Medicine Dept.

Healthy New Year's resolutions

It's that time of year again. A time to reflect on the past year and a time to plan for the year to come. It is a time that many take to alter their lifestyles. The first step for some is to make a New Year's resolution. Many people make New Year's resolutions but how many actually stick to them and make a commitment? Much of the time the promise that one makes to oneself lasts only for the first few days. It takes dedication, hard work and a change in one's attitude to have the resolution turn into a lifestyle change.

A few of the most popular healthy resolutions involve quitting smoking, eating healthy, losing weight and beginning an exercise program.

Did you know:

- Smoking is the largest preventable cause of death in Canada
- Heart disease is 70 per cent more likely among smokers than non-smokers

Quitting smoking is one of the most popular resolutions. The first step to quitting is understanding why you smoke. It may be for stimulation, handling stress, relaxation, craving, pleasure or habit. Think about the reasons why you smoke and try to develop a healthy response. For example, stimulation can be substituted with a brisk walk and pleasure can be replaced by having a healthy snack. People who smoke for the craving will probably have the most difficulty quitting. As each day passes without a cigarette the urge to smoke will decrease. Set a quit date for yourself and stick to it!

For more information and help to quit smoking contact the rehabilitation nurse in your area. A smoking cessation program, Patch Plus, is available for active employees and their family members.

Eating healthy

The Canada Food Guide is a good source for healthy eating. It states that we should eat a variety of foods. Place an emphasis on breads, cereals, other grain products, fruit and vegetables. Choose low-fat dairy products, leaner meats and foods prepared with little or no fat. Also suggested is that we maintain and achieve a healthy body weight by incorporating healthy eating and exercise. Finally, limit your salt, alcohol and caffeine intake.

Did you know:

- 1 cup non-fat milk = trace fat
- 1 cup 2 per cent milk = 5g fat
- 1 cup whole milk = 8g fat

Did you know:

Dark green and orange vegetables and orange fruit are higher in vital nutrients such as Vitamin A

You can reduce your fat intake by barbecuing, broiling or baking on a rack. This will drain the fat away. Trim the fat from your meat and choose

lean cuts. Reduce your butter or margarine intake. Have salads with less dressing or a low-fat dressing. Cut down on fatty snacks such as chips and chocolate bars.

Losing Weight

Weight reduction does not mean developing the perfect body. Many people have the misconception that a very slim and trim physique is the ideal picture of beauty and health. This is not the case. The body mass index is a good tool to use when measuring one's weight. It provides you with a score according to your height and weight. A very high score indicates excess weight, while a low score indicates a low weight. Both can lead to medical problems. If you are interested in a weight loss program beware of fads. These usually result in an initial weight loss then a rebound weight gain once you come off the diet.

There are also organizations available in the community to support people who are trying to lose weight. It takes a combination of reducing your fat and calorie intake and exercise. Discuss the problem with your doctor. A referral to a dietitian may be helpful.

Exercise

A regular exercise routine will benefit your whole body. It helps keep your heart, muscles and other tissues healthy and fit. It is a vital part of a weight control program and also increases the amount of energy you will have.

appetite control, stress reduction and stress-related eating. Regular exercise can also be of a psychological benefit because it increases self-esteem. There are many community gyms available that offer weight training, aerobics, swimming, aqua exercises and much more. You can also achieve the same effect at home by taking up walking, biking, hiking or sport.

Consult your doctor before starting an exercise routine especially if you have an existing medical condition.

When setting out your goals for a healthy lifestyle change, keep focused and determined. It may be easier to set your objective up so that it can be accomplished in steps. Once you have reached one step feel free to reward yourself. A healthy lifestyle change will make a noticeable change for the better both physically and mentally.

Have a happy and healthy 1996!



Merry Christmas and a Happy, Healthy New Year from all of us at the Occupational Health Department

Yesterdays todays



40 Years Ago

It was one of the deepest subways in the world and you didn't have to pay a cent to ride on it. All you had to do was work on the 6,000 level of Creighton Mine and a little battery locomotive hauled you and your eight-man car from the shaft station to your workplace in a development heading more than two miles away.

Levack had a similar service with larger cars on the 1,600 and 2,650 levels and other mines were slated to get their own mini-railroads in the future.

The development heading at Creighton was braced with steel beams, two five-inch I-beams welded into a box beam instead of the wooden timbers that were gradually being abandoned. Rock bolts were driven beneath the beams in pin sets and also between them.

The battery locomotive was also used for transporting supplies and bringing out ore from the drifting operation.

Other stories that month were: That Man's Here Again!!!!, On Christmas Eve Remember Those Keeping The Vigil and Eye Protection Is Indispensable.

