



Did 'The Boss' himself turn up at this year's Quarter Century party? To find out for sure see the coverage on pages 8 to 13.

INCO Triangle

Special 20-page Issue

Printed on Recycled Paper

June 1996

Ontario Division

Vol. 55, No.5

McCreedy East into commercial production

There were plenty of smiles at McCreedy East April 1 — and it had nothing to do with practical jokes.

On a day known more for hijinks than historical achievements, the much-heralded project 30 miles west of Sudbury reached its most significant milestone to date with its first commercial ore production after years of planning and development.

A cornerstone of Inco's future mining plans in Sudbury, McCreedy East is currently producing at 600 tons per day (tpd) from the high-grade nickel Main Orebody. That production will double by September and reach a high of 1,800 tpd in December, 1997.

The 153 orebody, which is located 2,500 feet west of the Main Orebody, is currently under development with initial commercial production of 100 tpd expected by November. Production from the narrow vein high-grade copper 153 orebody will continue to ramp upwards, reaching full production of 1,200 tpd by late 1999 or early 2000.

At full production, combined tonnages from both orebodies will be 3,000 tpd. The mine is expected to operate for 17 years.

"Essentially we're halfway complete and starting chapter two," said development coordinator Rick Godin. "The Main Orebody is in produc-

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Going for gold in Atlanta

It takes 10.18 seconds to reach the finish line.

It takes 24 years to reach the starting line."

— Inco Olympics ad for Robert Esmie.



Olympic hopeful Robert Esmie trains on the Laurentian University track before the Canadian qualifying meet in Montreal last weekend.

Sudbury sprinter Robert Esmie and Inco Limited are teaming up in pursuit of Olympic gold this summer.

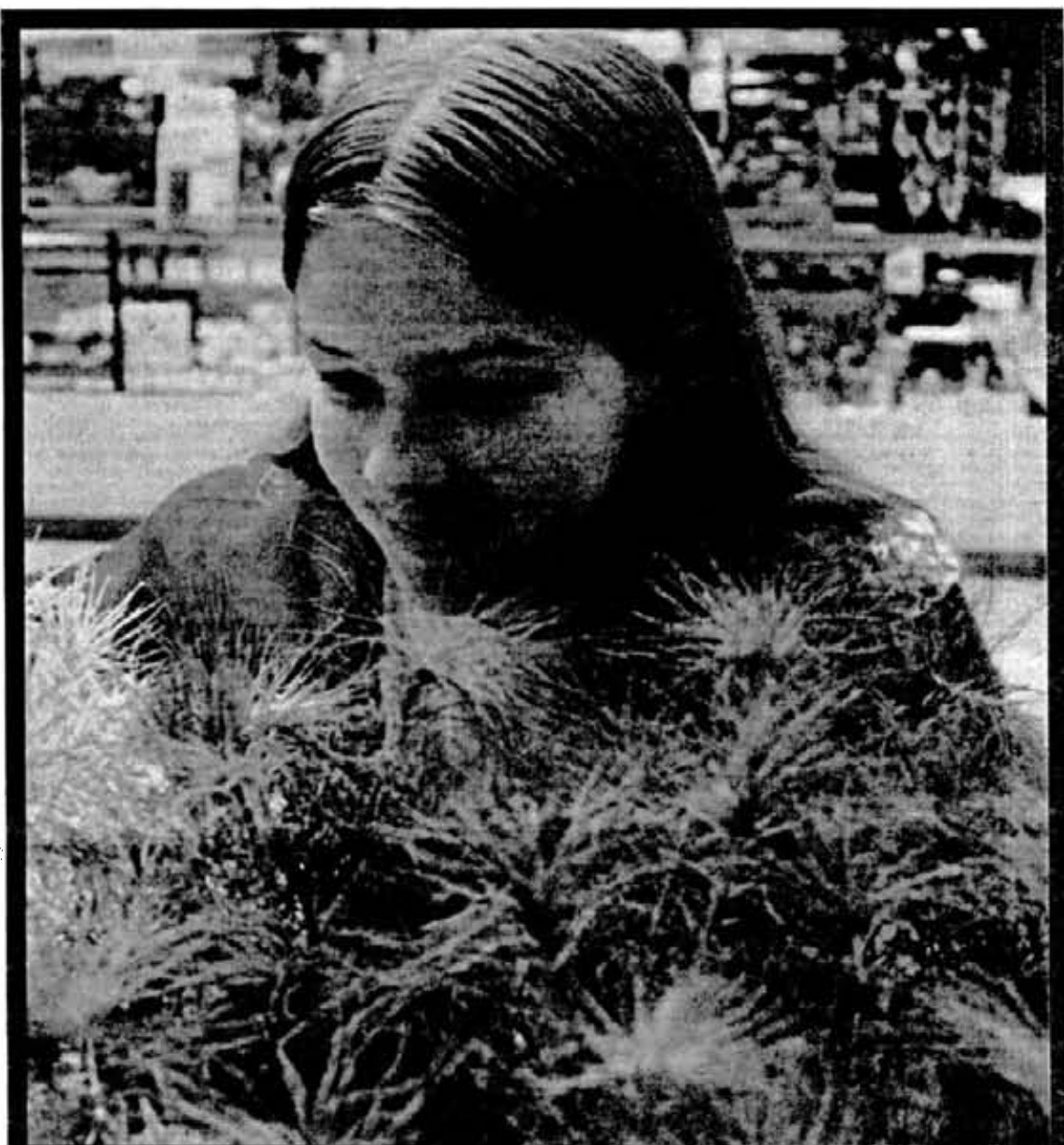
With the support of Inco, Robert, whose father was an Inco production miner, was off to Montreal last weekend for the Canadian Olympic qualifying trials.

One of Canada's top sprinters and a member of the 4 x 100 relay team that captured the world championship last year in Sweden, Robert was set to enter the 100 and 200-metre events.

"I feel great and I'm hoping to get to 10.0 before Atlanta," he said from Montreal. "My priority is to make the team. I'm feeling really confident."

That he has the backing of Inco and other Sudbury sponsors makes the road to Atlanta a lot smoother.

