



Trevor Poland of the Lively Ski Racers shoots down Adanac Hill during the final day of racing in this year's Inco Cup. For a wrap-up see pages 8 and 9.

# INCO Triangle

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## Safety tops at Little Stobie

Safety smarts are paying off for Little Stobie Mine. The 111 employees at the historic mine are staking out the 1990s as their decade as leaders in safety by capturing their third Inco Annual All Mines Safety Award in the past five years.

By focusing on team goals, communication, pride in the workplace and caring for each other, Little Stobie has discovered the formula for success in safety, says vice-president of Mining John Kelly.

"Employee involvement is essential to good safety," John told about 30 employees at the start of a recent afternoon shift. "Every employee has been absolutely a participant and committed to the safety program. You've set a real record. You display a lot of pride in your workplace and you take care of yourselves."

Their outstanding safety performance for 1995, which follows All Mines Safety Awards in 1991 and 1992 and a second place finish in 1994, was highlighted by improvements in three key areas:

- \* no lost-time injuries for a second straight year;
- \* a 50 per cent reduction in modified work injuries per 100 employees from 1994;
- \* and a 33 per cent reduction in medical aid injuries from 1994.

Since the creation of the All Mines Safety Award in 1961, no other mine has had such a strong safety record.

Mike MacFarlane, who took over as mine superintendent last September after seven years with Australia's Mount Isa Mines, says the work habits of such an experienced workforce are outstanding.

"They understand what safety means for them," he says. "There's a certain amount of pride in the workplace here. When you have a group like this, it is like putting on a glove—it's tailor-made. If you come up with

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John Marshall of the Copper Cliff Copper Refinery has developed a user-friendly plant-specific maintenance manual that is being hailed as a model for other areas of the Division.

## Copper Refinery takes 'high-tech' road

Whoever said 'you can't teach an old dog new tricks' never considered the Copper Cliff Copper Refinery.

Approaching its 66th anniversary, the Copper Refinery ranks among Inco's oldest operating plants—but its technology is state-of-the-art.

Entering the second half of this decade, the refinery is using that technology, together with teamwork and talent, to improve process controls and eliminate barriers to employee communication.

A solid example is found in the efforts of instrument men Reg Hibi, Alf Doherty and John Marshall—responsible respectively for process control at electrowinning, casting and refining, and creation of a plant-specific maintenance manual.

The latter task fell to John and a team of Copper Refinery employees more than a year ago and the finished product is being hailed as a model

for other areas of the Division.

"The process began with implementation of the Ontario Division Maintenance Program," explained John, deftly skimming from one computer screen to another, each as vibrant as the one before.

"A generic manual was developed by the Division steering team but each site was responsible for developing its own plant-specific manual. I wanted to make ours as interesting and easy to understand as possible so I employed a lot of visuals and graphics and kept text to a minimum. Where text is used, it appears in a bulleted, easy-to-read format."

He also wanted to make the manual as widely accessible as possible.

He acknowledges he could have produced a hard copy manual and distributed it, but with a Local Area Network already in place it only made sense to take advantage of the technology.

"Any member of a maintenance, electrical or instrumentation crew can call up step-by-step procedures for any aspect of predictive and preventive maintenance at any Windows-based computer in the workplace. Anyone who knows how to use Windows can operate the program—you just point and click on an icon," he said, adding that on-line instruction is available.

The icons themselves illustrate the simplicity of the system. Black-and-white icons access the generic manual, colored icons access the plant-specific manual.

The program covers everything from generating work orders to filling out job cards with heavy use of graphs and art throughout—including pictures of refinery employees. It also explains the philosophy behind the maintenance system—including why procedures are the way they are and the ramifications of not following them, said

John.

"It's television-style technology. It's user-friendly and it's very easy to update."

Alf and Reg are two employees who don't have to be sold on technology—they're surrounded by it every day.

From two separate control rooms using two distinct Distributed Control Systems (DCS), the pair combine to monitor the process control systems in every area of the plant.

In Alf's case, the technology follows him home.

After a day monitoring equipment status in casting and refining on his Bailey DCS, the self-professed 'computer nut' operates an amateur computer bulletin board out of his house.

"A lot of things that were previously done by hand are automated now," said Alf, "including daily and monthly process reports."

"By tying in to the Local Area Network we're allowing

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# Making the right choice can prevent injury

(Editor's Note: The following safety interview conducted by announcer Ruth Reid aired on CBC Radio in Sudbury on Wednesday, March 20. It is printed here with permission.)

**REID:** There were more stories again this weekend of snowmobilers drowning after their machines went through the ice. We call these mishaps, accidents and tragedies but Dr. Robert Cahn calls them something else – preventable. He says all people have to keep in mind, to prevent things like this from happening, is something called their stupid line. Dr. Cahn is the Executive Director of the Smart Risk Foundation in Toronto and he's on the line now. Good morning Dr. Cahn.

**DR. CAHN:** Good morning.

**REID:** What do you mean by the phrase 'stupid line'?

**DR. CAHN:** Well we've spent a lot of time looking at how people approach risk in their lives and what we came to realize in dealing a lot with youth was that if we gave them different scenarios, that they would very quickly categorize them as being smart risk or stupid risk. And what we began to realize is that for each and every one of us there's a line that separates our risk from stupid risk and we're calling that line the stupid line.

**REID:** So you're not calling the people stupid for having the accidents, you're saying they just cross their own personal stupid line?

**DR. CAHN:** That's right. You know each and every one of us every day finds ourselves in situations where we consciously or unconsciously make a choice about what we think is a risky event. For example the choice you make about putting on a bike helmet, or the choice you make about running that yellow light, or the choice you make about how closely you followed the car in front of you, or the choice you make about whether or not you take your snowmobile out in the middle of the night. Consciously or unconsciously you're making a choice about whether or not this is a risky event. And what we're saying is that for each of us there's a stupid line and the question is where do you draw your stupid line?

**REID:** How hard is it to get people to think this way?

**DR. CAHN:** Well we've devised some radio commercials, TV commercials and print commercials and have targeted primarily youth across the country and what we've found is they pick up the language very quickly. And what's really exciting for us is that as soon as they begin talking about their stupid line, it becomes a very personal thing. And people

move away from thinking that these things are accidents or sort of freak events that happened to the other guy into realizing that each of us makes choices about whether or not we're going to put ourselves at risk of being hurt.

**REID:** Can you give us an example say of someone who has a stupid line but for some reason or other crosses it?

**DR. CAHN:** Well there's a whole bunch of ways in which we can cross our stupid line. You know, depending on the amount of training we have or the attitude that we have toward a situation or the type of gear that we wear. Quite often what happens is that we can have all the best intentions but if we start drinking pretty soon our ability to make appropriate choices disappears and then it's really easy to cross your stupid line.

**REID:** I can think right now that you've pointed out this process to me that I have a stupid line. Every once in awhile in the winter I run outside to the mailbox with my little moccasin slippers on to the icy driveway and it occurs to me this is really dumb Ruth, you're going to slip and twist your ankle. And I should know better.

**DR. CAHN:** Exactly. And you know what will happen is you will fall and you'll hurt yourself and you'll go oh well it was an accident. And yet by recognizing that you've got a stupid line, you quickly begin to think well this isn't an accident, I mean this is something that I can prevent – if I evaluate the situation, make the right sort of choice and reduce the likelihood of being injured.

**REID:** But how do we get over that it won't happen to me, I'm invincible, I won't slip on my slippers kind of thinking?

**DR. CAHN:** Well we're convinced that one of the reasons that we all think that way is because we call these things accidents. You know it's a very interesting word, if you look it up in the dictionary it's defined as an unavoidable act of fate. And so we always think this happens to the other guy. What we know from human behavior is that if we think something's fate then the most sophisticated way that we all cope with these things is to go into denial mode and pretend it happens to the other guy. You know it's an accident that's not going to happen to me. And essentially what we're trying to say to people is these aren't accidents and in fact it can happen to you – but you could prevent it from happening if you make the right choices.

**REID:** Dr. Cahn why is it that you got involved in this campaign?

**DR. CAHN:** Well my training is actually in heart surgery. I trained to be a children's heart

surgeon and I was fortunate enough during my training to actually do my transplant work in the United States. During that time I spent the first few months on what's called the Harvest Team which is a team that goes out and actually gets the hearts for transplant. And it's embarrassing in retrospect but I'd never ever stopped to think where our donor hearts come from and I quickly realized day after day when I was out harvesting hearts that they all come out of young people who are very healthy one moment and then as a result of an injury, what we call an accident, they're brain dead.

And that made a huge impression on me and I just felt that it was better to spend my time to put down the scalpel and concentrate on trying to keep people young and healthy and alive rather than having them end up being donors for transplantation.

**REID:** Well you know probably better than most of us how easy it is for people to get caught up in the excitement of the moment. They're out with their friends and perhaps they do things they wouldn't otherwise do. Have you got a little formula that you could help us plug in when we start to feel uneasy about a situa-

tion but we're liable to let ourselves get carried along?

**DR. CAHN:** I think the best thing we can all do is to really appreciate and recognize that life is about taking risk and being aware that there is risk in everything we do. Second learning how to evaluate that risk and then third making choices that will allow us to reduce the risk of being injured. And knowing where we draw our stupid line by simply saying where's my stupid line on this? Do I have enough training? Do I have the right attitude? Do I have the right gear to prepare myself for this situation?

## Recycling facility opens

On March 6 in Ellwood City, Pennsylvania the International Metals Reclamation Company, Inc. (INMETCO), a wholly-owned subsidiary of Inco Limited, inaugurated its new \$5 million facility that allows the recovery of cadmium metal from spent nickel-cadmium (Ni-Cd) batteries.

At a ribbon-cutting ceremony to officially open the addition, Inco Chairman and Chief Executive Officer Mike Sopko emphasized that it is the first and only facility of its kind in the world.

"INMETCO is unique because we can recycle all of the spent nickel components right here on site, said Mike. "We are the only company in the world that can make that claim."

The recovered cadmium, at least 99.95 per cent pure, is reused by manufacturers of Ni-Cd batteries – the power source for cellular phones, laptop computers and a host of contemporary conveniences. Previously, battery components such as cadmium that could not be recycled were relegated

to landfill sites – an increasingly sensitive environmental concern.

At the opening ceremony, Mike was joined by James Matthews, Environmental Protection Agency Deputy Assistant Administrator; James Rue, Deputy Secretary for Air, Recycling and Radiation Protection for the Pennsylvania Department of Environmental Protection; and Dick Hanewald, President of INMETCO.

They cut through a ribbon of Inco-developed nickel foam – a key component in rechargeable batteries – using battery-powered scissors.

Construction of INMETCO's state-of-the-art cadmium recovery facility began a year ago. It began operating Dec.