25 Years Ago

It was Nov. 22, 1970. Santa set his runners down in Nickel Belt and what a reception he got!

Preceded by his grand parade and riding high on his famous sleigh, he raised his arms to a leaden sky – and as if ordering snow – got it along with thunder . . . and lightening . . . and even rain!

It turned out to be a miserable day, but it hardly dampened the spirits of a boisterous crowd or put a chill on the excitement of the coming Christmas. Twenty thousand faithful jammed the two-mile parade route to roar their enthusiasm.

Inco donated 170 professional fancy dress costumes and Santa had a supporting cast of 1,000 lesser notables. There was Donald Duck, the Queen of Hearts, Mother Goose and Little Jack Horner. The Joli Voyageur rode the Laurentian University float and pretty girls tossed candy to the kids. Clowns clowned, horses pranced, batons twirled and pom-poms flashed . . . and even the Three Kings and the faithful shepherds, with all

Riding the rails at Creighton

the rest of the Christmas biblical figures, were on hand.

As well as the story-book characters and historical and religious figures, nine marching bands and four groups of majorettes accompanied the 16 floats along the way.

But it was not all clockwork perfection. Just as organizers got ready to launch the last float they looked up the street to see the returning front of the parade marching down the street towards them half a block away.

"We very nearly had a never-ending performance," said parade coordinator Ken Fyall after he got the last float away without a hitch.

Other stories that month were: Long Service Employees Are Lauded at Toronto Meeting, Queen's Mining Students on Three-Day Inco Field Trip, and Despite Disaster, Lively Golf Club Full of Old Spirit.

15 Years Ago

"At least 75 per cent of the accidents over the holiday season involved someone who was impaired," said Constable Dennis Tappenden, community services coordinator for the Ontario Provincial Police.

He was reporting how drinking and driving caused so many tragedies. The majority of accidents took place on city streets, he said, on dry pavement and in good driving conditions. The most fatal time for Ontario drivers was between the hours of 1 a.m. and 2 a.m.

"The statistics for impaired drivers are frightening," he said. "With five million licensed vehicles in Ontario, it is unnerving to think that one in five of these drivers has been drinking. What's even more upsetting is that one in five drivers will have a serious accident within a 10-year span."

Spot checks were conducted throughout the year, he said, but the checks during the Christmas and New Year's holidays were increased and publicized in an attempt to reduce drinking and driving.

He advised people to have one person in their crowd sober to chauffeur the rest of them around for the evening or use taxis.

"Whichever way you choose always remember - if you drink, don't drive, or if you drive, don't drink," he concluded.

Other stories that month were: Safety Hall of Fame, Sudbury's Santa Claus Parade, and Sudbury Media Tour Inco Operations.

Port Colborne



A look back for Port Colborne employees

It has been a nostalgic fall for the employees at the Port Colborne Refinery.

In September the PCR placed a large display at the City of Port Colborne's 125th birthday party. The turnout was fantastic. Many of the approximately 500 people who stopped by to see the display asked questions about the past and expressed a great deal of interest in the current operations.

Special thanks for their efforts go to **Bill Kantymir**, retired superintendent of Operations, and **Gary Hoffman**, the current superintendent of Operations and Maintenance. They set up the display and stood by all day to answer questions. The display chronicled the history of the refinery with photographs and newspaper clippings from the past, combined with recent photographs taken within the plant.

But the nostalgia didn't stop there.

On Thursday, Nov. 16, many of the PCR's pensioners gathered together to take part in the annual Pensioners Day. Everyone gathered at the Italian Hall and buses, brought people to the plant where they observed the recent changes and chatted with employees. Following the plant tour the pensioners returned to the Italian Hall for a delicious meal and more reminiscing.

On Nov. 8, the employees of the Port Colborne Refinery enjoyed taking their kids to work. The Ontario-wide job shadowing program was sponsored by the local high schools and was designed to introduce Grade 9 students to the realities of life at the workplace. Employees with children in Grade 9 were encouraged to bring them to work for the day.

In other news, the Port Colborne Refinery's donation to the South Niagara Rowing Club enabled them to buy a new two-person shell. Sadly, last year several of the club's shells sustained serious damage during transport because of sudden high winds. For many years, The South Niagara Rowing Club has made the most of the recreational waterway (the old Welland Canal) which runs through Welland and Dain City into Port Colborne.

Port Colborne's Inco employees will have the opportunity to name the new shell.

George DeRuyte, Accounting Services supervisor, is accepting suggestions from throughout the plant. The successful candidate will win dinner for two at a local restaurant. The event promises to be a lot of fun for everyone who gets involved.