"Knowing that my dad worked for Inco, it means a lot to me to have Inco sponsor me," he said. His late father Joslyn Esmie worked for Inco as a miner at North Mine until



Twelve-year-old Tina Trotter admires a tray of tree seedlings before taking one home to plant during Sudbury Mining Week festivities last month. More than 2,000 seedlings, grown underground at Creighton Mine, were handed out at a mall display at the New Sudbury Centre. For more information on Mining Week activities see the story and photos on pages 6 and 7.

going on pension in 1986. "Inco sponsorship means trust, hard work, excellence. It means No. 1. Inco is No. 1 in the world. It means rising to the top."

Jerry Rogers, manager of Public Affairs in Sudbury, said Inco was pleased to help support Robert's Olympic ambitions.

"Running in the Olympic Games has been Robert's passion for years. He's had to make a lot of personal sacrifices to represent Canada and he's become a fine ambassador for the sport and for Northern Ontario. We're proud to be part of his Olympic dream."

In early June, the Jamaica-born runner tied his personal best in the 100 metres by clocking 10.18 seconds to score an upset win against American runners at a meet in Colorado. His time is the second fastest in

Canada this year, second only to current world champion, Donovan Bailey.

The chance to compete in Atlanta caps a dream born in Sudbury a decade ago and comes after a tough winter that saw the young sprinter struggle to overcome physical problems arising from a car accident in Toronto in January.

He was on the way to the Hamilton Indoor Games when another driver cut him off and he lost control on the snow-covered freeway. While he didn't break any bones, he spent much of the winter in physiotherapy, getting his slim, 145-pound body back into competitive shape. He spent several months in Amsterdam at a world class training facility under the tutelage of renowned coach Henk Kraaijenhof.

Back in Sudbury, he finally

moved out of his mother's house into a small, memorabilia-filled apartment. But he still goes home often for her spicy, Jamaican-style jerk chicken. And she remains his biggest fan, cheering him on in Montreal.

After the Olympic trials, he's off to Europe, tuning up at a few races before the big event in Atlanta.

A premier event will be the 4 x 100 relay showdown between the Canadians and the strong American team. Robert, who turns 24 during the Olympics next month and will still be the youngest sprinter on the team, runs the opening leg.

"It's going to take discipline from all four of us. I know I'll be on a world-record pace," he said. "But if we do well on our exchanges (of the baton) we should be able to get a medal no matter what."

'Have a safe and happy summer'

Inco gift spurs Special Needs campaign

Inco Limited President Scott Hand reached back into the works of a 19th century American writer to describe his feelings about Cambrian College's Special Needs Regional Resource Centre.

Making his first major donation in Sudbury, Mr. Hand recently compared the untapped resources within people to the potential captured in poetry by Emily Dickinson.

Mr. Hand quoted from the gifted poet:

*'We never know how high we are,
Til we are called to rise
And then,
if we are true to plan,
Our statures touch the skies.'*

Mr. Hand told about 150 people at the news conference that the special needs centre to which Inco was donating \$250,000 has a particular appeal to Inco. "It's different. It's innovative. It has strong social values. It helps people become self-reliant."

Mr. Hand, who was joined by Cambrian President Glenn Crombie and Leo Gerard, Chair of the Unleash the Potential Campaign and International Secretary/Treasurer for the Steelworkers, said the donation marks yet another milestone in Inco and Cambrian's rich and long partnership.

"We have much in common. Just as we try to create an environment where all our employees can realize their full potential, Cambrian, too, has created a reputation as an educator helping people discover their own uniqueness," he said, before touring the new building at Cambrian. "In focusing on the education and training needs of people with learning and physical disabilities, the leaders among you are giving new meaning to — and expanding the role of — education today."

Inco's donation, the largest in a \$3 million campaign attracting \$2.2 million so far from the public, goes to a



With a glimmering stainless steel cheque behind them, Inco President Scott Hand is thanked by Campaign Chair Leo Gerard and Cambrian President Glenn Crombie.

centre for an estimated 1,200 people with differing abilities. The centre will provide special-

"I'm an Inco boy, a Sudbury boy," he said in an interview. "And the fact that Inco

LEO GERARD ON BEING CAMPAIGN CHAIR

"The thing that touched me the most was I have two daughters who both have a slight learning challenge. And I know how difficult it has been for them to find the accommodations they need because not everybody learns in the same way. So, knowing their strong efforts, and the commitment of the Cambrian staff and the commitment of Glenn Crombie to this project, to this success, I wanted to be part of that team."

ized education and training resources for people with learning and physical disabilities, including training and re-training for injured workers.

Mr. Hand said the centre challenges myths and stereotypes. By being an innovation centre for new assistive and adaptive technology, facility accessibility and equipment design and by seeking solutions to the barriers to learning, he said the special needs centre will attract international interest to Sudbury.

Mr. Gerard, who also singled out the Steelworkers for praise in supporting the centre, said the donation by Inco shows the company's recognition of the importance of community.

is making this donation of a quarter of a million dollars on the heels of a donation of a million dollars they made not very long ago to the college, to me, it shows a tremendous commitment to the college and to the community."

He said Inco's commitment to Sudbury has certainly grown over the years, especially when Mike Sopko, now Chairman and Chief Executive Officer, and Walter Curlook, a former Vice-Chair of Inco and founding Board Chair of Cambrian, were people passing through Sudbury.

He called the centre a "commitment to inclusion" that will become known as the state-of-the-art centre of excellence for special needs in North



Inco President Scott Hand addresses the audience at the Cambrian College Special Needs Regional Resource Centre.

America.

He said he didn't want to be Chair of "some token arrangement" when he was approached by Cambrian officials.

"Clearly, what you see in this first phase, almost ready to open, is that it is going to be the leading centre. It will not only give an opportunity to students but it will attract the best professionals in the field of education. Sudbury is now developing a reputation

fits right in."

Mr. Crombie said the Inco announcement was a reinforcement of the continuing benevolence of a corporate giant and committed corporate citizen.

Highlighting Inco's \$1 million gift a few years ago for a student residence at the Barrydowne campus, he said the Cambrian/Inco relationship has been a rich, rewarding partnership. Only last fall Inco and the college signed agree-

SCOTT HAND ON EDUCATION

"What impresses me most about this project is that you are being innovative in creating the kind of environment that will nourish the skills, talent and potential of persons with various disabilities. You are offering these special people the opportunity to become everything they are capable of becoming. Isn't that the true role of education?"

for doing what it does the best — whether it's our cancer centre, our Neutrino Centre (at Inco's Creighton Mine) or our Mining Centre. Sudbury now has a reputation as a Centre of Excellence itself. And this

ments enriching those ties, starting with a joint program to train heavy duty equipment mechanics. "We're pleased to be partners with such a dynamic, futuristic, caring member of this community," he said.