29, 1995 and is currently capable of processing more than 2,500 tons of spent Ni-Cd batteries annually.

"And that number is expected to increase four-fold as more and better battery collection programs are developed," added Mike.

The facility has been fully permitted by the Pennsylvania Department of Environmental Protection, which provided \$100,000 toward construction. It was the first public-private grant for environmental recycling in state history.

INMETCO is the only company in the world that, after recovering the cadmium from spent Ni-Cd batteries, also recycles the remaining nickel and iron into a stainless steel remelt alloy.



Ellwood City Mayor Roy Meehan addresses the gathering while INMETCO President Dick Hanewald looks on.



EPA administrator James Matthews, INMETCO President Dick Hanewald and state Department of Environmental Protection official James Rue participate in the nickel-foam cutting ceremony for INMETCO's new recovery facility.



# Safety a 'family' affair at Little Stobie



Like a winning sports team, Little Stobie Mine has a lock on the All Mines Safety trophy in the 1990s. Celebrating the mine's third award in the last five years are some of Little Stobie's 111 employees as they start an afternoon shift.

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a new idea, a new way of doing things, they treat it seriously."

Richard Lagrandeur, a blaster and co-chair of the Occupational Safety, Health and Environment Committee (OSHE), points to strong communications as the secret for their safety success.

"I believe we're working as a team dealing with procedures and practices and moving into the realm of ownership, commitment and the well-being of individuals," he explains. "There's no mystery to good safety. It's more hard work and commitment."

Driller Tom Guthrie who has been at Little Stobie since 1972 says employees know each other and know the mine.

"The fellows that have been here a long time, they're proud of what they do and how they do it and the young

guys coming in seem to have a good sense of it," he says.

Because they've been together a long time, jumbo drill operator Ron Montpellier says they're like a small family.

"We all know each other. It's just like one of your family members coming in behind you, knowing everything is safe," he says. "You just come on the job with safety on your mind."

In his short time at Little Stobie, mobile mechanical

foreman Mike Lahaie has noticed that the participation in safety is high at all levels, from senior management to the men underground. Housekeeping and work standards are impressive.

"Safety is everybody's responsibility at Little Stobie," he adds.

With its first ore hoisted in 1971, Little Stobie has also been a consistent leader in the mines in costs and production, says operating and maintenance general fore-

man Larry Lauzon.

"There's no question that safety is number one at Little Stobie and if you look at our efficiency and tons per manshift we're right up at the top of the heap also. It's got to be the workers here... they're a knowledgeable, well-experienced workforce."

Frood-Stobie Complex

manager Joe Loring isn't surprised by Little Stobie's winning ways since the excellent attitude toward safety has placed the mine at or near the top since 1990.

"Little Stobie has a family atmosphere to it. Some employees have been here since Inco started operations at Little Stobie in the early 1970s."

## All Mines Safety Award carries rich history

Inco's Annual All Mines Safety Award enters its 35th year in 1996.

Created in 1962 to honor the underground mine putting forth the best total effort on accident prevention during the year, the safety award has had winners reflecting Inco's rich history, including such prominent mines as Murray and Kirkwood.

The striking trophy for the award was the work of two well-known Creighton artist-miners. Steve Smatlanek designed the redwood trophy into which Charles Paxy carved various underground operations on its four sides.

Here are the winners:

1961	Creighton	1979	Garson
1962	Murray	1980	C.C. South
1963	Murray	1981	Coleman
1964	Frood-Stobie	1982	Stobie
1965	Frood-Stobie	1983	Garson
1966	Creighton	1984	Stobie
1967	Garson	1985	Frood
1968	Levack & Murray	1986	Frood
1969	Garson	1987	Garson
1970	Murray		& C.C. North
1971	Frood-Stobie	1988	Frood
1972	Kirkwood	1989	Frood
1973	C.C. North	1990	Garson
1974	C.C. North	1991	Little Stobie
1975	Kirkwood	1992	Little Stobie
1976	Crean Hill	1993	McCreedy West
1977	Crean Hill	1994	Garson
1978	C.C. South	1995	Little Stobie



Richard Lagrandeur



Ron Montpellier



Mike Lahaie



Tom Guthrie

## Easy access key to high-tech success

*continued from page 1*  
people to read and analyze data using familiar software. It's a good performance meas-



Reg Hibi uses a Foxboro DCS to monitor what takes place in electrowinning.

urement tool. The data is available in 'real-time' and people can see exactly where they stand at that moment."

For example, an operator at the anode casting wheel,

where molten copper is cast into anodes, will know the exact weight and thickness of each anode, seconds after it has been poured.

Operating the system effectively has meant establishing a hand-in-hand working relationship with all operating areas of the plant that require data — from the folks in process technology to the superintendent, he said.

"With information available on the network, the superintendent can sit in the office and monitor the process at any time," he said. "Before going out on the floor in the morning, he'll know exactly how much each

shift has produced and how much inventory was reduced the day before. It's a tool to help make educated process decisions.

"The feedback from the operators has been positive. People appreciate the ability to easily see what's happening."

On the other side of the plant, Reg's eyes dart from one computer screen to another as he monitors everything taking place in electrowinning on his Foxboro DCS to ensure the entire instrumentation system is working properly.

Like Alf, he functions as a process manager, doing any required new programming, drawing screens and graphics and updating the system wherever possible to improve

the overall performance.

"Everything is automated and available for viewing on the Local Area Network so people can see how things are functioning," he said. "This allows us to monitor and control the process from any personal computer on our network. The information should prove valuable for tracking trends and charting performance."

"Keeping our processes functioning properly is a to-



With the help of a Bailey DCS, Alf Doherty is able to monitor the casting and refining area of the Copper Refinery.

tal team effort," he said.

"I enjoy my work and the people here have demonstrated their trust in my ability to do it. It's a challenging job. I'm always learning in order to keep pace with changing technology."



# MAKING *Change*

## In-house ingenuity saves company cash

Sometimes the price is so right that passing it up would be wrong, no matter how tight the budget is.

When Stobie Mine mobile planner Rick Miron required a flatbed truck to get into areas where the regular vehicle — with its overhead boom — couldn't go, he decided against spending as much as \$120,000 for a new vehicle (without required modifications) and went for some in-house scavenging, expertise and improvisation.

The result?

A vehicle, perfect for Stobie's requirement, at the bargain-basement repair price of under \$20,000.

"We could never have afforded a new one, yet we needed it to move drills, compressors and other materials and equipment," said general foreman Al Epps.

Impressed with the way Divisional Shops had overhauled about 10 scissor trucks at under \$30,000 — less than half the cost of an outside contractor — they approached the shops about converting a scissor truck into a flatbed.

The Div Shops' 'scavenger patrol' — plater Pat Burns and planner supervisor Larry Bradley — prowled the salvage yards of Inco mines and discovered an old, beat-up scissor truck designated for the junkpile. The shops' scissor truck team and garage mechanics took a look and came up with the price. A few additional modifications would put Stobie's cost at under \$30,000.

Heavy duty mechanic Dan Wilcox worked on the transmission and other parts of the engine and instrumentation section. "It was pretty well seized up," he said. "It was a great project to be on. Something different."

Just seven months with Inco, Dan said if such work is a regular part of the job, he's going to love it at Inco.

Pat and fellow plater Alain Brisson and welder specialists Mike Levesque and Ken Hill worked on the conversion.

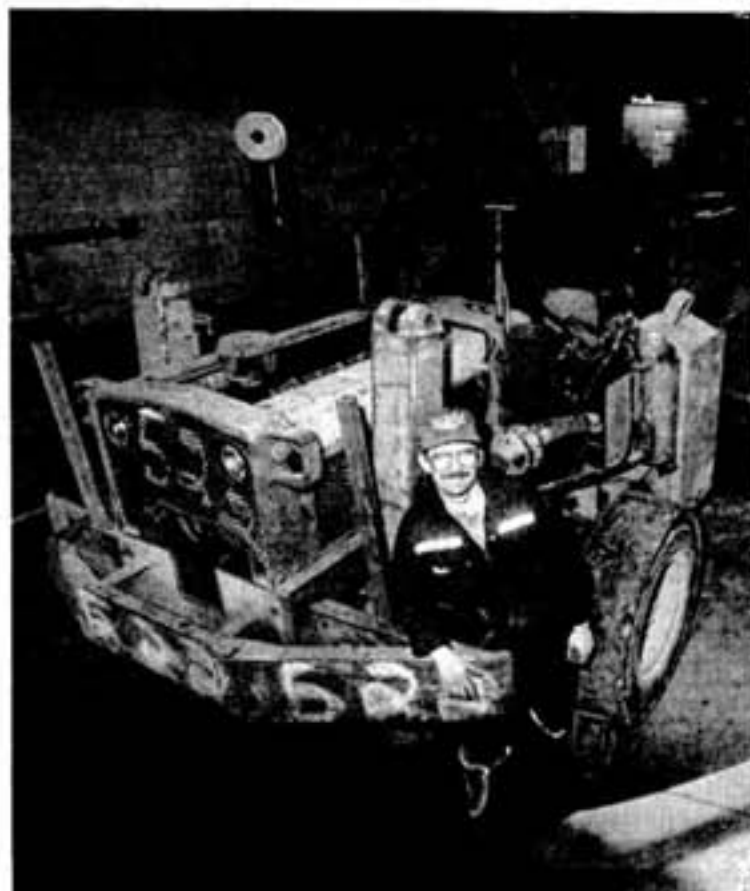
"It's the first time I've ever taken a scissor truck and made it into a flatbed. It was quite different from the work we usually do. It was a fill-in project, one we did whenever we had a little

time between regular work. It was in pretty rough shape when we first saw it, but we knew we could do it. We can do anything with steel," said Pat.