LET'S TALK SAFETY

with Ron Rafuse

The Christmas season is one of the most important times of the year for family and friends to be together.

With the joys of this time of the year taking over all our thoughts and actions, we cannot allow it to crowd out the need to keep safety foremost in our minds both at home and on the job.

This month we will talk about the third of the seven safety principles.

Management is Responsible for Preventing Injuries

Knowing that all injuries can be prevented through the involvement of employees puts the responsibility on all levels of management to ensure that the control and commitment is in place for preventing injuries. It is also responsible to the community for providing an accident-free and healthy environment. It is the responsibility of management to provide the proper tools and procedures for getting work done and to provide a workplace environment that is safe for work.

After providing tools, procedures and a safe environment, management must ensure that the people doing the work follow the procedures and use the tools and equipment properly. It must also ensure that people do not operate equipment that is not safe and that equipment is not operated by people who are not qualified or authorized to do so.

To make this all work we need to keep in mind the principle from last month's article "Employee Involvement is Essential." It requires that all employees get involved with making the workplace safe. This will be the only way to arrive at the goal of preventing all injuries.

Management's role in injury prevention

Most of us have now attended the one-day workshop, "Making the Workplace Safe," that taught us the skills of how every person can take an active role in ensuring safety in the workplace by recognizing unsafe conditions and actions. It also shows how we all should correct any unsafe conditions or actions. We will be successful at working safely if we practice these skills daily.

With all its snow and cold temperatures, winter brings its own beauty. It also brings a change of conditions that creates its own unique hazards. Thin ice, slippery road conditions, snowmobiling and skiing hazards make the season one for extra caution.

Snowmobiling is in full swing, and many a good time has ended in tragedy as machines and driver break through the ice or go into open water. Lives are lost this way every year, both through drowning and hypothermia.

As responsible adults, the safety of our families should be foremost in outdoor activities. Please take the time to explain to all family members the dangers that can be encountered.

Each employee has received a letter and information on the dangers of drinking and driving. Please don't drink if you intend to drive or operate a snowmobile. You owe it to your family and friends as well as yourself. Each of us should be able to share Christmas memories rather than be a Christmas memory.

Next month we will discuss principle #4: Working Safely is a Condition of Employment.



INCOME ideas

by Susan LeMay, CMA

I'm dreaming of a white Christmas . . . Joy to the world . . . sleep in heavenly peace . . .

Everyone's attention is focused on the holidays, the preparations, the plans and the celebration. Will it all be perfect? As close as we can make it.

There is little room in our thoughts and plans for financial considerations as we make our preparations. But there are a few ways the financial considerations can work for you as you finish your preparations.

Sharing and giving

Christmas is the season for giving and sharing. We search for the perfect gift for the special people in our lives. We share with those who have less than we do. This may be a combination to put to work this season. We all have people on our list who have everything, who are impossible to find the perfect gift for, who don't really want anything. There is a way to give to them and to share with others as well. Make a donation to their favorite charity in their name and give them the receipt to be used for a tax credit when they file their tax return in April 1996. This makes sense for both of you and for the charities that need support. You get the satisfaction of giving, the recipient knows you have put some thought into the gift because you have carefully chosen the charity and also knows that they have helped make a contribution to a favored cause, and the charity receives the resources it needs to carry on its work.

Your own charitable gifts

This is also the time of year for you to make donations to your favorite charities. Donations made in December can be claimed for tax credits in April. Put off writing the cheque until January and you can't use the receipt until 1997. Consider making your charitable donations in December every two years. In December of 1995 you make donations for 95 and 96, and then in 1997 you do it again. This is one way to maximize the tax credit benefit for you and that allows you to donate more dollars for the same out of pocket cost.

Financially sound gifts

There are gifts for all ages to help foster an interest in and awareness of financial matters. For the very young, who probably already have a piggy bank, why not add some coin sleeves and a promise to take both child and coins to open a bank account. Counting and rolling coins for child is both fun and educational.

For the adults on your list, there is a huge variety of books on financial planning, choosing investments and making choices. There are books aimed at every level of knowledge, from those that answer the very basic questions about things like compound interest, to those that offer guidance in the areas of futures, options, warrants and everything in between. There are also magazines or weekly newspapers like the Financial Post with timely articles and a fresh approach to perk up with each new edition.

For those of us who have not completed our Christmas shopping, we will all promise to be more organized next year, but in the meantime, the best advice is: Shop sanely. Avoid the trap of rushing out to buy whatever looks as if it will do just to be sure friends and family know we were thinking about them. 'Panic buying' leads to overspending and disappointment because we didn't find the perfect gift and the money spent wasn't worth it. Keep the spirit of the season. Peace on earth, goodwill to all doesn't cost anything except time. Take the time, the rest will follow.