Junior golf tour adds Timmins, Soo

The Inco name is working wonders for the Northern Ontario Junior Golf Tour as two new events have been added this summer, say organizers.

Tom Clark and Tony Evershed, Sudbury pros on the Inco Northern Ontario Junior Golf committee, said new tournaments in Sault Ste. Marie and Timmins show the continued growth of Inco's two-year-old summer tour and is "due largely to the contribution Inco has given the sport."

"In our first year, the tour was very successful and we're optimistic more young people will get involved this year

with the Soo and Timmins," said Clark, a pro at the Cedar Green course in Garson. "The new events will heighten awareness of the tour in these cities and will give people a chance to see the North's top young golfers."

Evershed, pro at the Idylwyld in Sudbury, said the tour is already honing the calibre of junior golf in the North. A record four Northern Ontario juniors last year — Ryan Hagar from Blind River, Rob Hause from Lively, Tamara Jones of the Idylwyld and Curt Kowalchuk of Lively — played in the Canadian junior finals.

"We really believe the competitive spirit has picked up

and the tour has helped develop the tournament skills of our young players," he said. "The scores indicate our Northern juniors are on par with other kids in southern Ontario. We're expecting really good things this summer as the result of the first year of the Inco tour."

Jerry Rogers, Inco's Public Affairs manager, said the Inco golf tour carries on a tradition with young Northerners in sports established more than a quarter of a century ago with Inco Cup skiing.

"It would be great if the Inco golf tour were to send young players to national prominence like Inco Cup has in skiing but the really excit-

ing thing is seeing them develop as individuals."

The new events bring to seven the number of stops on this summer's tour. An added feature is that the Soo and Timmins tournaments will be 36-hole events over two days.

Scoring this summer has also been modified to permit all players' scores to count toward individual results in each tournament they play in. Clubs may enter up to three golfers in each division — Bantam, Juvenile, Junior and Girls.

The tour opens June 26 at the Huron Pines course in Blind River and winds up with an awards day after

the Idylwyld Junior Invitational Aug. 29.

The other dates are:

July 16 - Cedar Green Junior Invitational, Garson.

July 22, 23 - Scott Sanderson Memorial Junior Invitational, Sault Ste. Marie.

July 25 - Lively Junior Invitational, Lively.

July 29 - North Bay Junior Invitational, North Bay.

Aug. 20, 21 - Hollinger Junior Invitational, Timmins.

Spruce Needles Junior Invitational, Timmins.

Clark and Evershed expect the new events will push participation to 100 or more young golfers from more than 60 in the inaugural year of the Inco tour.

Teamwork carries McCreedy to milestone

continued from page 1
tion and there are still some facilities to be built, but the big challenge now is to get the 153 orebody going. We're in for some busy times ahead."

Getting this far has also meant overcoming some very busy times past.

The success of the McCreedy East project has relied to a great extent on the tremendous coordination between Inco crews and contractors working in concert on various aspects of the project.

"There was a lot of stuff going on at the same time," he said.

"The operating crews at Coleman and McCreedy East were tremendous. They made sacrifices trying to get the Main Orebody set up for min-

ing while a road and trolley system was literally being built around them. Everyone connected with the project shared the same sense of urgency."

Four crews working three shifts (20 shifts a week) are currently producing commercial ore from the 3830 level of the Main Orebody. A 55-ton electric Kiruna truck, receiving power from an overhead trolley line and travelling along one of the smoothest underground roadways in the world, carries the ore 7,200 feet to the 2300 level orepass. There, it is dumped into a common bin and hoisted with ore from Coleman Mine.

The realization of commercial production is the culmination of several significant accomplishments, said Rick.

"Getting the truck running

was a big milestone," he said. "The trolley line, roadway and service lines were critical elements of the system. We had to be ready on April 1 so that the mining crews could produce 600 tons per day."

Getting the ore to surface is not a simple matter. In fact, according to senior geologist **Bob Banks**, "the whole future of the orebody depends on getting the initial sill cut done properly."

"If that first cut is not done properly it can cause a lot of problems later on," said Bob, of the post-pillar, cut and fill mining project.

"It's exciting to be involved in something like this. You're in on the ground floor and you get to see how a new orebody comes into production. You get to see all the required infrastructure and

experience any teething problems that may occur."

The most valuable asset in a project of this type is the talent and dedication of the crews. In that regard, McCreedy officials feel their people rank with the best.

MacLean operator **Richard Vachon** and development miner **Roger Girard** joined Inco five years ago from Elliott Lake.

"It's a good crew of people to work with here," said Roger. "They let us know what's coming up and ask for our opinion. It definitely makes you feel more involved and makes the project more interesting knowing you're a part of it. This is all virgin ground and has to be developed properly in order to achieve our goals."

The significance of the

project is not lost on Richard, who appreciates being part of an exciting new venture.

"It feels good working here and I hope I stay here," he said. "It's very important. The more ore they find the longer we stay in business."

McCreedy East continues to loom as a star in the Division's future mining plans—and with production underway, its star is shining brighter than ever.

"The bottom line is the project is pretty well on time, on budget and we're doing everything we said we were going to do," said Rick. "All production and costing is scheduled using Primavera software and produced in bar chart and report form. The information is available at a glance and has allowed us to make some key decisions to keep the project on track."



Operators Vern Klitsgaard and Steve Mitchell stand by McCreedy East's 55-ton Kiruna truck in the 3400-level underground garage.



Richard Vachon adjusts the screening at McCreedy East before bolting.



Steve Mitchell feels comfortable behind the wheel of the Kiruna truck.

McCreedy East goes truckin' in style

Vern Klitsgaard is a tough customer when it comes to new trucks.

The model he desired had a spacious cab, large payload, lots of power, a smooth ride, good gas mileage and one driver only.

Until now, that is.