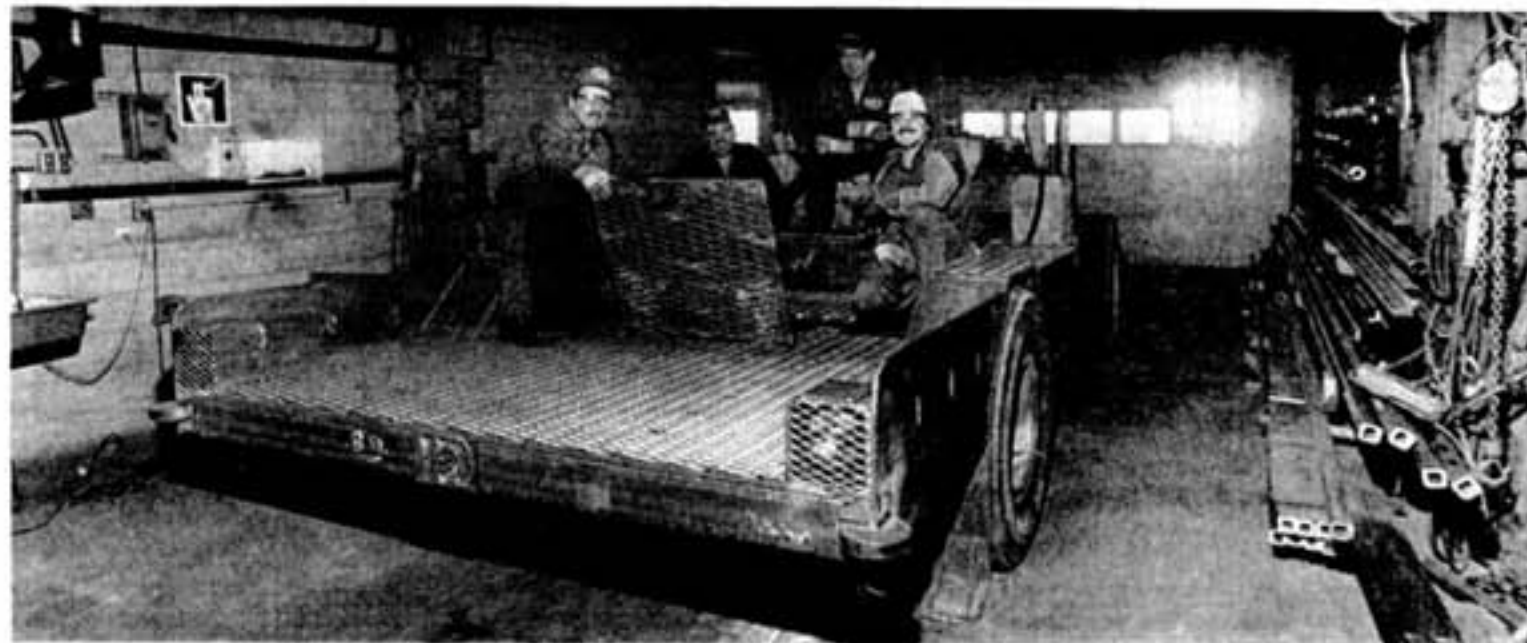
For Ken, it was a challenge. "It was a chance to do something different, to learn a few things. It was a nice change from the routine. I wouldn't mind a few more like this."



Larry Bradley examines the plate steel Divisional Shops logo at the back end of the flatbed truck.



Heavy duty mechanic Dan Wilcox worked on the transmission and other parts of the engine.



From left: Alain Brisson, Pat Burns, Mike Levesque and Ken Hill are proud of the job they did converting an old scissor truck to a flatbed.

## Inco sponsors student newspaper competition

Maybe coffee isn't all that bad for you after all.

According to students in Sudbury Secondary School's Writer's Craft class, copious amounts of coffee were consumed during production of their award-winning newsletter entitled *This Publication is NOT Caffeine Free*.

The eight-page newsletter, entirely written and designed by students, took top honors in a recent student newspaper competition hosted by The Sudbury Star and sponsored by Inco Limited.

"Sponsoring these types of events allows us to continue promoting the importance of education," said Public Affairs coordinator Aurel Courville, on hand to present the winning class with a plaque last month.

"Bringing newspapers into the classroom, as the Sudbury Star does with its Newspapers In Education program, encourages students to read and provides a source of information."

"This competition took the process one step further — encouraging them to write and use their creativity."



Public Affairs coordinator Aurel Courville presents a plaque of recognition to Dawn Vincent, editor of the winning Sudbury Secondary School newsletter and daughter of Copper Refinery electrician Leonard Vincent. Gathered for the event are the rest of the newsletter staff and Sudbury Star representative Wade Hynes, third from left.



# MAKING Change

## Refinery tackles massive procedure review

The folks at the Nickel Refinery realize that no one knows a job better than the person who performs it on a daily basis.

With that in mind they're going to the 'experts' for a review of all Standard Operating Procedures (SOPs) at the plant.

In an initiative launched last month, all refinery employees were asked to participate in a review of standard procedures for their workplace.

The idea originated with a Standard Procedures Review Team assembled to study the current state of procedures and develop a system of review. It found that many of the procedures had not been reviewed in the last year.

The team designed and distributed a four-page information pamphlet explaining the situation and seeking employee assistance.

"The need to maintain and follow standard procedures is a key platform in our safety plan for 1996," said refinery manager Al Cruthers. "One of our safety principles states that employee involvement is essential and it follows that the review of standard procedures belongs with the employees actually performing the work."

"A standard procedure must become recognized and accepted as the safe and efficient way to perform a job. Adherence to these procedures is a must. When we deviate from the standard we invite uncertainty and put safety at risk. This program will make the nickel refinery a safer place to work."

Each work group will review the standard procedures that apply to its particular work area. If changes are necessary, all shifts become involved and an agreement must be reached.

"If procedures are written wrong they're hard to follow correctly," said worker safety representative Shirley Brown. "Procedures have to reflect how the job is done today and the people doing the job are best suited to doing the review."

"In general, people realize they have the expertise. They don't want someone who has never done the job before to write the job procedures for them. The control should be in the hands of those doing the work. People want proper procedures so they go home as safe as they came in. To put that in the hands of someone else doesn't make sense."

The refinery has set an aggressive timetable for itself, targeting the end of the year as the date by which all pro-

cedures will be reviewed. The review team expects many will not need drastic changes while others could require extensive updating.

The long-term goal is to

have all procedures 'on-line' so employees can access and review procedures from in-plant computer terminals.

"I think this is a great idea and a necessary step for the

refinery to take," said training supervisor Rick Knapp. "There are hundreds of procedures and the Training department doesn't have the resources or knowledge to do all the updates and reviews properly."

"I could never write a procedure without an operator's input before. By the same token, if an operator needs help to write a procedure we'll help. These standard procedures will become our training tools."

NRC shift operator Marcel Gerard acknowledges the

enormous challenge ahead but said the review team went out of its way to make things as easy as possible.

"This is an ongoing process," he said. "It will never end because jobs are constantly changing and standard operating procedures will constantly change."

"But employees will not have to go looking for anything. We'll give them the procedures and all we ask is that they sit down as a group and review them. We'll do the legwork and they'll do the paperwork."



NRC shift operator Marcel Gerard reviews the Nickel Refinery's Procedure Review hand-out with NRC craneman Mike Roger.



NRC operator Larry Perih, left, and craneman Dave Bugg review standard operating procedures for their area.

## NEWS BRIEFS

### Tough job for judges

Ontario Division President Jim Ashcroft has been selected one of five judges in the search for The New Faces of Mining, an initiative of The Keep Mining In Canada campaign. Joining him on the judge's panel are Warren Holmes of Falconbridge, Professor John Meech from the University of British Columbia, Ron Parker of Homestake Canada and Howard Stockford of Aur Resources. Nominations have been pouring in from mining companies, suppliers and governments across Canada, including several from the Ontario Division.

### Mining the House

The latest Keep Mining In Canada Campaign Update newsletter reports that in a two-month period last fall, Members of Parliament (MPs) tabled 19 'good news' items about mining in the House of Commons - seven times in the last month. Not bad for an

industry that used to be ignored. If you have good news about your operation - particularly news about the use of technology, job creation and environmental protection - the folks at Keep Mining In Canada want to hear about it. Contact them at 1-800-263-MINE and they will prepare statements for MPs to use as they see fit.

### Calling all Garsonites

Organizers of the Garson-Falconbridge Secondary School 'Reunion '96' are looking for Inco employees, past and present, who may have had children attend the school or may have attended the school themselves. The reunion, scheduled for June 28 - 30, is the third since the school closed in 1986 and offers an opportunity for past students, teachers and staff to get together and reminisce about old times and old friends. For more information or to pre-register, write to: G.F.S.S. Homecoming '96, Box 173,

Garson, Ont., P3L 1S6.

### Making the ROUNDS\*

A team comprised of representatives from the Manitoba Division, Inco Marketing in Saddlebrook, New Jersey and the J. Roy Gordon Research Lab in Mississauga are looking for ways to reduce the cost of S ROUNDS\* and R ROUNDS\* electrolytic nickel production. The Manitoba Division is the only Inco location which produces this particular specialty plating product.

\* S ROUNDS and R ROUNDS are trademarks of the Inco family of companies.

### Employee Appreciation

The Sudbury and District Chamber of Commerce is accepting nominations for the Employee of the Year Award. This award will be presented to the person who has demonstrated an outstanding contribution to his or her employer's company during the past year. If you feel one of your employees is this person, sub-

mit your written nomination by April 8, 1996 to the Sudbury and District Chamber of Commerce by mail at 166 Douglas Street, Sudbury, Ont., P3E 1G1 or by fax at 673-2944.

### Award of Excellence

The Manitoba Division recently earned an Award of Excellence for Sustainable Development from the Manitoba Round Table on the Environment and the Economy. The win came in the 'Large Business' category and recognizes the Division's energy conservation activities and awareness of issues pertaining to the environment.

### The Inco classroom

Grade 7 students from across the Sudbury region will visit Inco during Job Shadowing Week at Inco April 22 to 26. On Wednesday, April 24, Grade 8 students from both school boards visit Inco for Career Day.



# Inco gives community a 'green' thumbs up



Mike Peters oversees Copper Cliff Public School students David Cooke, left, and Nicholas Shelswell as they put a finishing layer of sand on newly-planted wildflowers.

By Kathy Foisey

Inco's pioneering land reclamation efforts have garnered the company international praise and recognition over the years.

Today, with reclamation work continuing at a record pace, the company is lending its expertise and resources to help community organizations with their own greening efforts.

"We are returning stressed areas to the original land-

scape, helping to control erosion and creating an atmosphere that is pleasing to the eye," grounds supervisor Mike Peters says of Inco's highly successful program.

The benefits of our reclamation efforts are many, Mike adds.

"The wildlife population is rising, showing that nature is rebounding with a little bit of help from the community and Inco. We are taking on the responsibility of repairing the areas that have been destroyed

through the impact of mining and forestry operations in the past and helping others to do the same.

"The trees we grow in our underground and surface nurseries also help lower the carbon levels in the air, reducing the contribution to global warming - also known as the greenhouse effect."

St. Paul's School in Coniston, along with the Coniston Re-greening Improvement Group, have used Inco's knowledge to help launch a program where the school is growing seedlings in an empty classroom.

"Mike Peters worked with the children and showed them how to grow the seedlings," says school principal Jean Eaton. "It's our first venture of this kind and we have had a good success rate with the seedlings. Inco has donated not only the trees but also Mike's expertise."

Mrs. Eaton hopes to get the students out in the spring to plant the seedlings in the Coniston area.

College Boréal has an interesting relationship with Inco.

"The way the greenhouse operates is in two cycles," says Mike. "Between the months of January and May one crop of about 150,000 trees is grown and then between May and September another crop of about the same number is grown. The greenhouse is vacant September through Christmas."