Hauling 55 tons of muck over a 1,400-meter engineered roadbed at speeds of up to 20 kph, this truck gets its power from two 230-kilowatt electric motors fed by an overhead trolley line. Batteries allow the vehicle to leave its overhead power supply for short distances. The environmentally-friendly vehicle will initially be used to take ore from Creighton's deepest point at 7,400 feet to be dumped at 6,970 feet. The Creighton Deep team looked over the truck before it was dismantled for the trip underground. Team members are from left to right: (rear) H.A. Simons project manager Gerry Korber, administrator Maria Punkkinen and project controller Marcus Bertels, Inco project manager Jim Thomson and project design coordinator George Darling. Kneeling are H.A. Simons construction superintendent Angelo D'Amato and Inco driver Mitch McIntyre.

I heard it down at . . .

The Dry



by Jerry Rogers

The Christmas card

The Christmas card made its debut in England in 1843. While handwritten greetings had long been a holiday tradition, illustrator John Horsley is credited with creating the first commercial greeting card. The design was lithographed in black and white and colored by hand. Sold for a shilling apiece, the card depicted a family enjoying a Christmas feast. Today, billions of cards are sent each year.

A Christmas fondly remembered

"My favorite Christmases were before I was married when my dad, a former Inco employee (Bill Sorenson), made a red doll bed and my brother a game like checkers out of piece of wood, with holes drilled in it and nails painted silver. I was probably 10 years old. We always had traditional Danish Christmases where we celebrated the evening before Christmas. After dinner, we would go in by the Christmas tree and sing Christmas carols for an hour. And my parents would sing in Danish. I miss those days. It was great."

Janie Bozic, secretary
to Nickel Refinery manager Al Cruthers

"Probably, it was the first Christmas with my kids when they first realized there was a Santa Claus. Sending them to bed early, leaving the treats out for the reindeer, it brought me back to when I was a kid when there was a sense of anticipation about Christmas. And then seeing the excitement in our kids' eyes made it all that more special."

Alex Tarnowycz, payroll analyst in the
General Office

"It was probably way back when I was a kid myself. We used to live up north in Timmins. We used to go out and get our tree in the bush. It was a day of it, tons of snow, the whole family. It was a home thing."

Dave Rusenstrom, electrician at the Port Colborne Refinery

"To me, it's family and it has lots to do with tradition. The girls (Julia, 10, and Lori, 7), go with their dad to get a Christmas tree. We do it all year long. We go to camp and we Christmas-tree spot even in July."

Jo-Anne Muldoon, crusher operator at South Mine

"The Christmas before my dad died four years ago was his last Christmas. He (his father Dmytro, or Dan as he was known, was an Inco pensioner) and I were very close. We pretty well knew it was his last Christmas and we all, my four brothers and I, got together. We'll always remember that Christmas."

Steve Lamega, process foreman at the Nickel Refinery converter building

"I was only nine at the time when I got my first two-wheel pedal bike back in Quebec. I remember that just like it was yesterday, a two-wheel bike given to me by my uncle."

Roger Roberge, cogentender at South Mine

"It was last year when we had our first child, our son Jeffrey. It was his first Christmas. He's 17 months old now."

Mike Nault, plant protection officer

Some Christmas facts . . . and some Christmas memories

"My favorite Christmas was when our whole family got together and celebrated. The last time was five, six years ago. Seven kids and my parents so there was about 24 of us in all. It was pretty special."

Chester MacLean, locomotive conductor

"Christmas is family. We have a family reunion at Christmas. We start organizing this back in September and we have it about two weeks before Christmas. One year we have it at one house, the next year at another house."

Merv Lacharity, cobalt hydrate operator at the Port Colborne Refinery

"I used to own a farm out in Blezard Valley. I've got brothers and sisters scattered all over the place. They all ended up at my place for Christmas in 1987, even my brother who'd worked overseas. All my family was together that Christmas. My dad has died since and my brothers are getting further and further away. So that Christmas was special."

Dave Fairbairn, mine foreman at Garson

The Christmas tree

In pre-Christian Europe, people believed that trees - evergreens in particular - were actually powerful beings. As a throwback to that pagan heritage, German families in the early 1600s began bringing evergreens into their homes during the holiday season and decorating them with fruit, candies and cookies. Decorating with lights came later. Legend has it that while walking on a snowy Christmas Eve, theologian Martin Luther was so moved by the starry heavens that he wanted to capture the image for his children, so he attached small candles to their holiday tree.

If you have a story idea, interesting fact or figure about Inco or just a plain old anecdote you'd like to share, I'd be very interested in hearing from you at 682-5204.



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