When Steve Mitchell got behind the wheel of McCreedy East's 55-ton Kiruna truck this month he became just the second driver of the massive electric vehicle which has proven to be a key component in the success of the highly-touted mining project.

"It's more comfortable, it's quiet, it's faster and there's no fumes or diesel emissions," said Vern, the original operator and unabashed booster of the truck. "Its size is also an advantage, allowing it to take a larger payload than traditional diesel vehicles."

The first of its kind in use at Inco, the truck arrived on schedule and semi-intact at McCreedy East last October.

"It was tack-welded together, broken up as per our instructions to address the size and weight restrictions of the Coleman cage," said McCreedy East development coordinator Rick Godin. "It was reassembled underground in a specially-built Kiruna truck garage."

The truck was assembled in February and running by mid-March, said Rick. All testing and commissioning were completed on schedule and the truck has been hauling ore since commercial production began at the mine April 1.

The truck has a 55-ton payload, is 12 feet wide with a box height of 10 feet—13 feet with the pantograph raised.

The pantograph connects the truck to an overhead trolley line with 1,000 volts of AC power. The truck converts this to DC voltage to power two 350-horsepower motors—one on each axle.

A key feature of the truck is its ability to leave the trolley line—using a battery pack—for manoeuvring at ore passes, dump sites or to allow passing traffic on the roadway. This eliminates the need for switches.

"I trained at North Mine on 35-ton Volvo diesels and this is a superior machine," said Steve. "It's smoother and doesn't generate as much heat. I'm looking forward to operating it."

Shift foreman Daryl Turcotte is impressed by the fact that for a new machine the truck has operated relatively trouble-free.

"We've had no problems with this truck," he said. "It's very reliable."

"Full or empty, up ramp or down ramp, it always travels at 17 km/h. Your typical diesel goes 5 km/h up ramp with a load."

A second Kiruna truck is being disassembled to begin going underground this month and is scheduled to be up and running by September.

"It's safer," said Vern. "Because there are no emissions it's safer for the operator's health and the health of everybody in the drift."

Underground road an exact science

Some 3,800 feet underground at McCreedy East Mine is a world-class roadway constructed in essentially the same way as any surface highway.

Waste mine rock was screened to the proper size and sent underground via a borehole from surface to be used as road building material.

"It had to be perfect," said planner **Tom Christiansen**. "The significance of our underground road is similar to a shaft. Without a shaft there is no muck and no mine. Without this roadway our truck couldn't operate—the height had to be perfect."

The truck Tom referred to is the 55-ton Kiruna electric vehicle so critical to McCreedy East's operating plans. Running the truck underground required an extremely smooth roadway with a minimum distance of 13 feet, two inches between the roadway surface and the overhead trolley line supplying the truck with power. Any variations greater than a few inches could cause the pantograph atop the truck to disconnect from the trolley line.

The bottom layer of the road was 10 inches thick and consisted of coarse three-inch granular. The finished layer was eight inches thick and constructed of finer one-and-a-quarter-inch thick granular.

By comparison, highway construction uses 7/8 and 5/8 granular.

As in surface construction, the roadway was compacted and smoothed over with a vibratory compactor and a low-profile grader.

Tembine, an environmentally-safe pulp and paper industry product, was sprayed on top of the road to serve as a bonding agent.

The overhead trolley line was hung in 34-foot sections at exactly the right height from the ceiling—a total of 7,200 feet in all. By the time the project is finished the

amount of overhead trolley line will more than double.

"We're very happy with the roadway," said Rick. "It turned out better than expected. The Tembine surface is holding up very well and other than regular clean-up and occasional grading there's very little maintenance required."

PRODUCTION SCHEDULES

Main Orebody

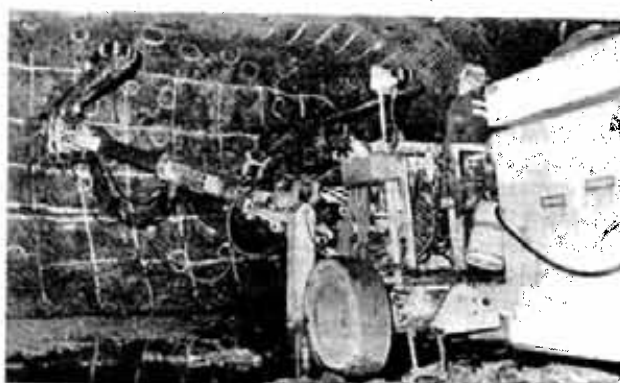
- April to Aug. '96 — 600 tpd
- Sept. '96 to Nov. '97 — 1,200 tpd
- Dec. '97 ongoing — 1,800 tpd

153 Orebody

- Nov. '96 — 100 tpd
- Jan. '97 — 188 tpd
- Early 1988 — 400 tpd
- Late 1999 — 1,200 tpd



Planner Tom Christiansen studies plans for the first sill cut at McCreedy East.



Development miner Roger Girard operates the double-boom jumbo drill at the McCreedy East rock face.

Levack Complex regains district mine rescue title



Winning Levack Complex team members, standing from left, are Mike Gillis, Bob Coupal, Trevor Courchesne and Todd Deslauriers. Kneeling are Bruce McKee, Dennis Gosselin, Peter Buratti and Ron Weaver.

(Editor's Note: This article was written prior to the Provincial Mine Rescue Championships earlier this month. See the August Triangle for coverage of the provincial event.)

It went against everything they had ever been taught. And it ended up helping them recapture the district mine rescue title they relinquished a year earlier.

"The districts threw everyone for a loop," said Mike Gillis, a member of the victorious Levack Complex squad. "The scenario played out went against the basic tenets of mine rescue which teach you to always look after your team members first."

"In this competition we were faced with the decision of leaving our captain (who had been struck by loose) behind and bringing a patient to the refuge station. We did that and then went back to retrieve the captain. As it turned out we were one of the few teams that did it right."

Such are the twists and turns encountered in simulated rescue operations designed to test the skills and knowledge of participants. Traditionally, Inco has excelled at these events — winning an unprecedented three straight provincial crowns.

Entering this year's provincial championships at the Levack Arena June 7 and 8, the Levack Complex team members were looking to extend the streak which they themselves were part of with an Ontario title in 1994. That provincial win was sandwiched between victories for the Frood-Stobie-Garson Complex in 1993 and 1995.