During those vacant months, the greenhouse is used

by forestry students from College Boréal, who are waiting for their own growing facility to be built. "It was essential that we have access to a greenhouse to make the course of the quality we want," says forestry professor Marc Hebert.

Copper Cliff Public School

the Copper Cliff students as a corporate sponsor and a guiding hand.

"It's very exciting to see the wildflower seeds that have been planted by the children with Mike's help beginning to grow," says Mrs. Doucette.

For his part, Mike finds the



Ryan Newell, left, and Chris Martindale of Copper Cliff Public School don't mind getting their hands dirty planting wildflowers.

is developing a naturalization program for the schoolyard.

"Part of this program includes planting trees and growing flowers that will be transplanted in the spring" says kindergarten teacher Ruth Doucette. Inco is working with

program exciting as well.

"Through this program the students and community are learning why regreening is important and at the same time gaining knowledge and respect for the environment," he says.

## Inco safety standards stressed to contractors

By Kathy Foisey

You might as well blind-fold them and send them to wander around Inco property alone.

That's what it would be like if employees and contractors were not trained on safety policies and standards or the consequences of an unfamiliar environment, says Terry Gosselin.

"There are additional guidelines once you set foot on Inco property that need to be communicated clearly to everyone who works for Inco, including contractors and delivery people," says Terry, member of a Safety, Health and Environment team responsible for contractor orientation.

Terry and partner Doug Anderson deliver specific training sessions for contractors and delivery people at the orientation trailer in the parking lot beside the Central Gate.

"This program was developed in 1985 to satisfy the needs of the Sulphur Dioxide Abatement Project," says Doug. "Many contractors were hired for this project and the need to train them quickly and effectively was apparent."

Today, the contractor ori-

entation trailer continues its operations.

"The system is set up to respond to training needs as required and to ensure that all people coming onto Inco property have the divisional safety policy and are fully aware of the safety standards and conduct expected while on Inco property," says Doug. "Inco employees will also utilize this program, usually if someone is moving around in the plants and requires additional training."

Before anyone can sit through an orientation session they must have proof of Workplace Hazardous Materials Information System (WHMIS) training and be booked in through an established company or firm, Terry adds.

"Once the contractor has finished the first part of the process, either a general surface training session or a basic underground training session, they receive a picture pass with a six-digit identification number.

"Next, they must complete site-specific training for the areas in which they will be working. Upon completion, they receive a color-coded

sticker or stickers on the back of their pass in accordance with their training."

When the contractor or delivery person drives through any Inco security gate they must show their pass. If they don't have a pass, they don't get in.

"There is a zero tolerance policy when it comes to violations of the system," says Terry. "The penalty is termination from Inco and Inco property for anywhere from one year to life."

"The only exception to this rule is a person performing an emergency short-term repair. In this case the plant manager, or in his absence the plant superintendent, must sign a release form at the gate and the visitor must be escorted at all times by an authorized person."

A good communications system helps ensure the safety of all people on Inco property, explains Tom Gunn, services general foreman with Safety, Health and Environment.

"Communications are strong between all areas of Inco," Tom says, pointing to the company's personal access security system (PASS) as a good example.

"This system enables us to

track anyone who holds a pass, through the six-digit identification number. Those numbers are entered into a computer system and are accessible by the main gates, supervisors, plant protection officers and

safety foremen.

"It's an effective way of keeping a close eye on all people coming onto our property and ensuring they have been through all the necessary training."



Doug Anderson, left, and Terry Gosselin go through Inco's seven safety principles during an orientation class.



# Inco shares skills with Indonesian visitors

By April Lilley

Inco bid farewell to three Indonesian high-school teachers last month.

The company participated in an international training program over five months by providing three industrial placements in chemical engineering for Eny Hendriyati, Hari Hariyadi and Theresia Nurtanti of Indonesia.

Eny and Hari spent the full five months working and studying in Central Process Technology. Theresia joined them at the lab for her last month after spending the first four at the Water Treatment Plant.

The program was initiated by the Association of Canadian Community Colleges and the Indonesian government.

Cambrian College, selected

in legal sulphur analysis and using the atomic absorption spectrometer.

"They worked in various places," said Sue Dagostino, senior analyst with Central Process Technology. "Inco wanted to give them a good feel for everything, so they did many different jobs."

As teachers, the Indonesian visitors will share the information they gathered with each other and with students. The possibility exists, they said, that one of them might some day teach a future employee of Inco's Indonesian mining operation, P.T. Inco.

Each teacher is compiling information in a manual for use throughout the school system. "These manuals are the first step in strengthening and advancing Indonesia's technology," said Hari.

Pembangunan Yogyakarta, Hari teaches industrial chemistry at STM Negeri Bontang and Theresia teaches analytical chemistry at STM Analisis Bandung.

Indonesian and Canadian high schools are set up quite differently. The typical Indonesian high school student ranges in age from 16 to 19. As well, each school's curriculum is specific to a certain field of study.

The three schools represented at Inco were all technological high schools. Other fields of study in the Indonesian school system include tourism, economics, nursing and telecommunications.

The teachers expressed a great deal of satisfaction with their experience and agreed the technological high schools in Indonesia would benefit from the advanced technology, equipment and processes learned.

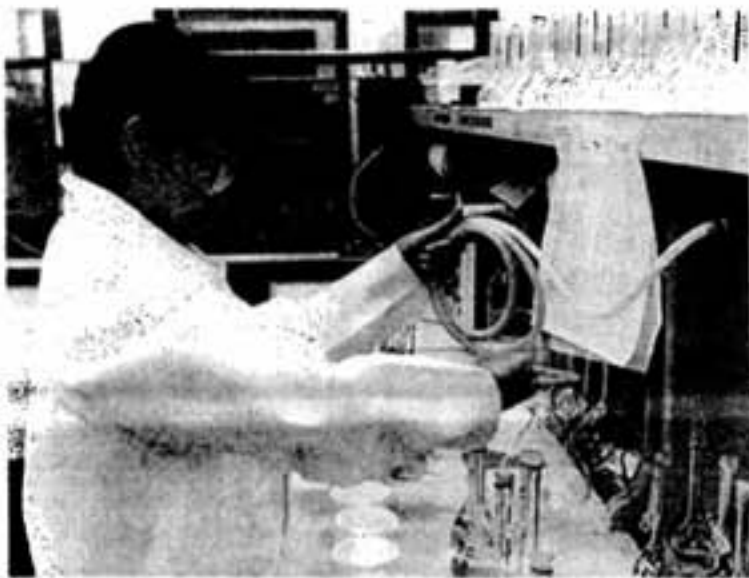
To qualify for this Canadian training program, interested teachers had to complete a series of tests administered by the Indonesian government. The testing process included courses in English, upgrading and training in technology and a health certificate.

"Waiting two years for the results of the testing was the hardest part," said Hari. "I was thrilled and honored when I got word I had been chosen."

Asked if they would like to come back to Sudbury they quickly answered yes - but in the summer. The snow, they said, was fun to see and touch but was too cold.



Bob O'Dalskey shows Eny Hendriyati how to use Inco's new atomic absorption spectrometer.



Eny Hendriyati practices the daily testing of samples from Clarabelle Mill.

to participate in this first-time training venture, played host to 12 teachers from various Indonesian high schools. The 12, including the three who came to Inco, were afforded learning opportunities through work placements in the community.

"This kind of project is ongoing," said Joan Becker of Cambrian. "We hope to facilitate this opportunity annually."

The Inco placements learned a little bit about many different processes including general analysis, preparing flasks for sample testing, weighing samples, assisting

"They offer hope to Indonesia's future in many, many ways," added Eny.

Bill Flora, analytical supervisor with Central Process Technology, said "the experience was mutually beneficial on a personal and academic level."

"The benefits for Inco were intangible things such as strengthening its partnership with Cambrian College," he said. "Inco employees also enjoyed the cultural exchange and friendships made."

All three teachers came from chemistry programs at different schools. Eny teaches industrial chemistry at STM



Sue Dagostino helps Hari Hariyadi set up the atomic absorption spectrometer.



Hari Hariyadi weighs daily samples on a computer-integrated scale.

## An underground education

The College Boréal Executive Team toured North Mine recently. Kneeling are tour guide Severo Zanatta; President Jean Watters; Executive Director of Community Services Jacques Michaud; and Executive Dean of Access and Development Albin LeBlanc. Standing from left are North Mine Superintendent Terry Van Kempen; Assistant to the President Renee Champagne; OPSEW Local 673 President Georges Boudreau; Community Services Coordinator Helene Fontaine; Executive Director of Administration and Finance Raymond Guindon; and Executive Secretary to the President Dianne Krucker.





# Sault Ski Runners capture Inco Cup title

**J**asmine Jessen was thinking of quitting competitive ski racing this year.

She's glad she stayed.

The 17-year-old North Bay racer realized a childhood dream last month, taking home the Top Female trophy for the 1996 Inco Cup Race Series.

"It felt excellent," she said. "Ever since I was a little kid I thought about winning this but never really believed it would happen. Even this year I didn't really expect to win but I knew I was among about four different racers in contention."

Jasmine's successful season on the Inco Cup circuit included a medal haul of one gold, five silver and two bronze. It was a rewarding experience for the four-year series veteran who is quick to acknowledge the importance skiers place on the Inco-sponsored event.

"For most of us, the Inco Cup races are the biggest races of the year," she said. "They provide great competition and are always well organized. The Inco Cup series provides the framework for a lot of skiers to move on. Without it, none of us would be where we are now. Among the racers, Inco Cup events are known as the best races and the most competitive."

Jasmine was joined in the winner's circle by teammate **Chris Ferron** - the top male on the circuit.

At 16, Chris is a four-year veteran of Inco Cup racing whose 1996 accomplishments included one gold, three silvers and two bronze. But winning Top Male honors is more about consistency than medals, he said.

"It's something to be proud of. It shows I've finished most of my races and finished consistently high. Even if you finish out of the medals the points still count."

Using a World Cup scoring system, the top 25 finishers in any Inco Cup race earn points.

"It's a great series," said Chris. "We go out and have fun at a sport we love and at the same time it's very competitive."

While North Bay took home top individual honors, the Inco Cup itself remained firmly in the grip of Sault Ste. Marie's Searchmont Ski Runners - team champions for a fifth consecutive year.

"I think a strong program at the lower levels such as Nancy Greene prepares us well for the Inco Cup," said Sault coach **Brian Mealey** when asked to explain his club's success. "We really feel the Inco Cup is very important. We try to ski well as individuals because skiing is an individual sport, but winning the team title is important and creating that sense of teamwork can only help these skiers later on."

Now in its 23rd year, the Inco Cup race series is the longest-running corporate-sponsored sporting event in North America - and Brian is among its biggest boosters.