The district competitions — which pitted teams from the Levack Complex, Frood-Stobie-Garson Complex, Creighton and Copper Cliff Mines against each other —

was held in a makeshift mine on the floor of the McClelland Arena in Copper Cliff last month.

Participants encountered a burning piece of underground equipment, an operator with a fractured leg and overcome by smoke, and a diamond driller overcome by carbon monoxide. It was while rescuing the driller that the captain was struck by loose, prompting a very difficult decision.

"In the end the team made the correct decision to leave the captain behind in a safe position with an adequate supply of air and continue to rescue the diamond driller who was on a limited air supply," said mine rescue coordinator Tom Gunn. "They then went back in and successfully rescued the captain."

"It was a very challenging scenario and the calibre of our teams was just excellent. The training they've received over the years was certainly tested and all teams did an excellent job."

The stiff competition at the district level helps prepare the winning team for going on to the provincials, said Levack team member Dennis Gosselin of Crean Hill Mine.

"I think this district is the hardest to come out of because of the quality of competition," he said. "All our teams are of provincial calibre. Inco's very supportive of mine rescue and from now to the provincials we'll be training all the time."

In addition to the daily scenario-based training regimen, team members commit themselves to reading and testing themselves at home to maintain focus and a standard of excellence.

"We have very big shoes to fill," said Mike. "Frood did it last year by following us and now we want to repeat. Three times had never been done



Peter Buratti fills his BG 174 breathing apparatus with soda lime during the bench test portion of the competition.

before, so four would be remarkable."

The steady training and intense competition pays dividends for anyone working underground at Inco said team member Peter Buratti of Coleman Mine.

"This kind of commitment demonstrates a dedication to mine rescue and all employees should feel good about it," he said. "It's something we consider very important. Any training we receive here can be applied to any emergency situation underground."

Mike, Dennis and Peter — along with Bob Coupal and Bruce McKee, are veterans of the 1994 Levack Complex provincial champions. Joining them on this year's team are Todd Deslauriers, Ron Weaver and Trevor Courchesne.



Bruce McKee and Bob Coupal administer first aid to an unconscious employee.



Dennis Gosselin receives an information update over the telephone.



Peter Buratti directs the hose on a piece of burning mine equipment during District Mine Rescue competitions at the McClelland Arena.

Students exposed to Inco career options

For one day at least it was the biggest classroom in the Sudbury District.

On April 24 close to 80 Grade 8 students from both area school boards converged on Inco's Copper Cliff operations for a day of orientation and on-the-job learning.

The students, split in two groups, spent half the day at the Copper Cliff Club receiving safety orientation and an overview of Inco's operations, and half the day on the job with a volunteer Inco mentor.

While this was going on, the Division was also participating in a week-long joint Job Shadowing effort with the school boards — a venture which allowed Grade 7 students to accompany their mothers or fathers to work for the day.

While a group of Career Day students were touring Divisional Shops, Jonathan Wolski and Melissa Hughes were decked out in full safety gear for a day of shadowing fathers Ed Wolski and Tom Hughes.

"I did this last year as well and it's a lot of fun," said Melissa, 13, of St. Thomas School. "I ask to work while I'm here and they let me — as long as it's safe. It's a good education for the students."

Operating a one-and-a-half inch impact wrench to remove body rods from an 11-stage dewatering pump, Jonathan, 14, was equally impressed with his shadowing experience.

"It's fun learning this way," said the student from Our Lady of Fatima. "I knew what my dad did at work but I didn't know how he did it. This is truly hands-on learning."

The Career Day students, who were exposed to a wider view of the company's operations, were amazed at the tech-



Ed Wolski gives son Jonathan, 14, a few tips on handling an impact wrench to remove rods from an 11-stage mine dewatering pump.

nology and diversity of work involved in running a modern mining operation.

"It's really cool," said Grade 8 student André Lefort, from St-Augustin School in Garson while visiting the Central Process Technology lab. "It's amazing all the stuff they have here. You have to be very careful because the technology is amazing and everything is state-of-the-art. A lot of people work in places like this and Career Day allows us to see what they do."

Classmate Catherine Dupuis said her visit to Inco left her with a new appreciation for the demands of the working world.

"Students often assume their parents' work is easy but by travelling to an actual workplace we see what they do and it often isn't easy at all," she

said. "We learned about all the different positions here at Inco and it's a lot bigger than I thought it was. Career Day allowed us to see and hear a lot about it."

Randie Loranger of Pinecrest Public School agreed.

"Career Day is definitely worthwhile," she said while visiting Mines Research. "It was a different experience for me because I didn't realize how high-tech things were. Worksite visits beat group presentations any day."

Rosanna Wideman and Kim Fraser of George Vanier School in Lively approached Career Day from two different perspectives.

"When I thought of Inco I thought of underground mining and was pretty well unaware of the rest," said Rosanna.



Tom Hughes of Divisional Shops helps daughter Melissa, 13, keep the wrench on the nut.



Al Akerman, supervisor of Automation and Robotics, shares a high technology lesson with Randie Loranger of Pinecrest Public School.

"I didn't really know what went on here and now I do."

Kim, on the other hand, had the benefit of some first-hand knowledge from dad Don Fraser of South Mine.

"I had already heard a lot about Inco from my dad but I definitely learned more than I knew," she said. "It was a nice day and an interesting experience."

Roles reversed as mom shadows daughter



Viviane Gascon was made to feel at home during her visit to daughter Tina's worksite at the Copper Refinery, despite the slight misspelling of her name.

Some shadows loom larger than others. And a mother's shadow looms largest of all.

In a twist on a traditional educational partnership, Tina Gascon of the Copper Refinery took advantage of Job Shadowing Week to bring her mother around with her on the job.

"I certainly don't have any kids," said the diminutive 23-year-old, just six months into

her job as a mechanical engineer.

"I talk about work a lot to my parents and now my mother will be able to better understand what I mean when I'm discussing my job. She'll also be able to put faces to the names of the co-workers I talk about."

Those co-workers, in Tina's own words, 'ribbed her mercilessly' about her unique choice of shadows. Keith Clarke of

the Training department "dressed up for the occasion", she said. The day's Summary Work Order Report carried the title 'Tina's Mom's Day' and a portable sign atop the hill outside the gate welcomed Viviane Gascon to the plant.