"We live and die by it," he said. "Inco is synonymous with Northern Ontario skiing. There are so many kids who went through the Inco Cup and on to greater things. They all remember where they came from and the Inco Cup is a big part of that."

Brian's son **John**, a former Canadian champion and World Cup competitor, is among the list of luminaries who have used the Inco Cup as a springboard to greater competition. The list includes such noteworthy individuals as former world champion **Kate Pace** of North Bay, Olympic gold medalist **Kathy Kreiner** and sister **Laurie** of Timmins, and Sudbury's own **Scott Pink**, a former Canadian juvenile champion.

"John wore his Inco Cup toque when he was skiing World Cup," said Brian. "It really means something to them."

Today's crop of Inco Cup skiers aspire to the accomplishments of their predecessors.

**Tamara Collins**, 14, a member of the Timmins Ski Racers, competed in her second Canadian Juvenile Championships this year, finishing 17th in both the downhill and giant slalom. As a tune-up, she collected two golds, two silvers and a bronze while competing at all four Inco Cup stops this year.

"It's really a very good series," she said. "It provides a lot of experience for moving up to higher levels of competition and it's also a lot of fun. Skiing Inco Cup, as I have for three years, allows you to compare yourself to older, more experienced racers."



**Jeff Grieve**, senior environmental analyst with Copper Cliff Refineries and chair of the 1996 Inco Cup organizing committee, tallies race results atop the hill as they are radioed in from the finish line.



**Carissa Prosperl** edges teammate **Lara Dopson** at the finish line. Both compete for the Adanac-Laurentian Ski Club.



**Mark Orlando** of the Searchmont Ski Runners takes a tight track around this gate.



Under the watchful eye of a race marshal, **Teddy Walker** of the Searchmont Ski Runners, left, takes a lead on **Nick Grant** of the North Bay Ski Racers.





# or fifth consecutive year



David Galic (foreground) of the Adanac-Laurentian Ski Club and Chris Ferron of the North Bay Ski Racers are quick out of the gates in this dual slalom race.



Andrew Rutkowski of the Adanac-Laurentian Ski Club awaits the race start.



Chris Ferron and Jasmine Jessen of North Bay show off their trophies for top individual male and female skiers.



Pete Wight of the Searchmont Ski Runners lost an edge during his slalom race.



Michael Rodney, left, of the Adanac-Laurentian Ski Club and Trevor Tario of the Northern Ontario Division team wage a tight battle.



Gold, silver and bronze medallions awaited the victorious racers.

## Inco foreman takes top seat

The Inco Cup launching pad is helping send another participant to bigger and better things in the skiing world.

This time, however, the transition takes place in the boardroom, not on the slopes.

This spring Tom Tario, a safety foreman in Central Maintenance and volunteer fixture at Inco Cup races for several years, becomes Alpine Chair for the Northern Ontario Ski Division — one of just 16 Divisions across Canada. He will also sit on the board of directors for Alpine Ontario and represent Northern Ontario at Alpine Canada.

"It's an honor," he said. "There's a lot of work involved but I'm looking forward to it. I certainly have the backing of everyone in the Division so that makes me feel good."

Tom's job will entail the administration of the Northern Ontario Division Team, the daily financial running of the Division and ensuring programs are being operated properly by the people in charge. Through Alpine Ontario, he'll also be involved in formulating philosophy and protocol for skiing in the province.

"There's a lot going on in the ski business today and I'm excited to be involved in the provincial scene and to some extent the national scene," said Tom, whose involvement at the Division level began eight years ago when son Trevor began skiing.

Now 15 and a veteran Inco Cup racer, Trevor is a first-year member of the Division team, much to the delight of Tom and wife Pauline of Inco's Occupational Medicine department.

"Inco has been the longest running corporate sponsor of any sporting event in North America," said Tom. "Without its support our ability to develop young racers in Ontario is very reduced."

"The Inco Cup has drawn racers from right across Ontario and has always been paramount in developing young talent for the provincial and national teams. The Inco Cup series is a starting program for these athletes and most spend three or four years competing there before moving on."



Dear Inco,

Thanks so much for your continued sponsorship of the Inco Cup race series. As a coach and a former racer, I believe the benefits from the Inco series go far beyond ski racing. The Inco Cup series doesn't just develop ski racers, it develops young teenaged boys and girls into responsible young adults. With race stops all over the North, the athletes must keep up with their school work on their own. After a long hard day on the slopes that usually starts at about 6 a.m., the athletes return to their billets to prepare their skis and do the required school work in order to keep up with their fellow students. The athlete also learns critical life skills and learns to cope with unfamiliar situations due to their interaction with billet families and other competitors. This is an education in itself that can not be provided in a classroom. As a racer, I viewed the Inco Cup series as a way to develop my skiing skills to maximize my racing success. However, now that I'm an adult I fully realize how important the Inco Series was in my development as a person.

To all the people at Inco, I thank you sincerely for the opportunity.

Sincerely,  
Cory Fry  
Head Coach  
North Bay Ski Racing Club

Dear People of Inco,

I am from the North Bay Ski Racing Team. Thank you very much for sponsoring our races. The hats and medals were awesome. This is my second year racing in your races and I love it, so I am going to do it again next year. Without you we could not have a racing league. I hope you will sponsor us for a long time.

Your friend,  
Geoff Johnson

Dear Inco,

Thank you very much for all your financial support. Without your sponsorship I wouldn't be able to enjoy competitive ski racing. The Inco races have been a lot of fun and a great experience for me. You have been a loyal supporter for a long time and hopefully you will support us next year.

Sincerely,  
Owen Nicholl

Dear Inco,

Just a short note to let you know how much your interest and support in youth ski racing in Northern Ontario is greatly appreciated. I have been on the circuit for the past two years and the experiences I have had over these years are ones that will stay with me for a long time. Without your continual support, young talent in the North will not have the chance to shine.

Thank you very much for your ongoing support.

Yours in skiing,  
Jessica Fairhart

Dear Inco,

Thank you for your sponsorship. We appreciate the many things you do for us such as: the race series, the hats (really sharp this year), the banquet and more that I might have forgotten.

A friend in skiing,  
Martin Lepage

Dear Inco,

Thank you so much for holding your races. Without your sponsorship I don't think racing would be possible for Northern Ontario skiers. I have had some successful results in your race series and hope to for years to come.

Thanks again,  
Jasmine Jessen

Inco,

Thank you for sponsoring our ski racing. Without your support our success would not be possible. The hats are great this year! I am having a great year so far and hope to come back next season. I love ski racing and thanks to you I've reached some of my goals.

Thanks again.

Sincerely,  
Jessica Jessen



# LETTERS

TO THE EDITOR

Dear Inco Cup Organizers,

On behalf of the North Bay Ski Racing Team I would like to thank you for being a supporting organization to the sport of skiing. I personally have benefited from the competition provided through the Inco Cup races. Our entire team enjoys the banquet and it's great having the opportunity to socialize with the racers from other teams.

Thank you again.

Sincerely,  
Chris Ferron

Dear Inco Sponsors,

I would like to take this time to thank you for your sponsorship of the race series. As a member of the North Bay Ski Racing Club, I feel that myself and other members are very fortunate to have an Inco race series, to race in. The series allows us to go out of town to races where we have met and made friends. I hope that you will continue your support of ski racing so that all of the young racers coming up will be able to enjoy the Inco race series as much as I have. I would also like to thank you for the Inco hats that you always have for the racers and for the series end banquet.

Your Friend,  
Chuck Howard

Dear Inco,

Before starting to write this letter I thought of how to start to thank you. Then I realized that I was wearing an Inco Cup hat. If it wasn't for Inco I wouldn't have all of those great hats. Thank you so much for holding all of these great Inco race series and the banquet. If it wasn't for Inco holding all the Inco races, I wouldn't have any races this year. But now, because of you Inco, I will have four great races. Racing in the Inco Cup was a fun and enjoyable experience that I will never forget. There isn't another thing in the world I would rather be doing than ski racing. As a ski racer I have a number of goals. The higher level of ski racing that Inco offers makes it possible for me to accomplish all of my goals. I am really looking forward to the Sudbury Inco series and Inco banquet. The food at the Inco banquet is so exceptional. It is like a godsend to me. I feel that I am very fortunate to have such a superb sponsorship like you who goes out of their way to please other people. I could go on forever about how great you are but I have to pack for the Sudbury race so thank you again for sponsoring the Inco Cup race circuit.

Thanks Inco!

Sincerely,  
Dave Woltz



# 'Be Prepared' - Scout leaders abound at Inco



Terry Closs with a sketch of Scouting's founder Lord Baden-Powell.

Inco's volunteer Scouting leaders include from the left in the front Orlo Gregorini, Gregg Gavin, Lynne Descary, Roger Spencer, Denis Pelland, Ed Sagie, Doug Goodale, Ron Babin, Don Dodds, Don Champagne, Wayne Kosher, Terry Closs, Bill Tolvonen, Randy Hoop, Ron Carver, Dave Bryant, Kjeld Bech, Mike Lalonde, Rob Fleming, Russ Thom, Ken Hudson and Mike Peters. Missing from the photo are Joe Beynen, Rod Campbell, Kevin Cheff, Bruce Graham, Gilles Roy and Robert Simard.

By April Lilley

**M**ore than 10 per cent of Sudbury's 270 Scouting volunteers work at Inco.

"I was surprised when I realized how many Inco employees were involved in Scouting in the area," said Terry Closs, public relations representative for Scouts Canada, Sudbury District. With a district membership in excess of 1,050, Scouting offers a great way to broaden your friendship base, he said.

As a process operator at the Nickel Refinery, Terry doesn't meet a lot of people on the job. "I work with equipment, not people, so that need is filled through Scouting. I meet a lot of people there and sometimes I see them at work. Community involvement helps make our world seem a lot smaller and friendlier."

Terry was a youth member of Scouts for several years and became involved again during his son's second year in Beavers.

"Eight years ago, I went to my first Beaver Fun Day... a parents' field day," he said. "I couldn't believe someone in their 30s could have so much fun. The following fall I volunteered. My wife volunteered about four years later and my daughter is also involved with Venturers. Scouting really is a family affair."

Terry is just one of 28 Scout leaders at Inco.

The 1st Copper Cliff Cub Pack is led by Mike Lalonde, Cub Leader and electrician at Crean Hill Mine, and Mike Peters, Assistant Cub Leader and grounds supervisor in

Decommissioning and Reclamation with responsibility for the surface greenhouse and underground nursery where tree seedlings are grown for future planting.

Inco has donated 25,000 trees to the Sudbury District Boy Scouts and will continue to deliver between 12,000 and 15,000 for the next several years.

"Sudbury's Scouts are proud to be involved with Inco," said Mike Peters. "The Copper Cliff Cubs grow and plant between 2,000 and 3,000 trees on their own, above and beyond what the whole District plants. Each Cub grows 200 trees in the greenhouse and plants them on Inco property. They aren't all going to be environmentalists, but at least they will be aware."

Scouts Canada has flourished since 1908 by using the individual talents of volunteer leaders like Mike Lalonde, who shares his specialized experience and knowledge as an Inco electrician with his Copper Cliff Cub Pack.

"Inco also ben-

efits when their employees are involved in community programs like Scouts," said Ron Babin, training coordinator at the Smelter. Ron has held every position in Scouts from Vice-President to Cub Leader in the last 15 years and is currently Group Committee Chairman for the 4th Sudbury Scout Group.

"Over the years in Scouts, I have been trained to train adults and children alike. I have learned new techniques for reaching adults and I use them at work all the time. It has also heightened my tolerance level and helped me maintain a positive outlook on life."

"As well, the emergency procedures practiced at Inco are reinforced at Scouts. Scouts and Inco employees are trained and prepared for all possible emergency situations. In an emergency situation, Inco professionals should be confident that assistance from a Scout would be beneficial. They are trained in first aid and survival. They know how to do things most people don't even think of, like tying a knot securely and properly," he added.

Lynne Descary, Cub Leader at 1st Lively and a millwright in Divisional Shops, agrees there are mutual benefits in employing Scouting volunteers.

"I am trained at work to be aware of potential safety hazards and this skill is further developed working with Cubs," she said. "In Scouts I have learned how to do many things and this knowledge increases my efficiency and effectiveness at work."

Many people don't realize Scouting is a co-ed organization, yet there have been male and female members in Venturers (14 to 18 years) and Rovers (18 to 26 years) for a long time. And, many of the Beaver, Cub and Scout Packs are now following suit.

Lynne is just one of many women who work with Scouts in Sudbury. Her Cub Pack alone has three female members.

"When we moved out here (Lively) the Cub Pack was closing and my son wanted to join," said Lynne. "So I took on the responsibility and then I just fell in love with the kids."

Whether it is a co-ed Pack or not, the leaders all that Scouting provides young people with physical, mental, social and spiritual challenges. It teaches them a healthy set of values and develops their potential as community leaders.

Doug Goodale, chief mine geologist at North Mine, says "Scouting instills a set of values in young people and helps them grow. They are

generally better citizens and leaders and that benefits their communities as a whole." Currently, Doug is an Adviser for the 23rd Sudbury Rovers and District Chair of Water Activities.

Russ Thom is a programmer/analyst in Information Systems by day and an advisor, trainer and team member for the 1st Sudbury Rovers at night and on weekends.

"I'm pleased my son and daughter are both involved," he said. "It helps kids become comfortable with themselves. Scouting attracts leaders and develops leaders."

Edgar Sagie, an instructor in All Mines Training, got his start in Scouting 16 years ago by reactivating the 4th Sudbury Troop so his three boys could be involved.

"It's a great environment," he said. "Kids learn the importance of community service, have fun camping and develop life-long. I have made a lot of close friends through Scouting and some of them work at Inco."



Mike Peters



Russ Thom



Ed Sagie



Lynne Descary



Doug Goodale



Ron Babin



# Sports Sports Sports Sports Sports Sports Sports

## Curling the hottest ticket on ice at Inco



George Strong, a retired crane operator at Copper Cliff Mill, is a study in concentration at the Central Mills Bonspiel.



Stobie maintenance leader Roger Ranger eyes his intended target before releasing the rock at the Frood-Stobie-Little Stobie-Garson Bonspiel.



Guest curlers John Jeffries, Curtis MacDonald and Eric Rouselle (son of Locomotive Shop foreman Roger Rouselle) had some heavy sweeping ahead of them to help this rock reach its destination.



Noel Gaudette, a conductor in Transportation, and Don Ley, a boom truck operator at the Copper Refinery, needed a measurement to decide this one during the Central Mills Bonspiel.

When Doug McGhee attended the first Central Mills Curling Bonspiel in 1989 he was so impressed he donated a trophy to the event.

A pensioner who retired from Copper Cliff Mill in 1986, Doug died not long after but his legacy lives on in the annual 'spiel where winners take home the Doug McGhee Memorial Trophy – presented each year by his nephew South Mine development miner Bob McGhee.

In February, 112 curlers – the same number that participated the first time around – took to the Copper Cliff Curling Club ice to continue the tradition a seventh straight year.

In ensuing weeks the same scene played out across other areas of the Division as employees left the demands of the workplace behind for a weekend of throwing stones and sweeping the house.

Curling, it seems, is the winter sport of choice for a good number of employees as golf is in the summer and both events are often driven by an active volunteer employees' association.

"The Central Mills Employees' Association formed in 1984 with the original intent of holding an annual fall retirement party," said Ted Wilson, an instrument man at Clarabelle Mill and secretary on the association executive.

"The idea originated with Robert 'Tiny' Pilon – a tippie operator at Clarabelle until his retirement – who unfortunately passed away last year."

The association's activities grew from that single party to include such other annual events as bowling and, of course, curling.

"If we didn't hold it people would ask for it – that's how popular it is," said Ted. "The bonspiel is a social event as much as a sporting event. There are no barriers and no distinction between unit or staff, foremen or operators. Everyone is there to have a good time."

The same holds true in Transportation, where in March the annual curling bonspiel at the Coniston Curling Club attracted 64 participants or 16 teams.

While the Transportation event is not administered by a structured employees' association, it owes its success to that indomitable volunteer spirit nonetheless.

"It's an opportunity to get together and socialize and it's worked extremely well," said worker safety representative Dave Hartling, who together with Frank Thompson has organized the bonspiel four years running. "It's open to everyone and job titles are left at the workplace. It's a great day for us – a day to come



General foreman Al Sherlock and equipment operator Ken Rose used their best sweeping technique to take this rock out of the house at the Transportation Bonspiel.



Locomotive fitter Gino Schletroma's body may be sliding sideways, but his eyes remain fixed straight ahead on the stone sliding down the ice at the Coniston Curling Club during the Transportation Bonspiel.

together and curl, joke and laugh."

Perhaps the largest bonspiel of the season took place in March over three days at the Sudbury Curling Club. The Frood-Stobie-Little Stobie-Garson Employees' Association 'spiel attracted 34 rinks to an event designed to pit rinks of equal calibre against each other.

"The emphasis is on fun more than winning," said association president and Stobie Mine foreman Wayne Tonelli. "It is not only employees, but spouses, friends and even suppliers who get involved – people we deal with or work with every day. It's a very social atmosphere."

The association executive, comprised of volunteers from the hourly, unionized staff and non-union staff workforce, is also instrumental in holding golf tournaments, children's Christmas skating parties, dances and family days.

The same is true of the Copper Cliff Mines Employees' Association which this year welcomed 96 curlers to its bonspiel at the Sudbury Curling Club.

"For members it's a chance to get together, have a good time and meet new people," said organizer and executive member Archie Anderson, a South Mine garage mechanic. "There are a lot of new hires in the mines and this provides an opportunity for them to meet their co-workers."

"There aren't too many professional curlers out there so competition takes a back seat to socializing," he said. "I think it does everyone a lot of good. People can relax, be themselves and talk about things other than work."



North Mine electrician Red Gareau awaits delivery of the stone during the Copper Cliff Mines Bonspiel.



Mine clerk John Landry shows fine form releasing this stone during the Copper Cliff Mines Bonspiel.





## LESS WATT

The plant energy coordinators and their plant energy teams have proven again their commitment and efforts at increasing energy efficiency in all plants of the Ontario Division.

At the last bi-monthly Divisional energy meeting, the coordinators presented a review of 1995 plant energy achievements along with 1996 objectives and plans.

The quality of the presentations, the milestones achieved last year and the objectives for the future are truly impressive. It is this type of commitment, effort and teamwork that inspires all of us to become more energy-efficient.

The Ontario Division's excellence in energy management was recognized last year with the Energy Innovators Award – presented to the Division by Anne McLellan, Minister of Natural Resources Canada.

The success of the energy coordinators and plant teams is dependent on everyone being knowledgeable and doing their part. To this end, the Energy Awareness Program remains a key to the Division becoming energy-efficient. A greater understanding of energy, and integrating energy efficiency habits into all activities on and off the job, reduces energy

## Everyone plays role in cutting energy bill

waste and cost.

An energy presentation is now included in the new employee indoctrination program. To date, eight groups of new employees have received this presentation which is also available to all plants and mines.

To schedule a presentation or to receive a copy of the overheads and script, call **Andy Lemay** at 682-8993.

Additional information on energy projects or the minutes of energy coordinators' meetings are available on E-Mail or from plant energy coordinators.

There are three different areas to access energy information on E-Mail.

1) Go to **Conferences**, then to **Energy Reports** for a file containing the energy coordinators meeting minutes, consultant reports and an Ontario Hydro activity report.

2) Go to **Conferences**, then to **Energy Projects** for a file containing monitoring and targeting project minutes.

3) Go to **Bulletin Board**, then to **Energy Report** to access the monthly power billing report from Louis Lee of the Power department.



## INCOME ideas

by Susan LeMay, CMA

## Investing and reinvesting

All of us make investment decisions based on our risk preferences. Is a safe guaranteed interest income the most comfortable? What about mutual funds? They are supposed to be a good place to invest your money over the longer term. These questions come out of a conversation with a stockbroker about understanding mutual funds and more particularly dividend reinvestment.

### What are you buying?

When you invest in mutual funds you are buying units of the fund. I'd like to look at an equity mutual fund (that is one that holds shares in publicly traded companies).

The cost of a unit in the fund changes from week to week, in fact, from day to day. The cost is determined by taking the market value of all the shares the fund holds in various companies on a particular day, adding up the values and dividing by the number of mutual fund units that are already in the fund.

This tells the fund manager at what rate to sell new units in the fund. It also tells fund owners how much they would receive if they sold their shares on the day the calculation was done.

It is easy to see how the value of the fund units change as the price of the stocks it holds change. A decline in the price of stocks held in the fund will trigger a fall in the unit price of the fund.

### Mutual fund dividends

Some funds pay dividends, quarterly or annually. What the fund managers do at the end of the period is total up all the dividends they have received, as well as the capital gains and losses they have realized from the sale of shares over the period, and they share these out among the fund investors in proportion to the number of units each holds.

### Dividend reinvestment

So what do you do with these dividends? I never see mine. I use them to purchase more units of the mutual fund. This is dividend reinvestment. This means that I get more units and next year I get more dividends, and so on.