"They're a good-natured bunch here," said Tina. "It makes it easy to come to work every day."

During her visit to the refinery, Viviane, an x-ray technologist at Sudbury Memorial Hospital, toured the silver refinery, the tankhouse and the anode casting area. She was able to see a silver bar being poured and handle a gold bar — but the most lasting impressions came from employees.

"I got to meet Tina's extended family," said the proud mother. "They're all so friendly and they all went out of their way to make me feel welcome. Everyone introduced themselves, shook my hand and gave me glowing reports on my little girl. I'm very happy they've welcomed Tina here so warmly."



Tina Gascon explains how the Copper Refinery casting wheel works to mother Viviane.

Still relatively new to her job and "soaking up information like a sponge," Tina couldn't pass up the chance to share with her mother the work she enjoys so much.

"I absolutely love my job," she said. "Everybody here has been great to help me adjust to the workplace and answer all my questions. I'm glad my mother could come and see

what I'm always talking about."

Viviane was glad too. "I'm very interested in all of the processes here," she said. "I've never seen anything like it."

"We're also very proud of Tina and it's good to see her putting her education to use and learning what the job entails."

Mining Week events attract thousands



Ryan Labine, 3, has plenty of Mining Week balloons to choose from as he searches for the perfect selection at the Inco mall display. Ryan's father is Garson development miner Chris Labine.



Six-year-old Brittany Asunmaa has big plans to plant her Inco tree seedling.

Two-year-old Paul Seguin seems a little bewildered by his dad Rob's larger-than-life picture on the Inco Mining Week mall display. That's the real Nickel Refinery process engineer standing close behind.



It was a green ending to a spectacular week and the effects will be felt — and seen — for decades to come.

More than 2,000 underground-grown tree seedlings were handed out by Inco to passersby at the New Sudbury Centre on the second to last day of Ontario Mining Week last month. The following day, another 1,000 seedlings were handed out at the Big Nickel Mine.

That capped a week that included region-wide science fairs, a kick-off breakfast at the Holiday Inn with guest speaker **Doug Hallman** of the Sudbury Neutrino Observatory at Creighton Mine, a Mining Week poster contest, school visits by the Sudbury Geological Discussion Group, tours of the CANMET building on Kelly Lake Road and the introduction of candidates for the Keep Mining In Canada 'New Faces of Mining Contest' during a Meet the Miners reception at Science North.

With all those activities planned it seemed fitting to save the best for last and the New Sudbury Centre mall displays attracted an unprecedented number of visitors.

Youngsters were everywhere — an Inco tree seedling in one hand and a red Ontario Mining Week balloon in the other. Adults and teens were even more abundant, ignoring balloons in favor of trees — with each recipient promising to plant as soon as possible. Thousands took the time to fill out entries for a polished ore pen set or simply peruse the impressive Inco display unit with sections on technology, people and the environment.

"This kind of awareness is very important," said Sudburian **Kim Morin**, who dropped by the booth with son **Nicholas**, 15.

"People at the display were friendly and helpful and if we had any questions they would answer them very pleasantly.

"I have family members involved with mining both nationally and internationally. It's a natural resource and it's important people realize all the processes you must go through to



Inco pensioner turned volunteer Mario Villeneuve arranges the tree seedlings grown underground at Creighton Mine.

get to the end product. I'm just amazed by the mining process and all it entails and I think it's critical that more people understand what is involved. A lot of people take things for granted that wouldn't be possible without mining."

Mary Cribbs planted her seedlings at her own home in Coniston and her mother's home in Sudbury. She dropped by the Inco booth with husband **William** and three-year-old daughter **Jasmine**.

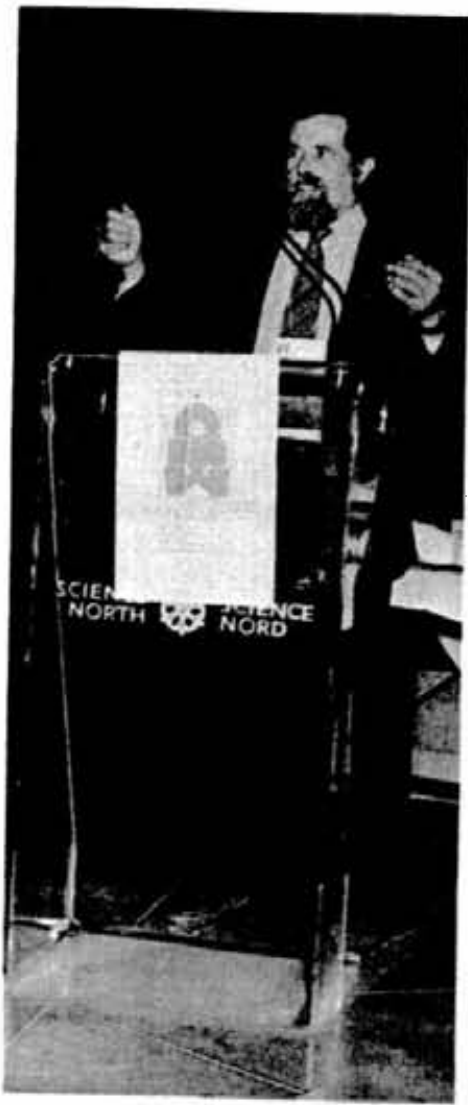
"We live in a mining community and the more informed people are the better it is for everyone," said Mary, offering her views on the importance of Mining Week.

"I was born and raised here and I know that mining sometimes gets a bad rap. Events like Mining Week can help to raise awareness and counter any false negative images people may have."

Volunteering their time to staff the Inco display at the New Sudbury Centre were pensioners **Severo Zanatta**, **Harry Knight**, **Mario Villeneuve**, **Lawrence 'Irish' Murray**, **Alcide Fournier**, **Stan Snider** and **Len Hirvela**.



Payroll analyst Donna Cameron listens closely as son Dan, left, and Kyle Guembel of Lockerby Composite School explain their science project entitled Agroteology: The Third Concept. The project, which used greenstone as a soil enhancer for plant growth, took first place at the Mining Week Science Fair.

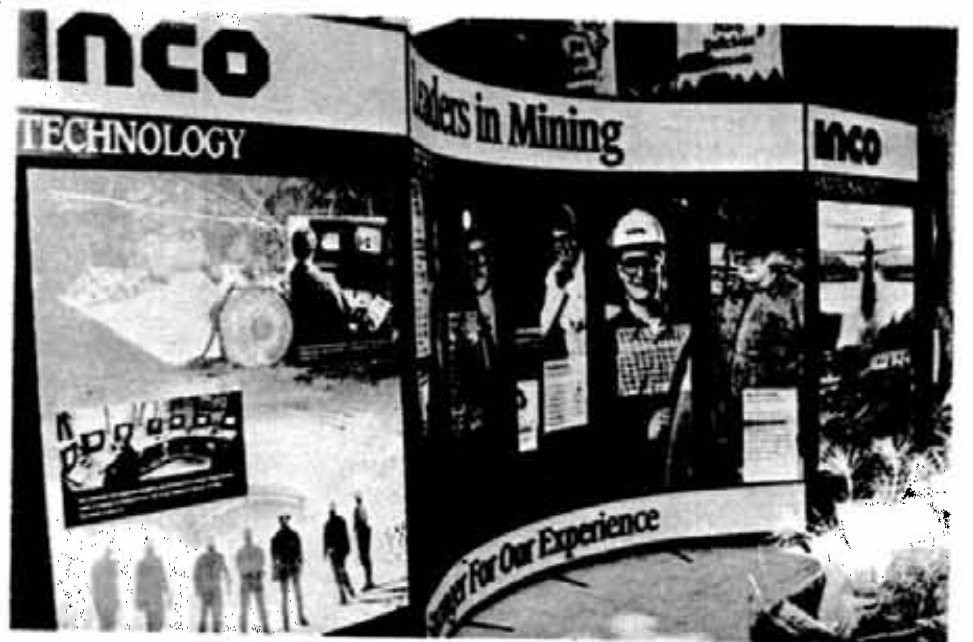


David Pearson of Laurentian University addresses the audience at the Meet The Miners reception in the Cavern at Science North.



Doug Hallman of the Sudbury Neutrino Observatory explains the workings of the underground neutrino detector to an audience at the Sudbury Mining Week Kick-off Breakfast.

Garson Mine retirees Gus Mariner, left, and Alfred Paquette select a suitable tree seedling.



Inco's colorful new display unit featuring sections on technology, people and the environment was a hit with mall patrons.

LETTERS TO THE EDITOR

Dear Editor,

On behalf of the Sudbury Symphony Orchestra, I wish to express sincere gratitude to Inco Limited for sponsoring our biennial Inco Young Performers contest and concert.

We were particularly honored to have Ontario Division President Jim Ashcroft award the scholarships at this event. His stage presence and easy manner made the presentations most enjoyable. This concert has proven once again that our community has a tremendous amount of disciplined talent not only in the 50 volunteer musicians, but in the young up-and-coming musicians.

The Sudbury Symphony is grateful to Inco for the continued support. With your support the Symphony is able to produce a five-concert series each year, hire core musicians to teach and play in the community, thereby raising the standards of the two youth orchestras and the Symphony. We also send musicians into the schools for our 'Education in the Schools' program. Each year we access at least 10 organizations with complimentary season tickets to offer to those who would otherwise not have the opportunity to attend a concert.

The cultural awareness and advancement of our community is progressing with help and support from companies like Inco.

Sincerely,
Marg Barry
Executive Director
Sudbury Symphony Orchestra Inc.

Dear Editor,

I thank you for your warm welcome on Career Day, April 24.

I especially enjoyed visiting all the different places like the lab where I got to see many different chemicals.

Career Day helped me get a true perspective of the workplace.

Sincerely yours,
Catherine Dupuis
École St.-Augustin
Garson

Dear Editor,

I would like to thank you for the warm welcome at Inco on Career Day, April 24.

I thought it was very interesting getting to go to the many places we did, especially the lab.

I also thought that the sound-proof booth (in audio-visual) was very cool. I never would have thought that Inco would have a newspaper or even a TV show, but now that I know I think it's pretty cool.

I had a lot of fun and hope to see the article and show that came out of this day.

Sincerely,
Melissa Yeo
École St.-Augustin
Garson

Dear Editor,

The May 2, 1996 press conference announcing the generous donation by Inco Limited to the Cambrian College Special Needs Regional Resource Centre created a unique opportunity for Inco, Cambrian College and the Cambrian Foundation to revisit the long history of good partnership that we have shared.

No doubt you agree that this unique educational centre will easily achieve global recognition for educational technologies and programs that help persons with learning and physical disabilities attain the relevant knowledge and skills needed for independence and employment.

This exciting project will quickly become a national and international benchmark for resource and service delivery, assistive technology and universal barrier-free product and building design. Indeed, the challenge of disabilities is universal: the Centre's programs are global.

The Cambrian Foundation appreciates the generosity that Inco Limited has demonstrated toward this project, particularly in view of its recent past donation to the College's Student Residence fundraising campaign.