Here's an example:

<i>At Purchase</i>	
Market value/Cost of investment	\$4,000
Value/Cost per unit	\$ 9.55
Number of units	410 (rounded)

After five years of purchasing additional units with my dividends:

<i>Five Years Later</i>	
Market Value	\$6,450
Value per unit	\$ 8.60
Number of units	750 (rounded)

### What's the profit?

If you checked the financial pages of the newspaper to see how my investment was doing, you might ask me why I had bought such a poorly performing mutual fund. The price quoted in the paper will be \$8.60. It says nothing about how many units I've purchased with my dividends.

A good comparison would be to imagine I had purchased a Guaranteed Investment Certificate (GIC) paying six per cent per year and that I had reinvested that interest every year as well.

At the end of five years I would have \$5,674, or \$775 less than my mutual fund value. Right now, six per cent is a pretty good return on a GIC.

Two things to remember here. First, this example works only if you do not require the income from your investment. Your investments and your analysis would be very different if you were spending the income. Second, there is more risk with the mutual fund and you need to know what to look for. Reading the quotations every day in the paper won't tell you how you are doing, but the statements from the mutual fund will. It requires more work and there is more risk, but dividend reinvestment in mutual funds can work for you.



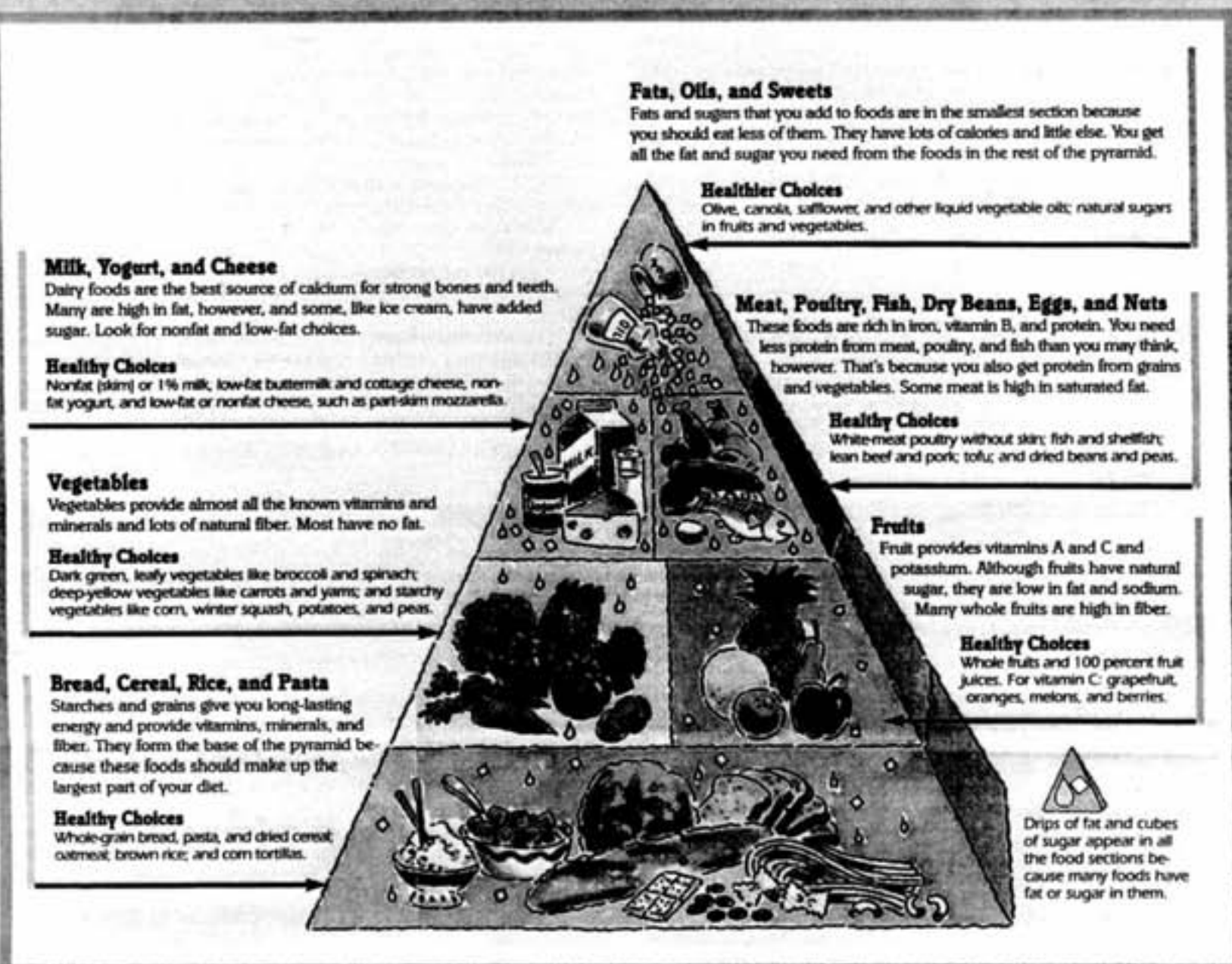
# FVH

## FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Sheila Orlando

# Healthy diets include a variety of foods



The Food Pyramid artwork is the property of:

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The food pyramid is a model for a healthy diet.

The larger the section of the pyramid, the more of these foods you should eat. The smaller the section of the pyramid, the fewer of these foods you should eat. Foods at the top of the pyramid should be used sparingly.

Healthy meals include at least three different kinds of food. This means you should aim for choices from three food groups at breakfast and four food groups at both lunch and supper.

### Tips for using food pyramid

- Eat five fruits and vegetables every day. Plan at least one serving at each meal.
- Check nutrition labels for hidden fats, salt and sugars and choose products that are lowest in all of them.
- Cut down on added fat in cooking. Your diet should include no more than 30 per cent of total calories from fat.
- Eat fewer sweets and eat fried foods less often. If you have a high-fat food at one meal, balance your diet by eating low-fat foods at other meals.

### Tips for reducing fats in your diet

- Use herbs or butter substitutes on vegetables and low-fat or non-fat dressings on salads.
- Try cooking sprays instead of butter, margarine or oil.
- Use non-fat salad dressings and fruit spreads instead of butter or margarine on toast and pancakes.
- Buy lean meat and trim off all visible fat before cooking. Remove skin from poultry and fish.

- Choose low-fat dairy products, such as one per cent or skim milk.

- Request extras 'on the side' so you can control the amount used, such as salad dressing, gravies and sour cream.

- Watch out for 'diet plates' - they're often not what they seem.

- Order pasta without cream-based sauces. A spicy tomato sauce or pasta with fresh vegetables is a good choice.

- Finish the meal with fresh fruit or sherbet or order a piece of cake and share it with your friends.

### Salad bar choices - 'Dare to Compare'

Three cups mixed greens, 1/4 cup cucumber, two tablespoons grated carrots, 1/4 cup stalk celery, one radish, two mushrooms, three cherry tomatoes, 1/4 cup chick peas, one hard-boiled egg and two tablespoons calorie-reduced salad dressing.

Total calories	227
Total calories from fat	99

Now just add . . .

Three tablespoons grated cheese, two tablespoons black olives, one tablespoon bacon bits, 1/4 cup potato salad, 1/4 cup marinated vegetables, 1/4 cup coleslaw, four tablespoons blue cheese dressing.

Total calories	900
Total calories from fat	648

Grated cheese, nuts and seeds, bacon bits, marinated vegetables and salads with mayonnaise add fats and calories to your salad . . . choose with care!



# LET'S TALK SAFETY

with Ron Rafuse

## Safety training must be applied every day

The long, hard winter is drawing to a close and people are starting to think about spring and summer activities.

With nice weather occurring more often, snowmobilers and ice fishermen are getting in their final runs at the sport. The sun in its warmth feels good and we enjoy being outside.

The sun is also having an effect on nature – snow starts to melt and get heavy, exposed rocks and ground around lakes and river shores heat up and melt ice. Ice itself starts to thaw and lose its strength and with the added weight of heavy snow it causes water to come up over the ice to further deteriorate it.

Each year we hear stories of adults and small children who slip into water and drown around the shores of rivers and streams.

Please take the time to educate your children on the dangers of playing around these areas and how quickly hypothermia can set in with cold water. It is all a matter of training our children and ourselves how to play safely and have good recreational safety.

At Inco we also believe that: **Training employees to work safely is essential.**

This is why the sixth of our seven safety principles is so important. Every person needs to be properly trained in working safely.

How is this training done?

It is done by setting standards, rules and procedures and then communicating these to employees. It is done by providing training programs for each task a person is to perform.

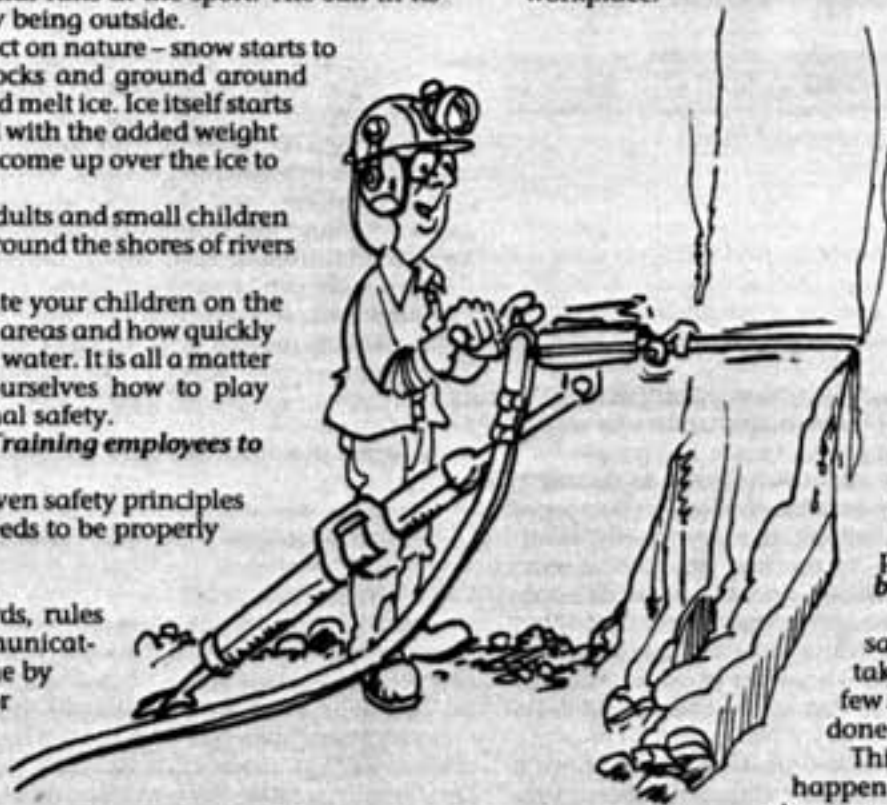
We have procedures in place to ensure equipment and tools are inspected prior to use.

Training is done on the use and care of protective equipment. The list of training goes on and on in all areas of our day-to-day work and activities.

All the training to know how to work safely will have little impact unless it becomes a personal experience and we apply it to our lives every day, all day – both at work and home.

Training to work safely starts to become proactive when each of us sets high personal standards for safety, develops a personal commitment to safety and sets safety goals.

Then, as we expand this knowledge of safety training and our personal commitment to caring for our fellow employees grows, we begin developing a team approach to safety in the workplace.



When we care about and value each other's safety, we help establish a dedicated, committed safety team in the workplace which is trained and knows how to work safely each and every day.

In each office and in many areas in plants, the seven safety principles are posted. In February, a safety scale poster was also posted that places this month's safety article in perspective.

The scale graphically illustrates how it takes each of us knowing what to do to work safely and making safety a personal commitment, then a team commitment, to eliminate injuries in the workplace.

This is the approach to achieving principle number one: **All injuries can be prevented.**

Once we are properly trained to work safely, there is a final step that needs to take place. That is where you stop for a few seconds just before an act or activity is done and ask yourself 'what if?'

This is simply asking yourself what can happen to me, where can I get injured, or where can someone else get injured because of my actions? This applies both on and off the job.

A good example of 'what if' thinking (and an opportunity to practice) occurs when the traffic light turns green. As a driver, you look in both directions before proceeding – but if the car coming does not stop are you mentally prepared with a quick action plan?

We need to practice this approach and train our family members to do the same.

Next month we will discuss the last of the seven safety principles: **Prevention of personal injuries and incidents is good business.**

Ron Rafuse is superintendent of Safety in the Ontario Division

# Port Colborne

## Equipment move goes down smooth

Handle with care.

In February, a team of Port Colborne Refinery employees did just that when they assisted the firm, Fison, in moving the 3410 Inductively Coupled Plasma Instrument (ICP) from the Cobalt to the Precious Metals Refinery (PMR) lab. The Toronto-based Fison also provided the cushioned-ride truck for the ICP's transport.

The team, which assisted in the overall project, included employees from the mechanical, instrumentation, analytical services and electrical groups.

And their expertise was invaluable given the delicate nature of the task.

Not only did the move go well, the ICP fit in its new PMR location as easily as if the area was custom-designed to hold it. In addition, the move only took one day, which was facilitated by the advance moving of some PMR lab equipment.

The ICP, which is used for metals analysis, now gives lab employees greater ability to back up equipment. The move was made to make room for new equipment in the Cobalt lab.

Special thanks go to John Agnew, Arn Craddock, Al Glaab, Emile Holmes, Frank Igericic, Jim Orosz, Frank Peichl, Dave Rusenstrom, Gary Sargus and Bob Varden for a job well done.

In February, refinery employees were encouraged to take part in the Safety Department's slogan contest. The contest, featured through Safety Smart Magazine, invites employees to come up with a slogan for a featured safety cartoon.

The winner receives a T-shirt and is eligible for a plant draw for two theatre or two sporting tickets. The ticket draw will be held at the end of December. Entries will also be forwarded to Safety Smart Magazine.

In other news, employees enjoyed giving each other many well-deserved pats on the back this winter after their highly successful ISO compliance audit which took place in February.

The refinery passed with flying colors and those who helped on the audit team admit it was a lot of work but say they also found it to be a valuable learning experience and very rewarding.

Special thanks are extended to everyone who helped, particularly: Ray Alexander, Maria Bellantino, Larry Foster, Al Glaab, Peter Hymen, Howard Niece, Mark Pataran, Richard Pengelly, Doug Schweyer, Jim Suess, Lynda Turton and Bob Varden.

Finally, refinery employees are taking a turn in a healthy direction thanks to a number of programs offered by occupational health nurse Sheila Orlando.

At the moment, eight employees are involved in the Patch Plus smoking cessation program and this month Sheila invited a public health nurse to come to the plant and present several 'Workplace Wellness Workshops'.

She also hopes to round up enough interest to offer some first aid courses. So don't worry, be healthy!



I heard it down at . . .



# The Dry

by Jerry Rogers

Take a walk on the 2600-foot level of North Mine and you'll discover the cultural change new super Terry Van Kempen likes to talk about.

Terry, who is just into his fifth stint at North Mine since joining the company in the early 1970s, is trying to create a workplace where it's alright to challenge the traditional ways of mining.

"I don't know as much about the in-the-hole drill as the driller and I'm quite comfortable with that," he says. "We have to question the way we run our business today. One person can't run a mine. It takes 270 people."

There is a tangible pride and sense of teamwork at North Mine that is understandable considering its noble pedigree. Though it wasn't developed and brought into production until the mid-1960s, and then briefly, North Mine has a rich history. It harkens back to the first full-scale mining operation in the Sudbury district in 1886, the long-since abandoned Copper Cliff Mine that also exploited the orebody known as the Copper Cliff offset.

From 1984, when it re-opened, until 1994, North Mine was the company's research mine. In that decade, it recorded a number of firsts. The first automatic skip, the first automatic cage, the first with a broadband video system to run tele-robotics.

For collectors of political trivia, it is the only Canadian mine to have a Prime Minister mine its ore, as Jean Chrétien did with a remote control scooptram from the Garson Arena in 1994.

For the moment, Terry and mine foreman Bill Narasnek point to the 10-man development crew on the 2600 level as a prime example of how to do it right the first time. In fact, city fathers could learn something about roadbuilding from the crew since the 2600 roadway down to 2700 is smooth enough you can drive a car on it.

"I'd stack up the quality of the drifts and roadway against anybody in the Division, except Little Stobie," Terry enthuses. "It shows up not only in safety but in production and costs. The long-term teamwork atmosphere is much more satisfying. It's all part of ownership."

Bill, who retires at the end of March after spending almost 20 of his 30 years service at North Mine, goes even further, stating that their development work is one of the best examples of development mining anywhere in the world.

Out at the face, production miner Gilbert Belanger says there's really strong communication among the crew. For the past year-and-a-half, they have been getting the area ready for late 1997 production that will provide up to 10 years of mining. In the course of a day, Gilbert and other crew members will bolt, screen, drill, blast and muck out the drift, advancing the work by another 12 feet daily.

"They're really a good bunch of guys. We don't leave the place in a mess for the next guy. We leave it in good shape."

With the challenges in mining today, Al Richer is happy just to meet his personal goals each day. But then Al, who has spent the last 12 of his 26 Inco years at North Mine, wouldn't have it any other way.

"Because I've been a production miner all my life. That's what I like and choose to be," says Al, running the scooptram on this particular day.

By the time you read this, Bill will have retired. A fitness buff who daily walked to surface from the manway off 2600, he takes with him a world of memories and warm feelings about the mine.

"North Mine has always been a mine with a friendly, open atmosphere," says the holder of the Trans-Canada Canada cycling record of 13 days, nine hours and six minutes set in 1991. "The kind of rivalry that you see in some businesses, the animosity between departments, was just never there. There was just a great, all-round commitment by everybody."

## Walter Light on leadership

When he died suddenly of a heart attack in late February at the age of 73, Walter F. Light was eulogized as a tireless promoter of research and development who had vaulted Northern Telecom into the computer age.

A long-time director on the board of Inco Limited, Mr. Light was also a shrewd student of the management and leadership skills Canadian business needs to prosper in a competitive world. Over dinner one evening when the board visited the Ontario Division in the fall of 1990, he shared some of the insights gained in a career that had taken him from the mining town of Cobalt to Queen's University, the air force in the Second World War, Bell Canada and finally to Northern Electric, as Northern Telecom was then called.

He got to implement his vision that Northern Telecom become a technology leader and player in new markets when he became the company's president in 1974. He retired in 1985 as chairman and NorTel today is Canada's largest global telecommunications equipment manufacturer.

He offered a number of tantalizing thoughts that night at Science North that are as fresh, simple and sensible today as they were almost six years ago.

He was a great believer in hiring the best people with the right talents to

# Learning lessons on North Mine's 2600-foot level

get the job done and then challenging them to consider what they had to do personally to make the job better than it is.

"Remember," he said, "that you can't get people to innovate before you conceptualize. Arrange the work so that the conceptualizing is well advanced and then start innovating."

Mr. Light, who brought a special understanding of the importance of both technology and marketing to Canadian business at a time when it was not fashionable, liked to keep things simple. Even the most complex technical developments can be explained simply, he reasoned. If employees can understand difficult objectives, they can be achieved.

He also offered two acronyms to simplify communication: GOYA (Get Off Your Ass!) and CIAC (Cripes, I Am Confused).

## Mining automation: the competitive edge

Bar none, Inco is the world leader in mining automation.

So says, with some reluctance, John Chadwick, the editorial director and associate publisher of the British mining journals, Mining Magazine and Geodrilling International.

A mining engineer by profession, the 44-year-old Londoner has seen every major mining company in the world in a publishing career that dates to 1979. He's travelled extensively wherever mines make a living today, from Russia to the American West, from Chile to Australia.

In Sudbury this month to write articles on the Victor advanced exploration project, mining automation at Stobie and the exciting progress of our new McCreedy East Mine, the burly and affable Chadwick left convinced that Inco is on the right track with automation as the means to remain globally competitive.

"Inco's more advanced than anybody else and Inco's looking at all the right things. Some people in mining are going for automation that's way too advanced. Inco's looking at the more appropriate type of drudge work such as the tramming side of load, haul, dump, for instance, where it's very easy and sensible to automate."

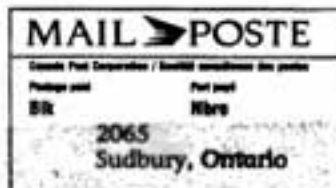
He knows of what he speaks. He recently travelled to Codelco in Chile, LKAB in Kiruna, Sweden and this month wrote about Australia's McArthur Mine, the world's newest zinc/lead producer and a leader in mine automation and metallurgy.

"I would say that Inco is further advanced than anybody I've seen."

While here, he gleaned further insights into the future of automation from Mines Research manager Greg Baiden, superintendent of mines automation and robotics Peter Golde, and from Dr. Nick Vagenas, head of Laurentian's respected mines automation laboratory (LUMAL) who talked about the future of automation and LUMAL's collaboration with Inco. He also had sessions with Don Gibson, McCreedy East superintendent, field exploration's Hannu Virtanen and Ontario Division president Jim Ashcroft.

"Automation is very important for the future efficiency and economic progress of the industrialized mining nations like Canada and Australia. It's also of great importance in safety," he says. "An interesting example is what Codelco is looking at doing in Chile where a whole level of its mine El Teniente has run into tremendous rockburst problems. They've spent a lot of money trying to solve the problem. And now they want to run that level as a manless operation."

"There, it is not safety and efficiency but really the survival of that entire level. It can't be mined any other way than through automation."



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