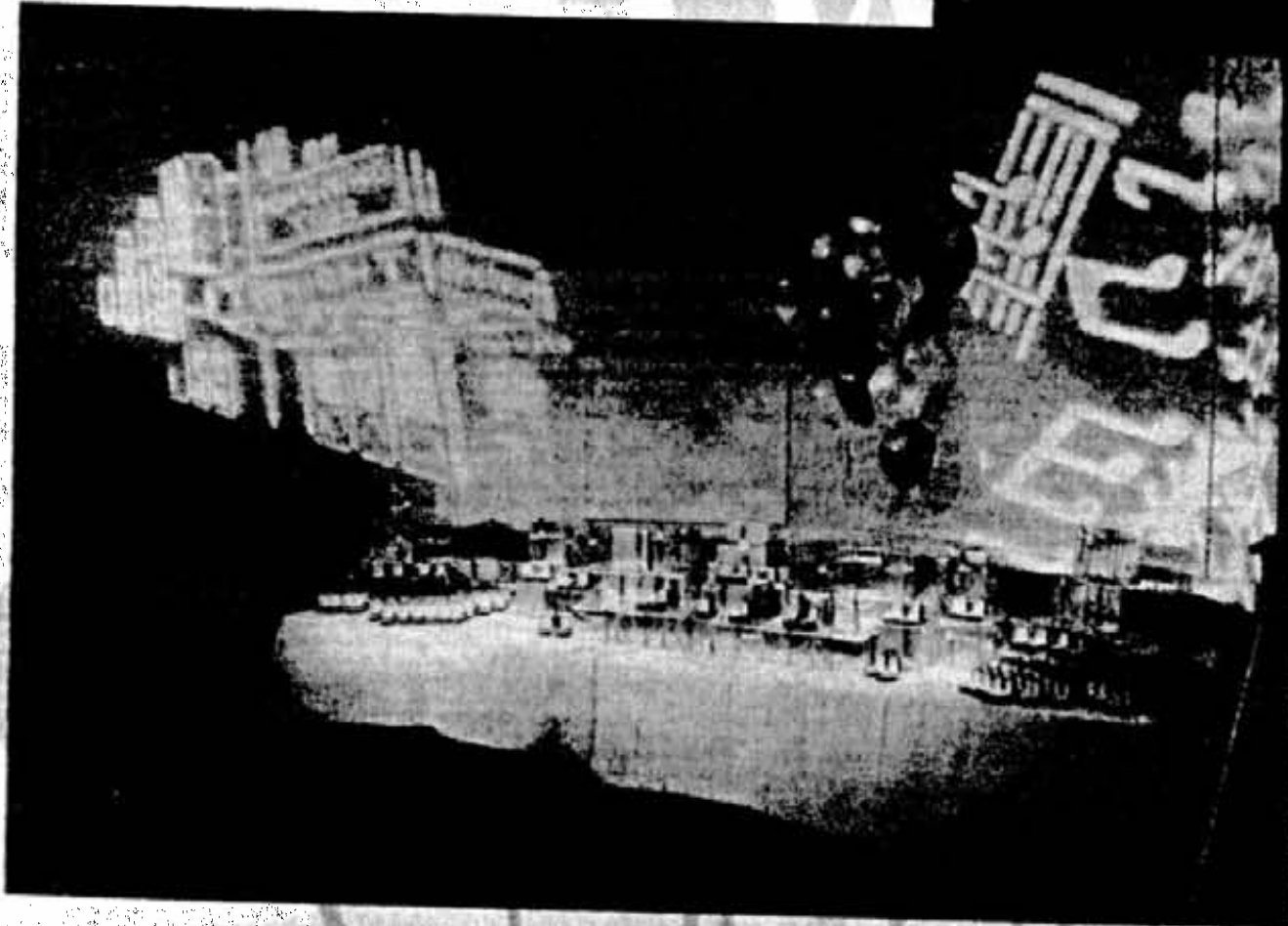
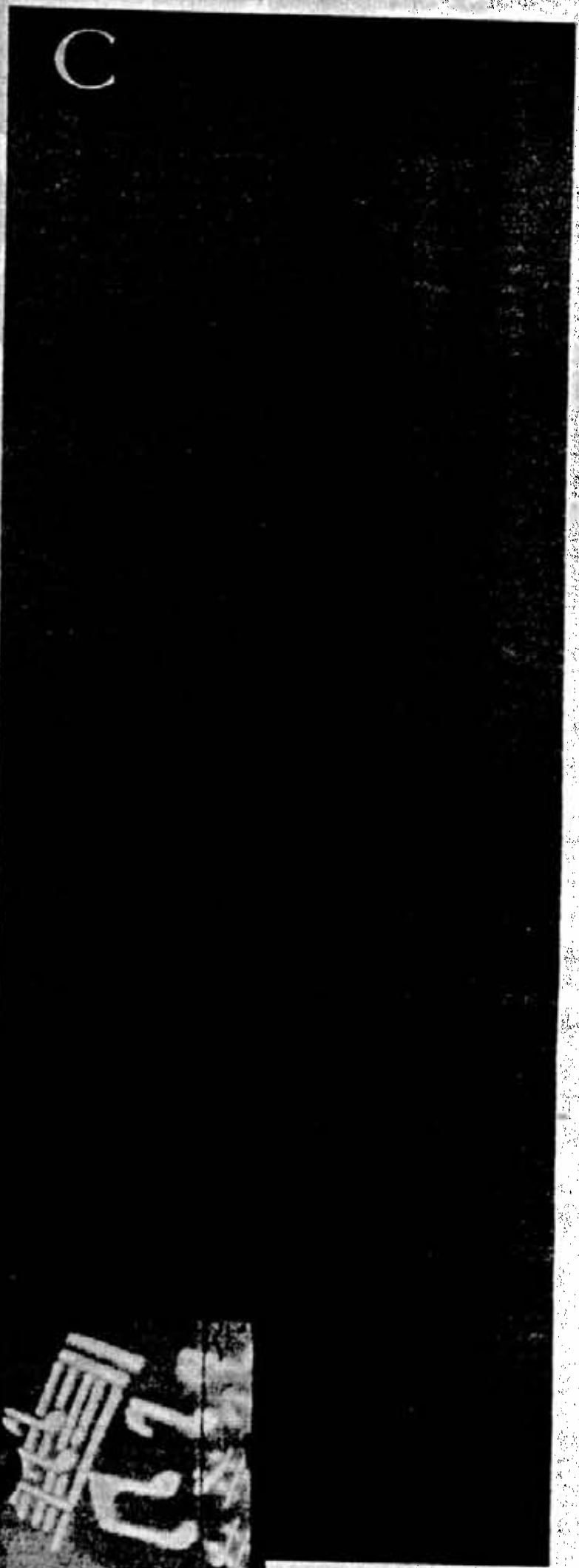
Thank you for the visit and presentation by Inco Limited President Scott Hand.

Sincerely,
Risto Laamanen
Chair, Board of Directors

Quarter Century '96 - memories and magic



The elegant surroundings and regal atmosphere of the Palladium Room added to the evening's enjoyment.



Quarter Century Club Celebration

Quarter Century '96



Ontario Division President Jim Ashcroft told the audience that "these are the days we'll look back on as the good old days."



Christine Pauzé carried the night melody to the upbeat tempo of singer Christine Pauzé.



Quarter Century Club member Bob O'Brien of Employee Relations and wife Lynn pose for a souvenir photo.



Accounting manager Dorothy Cayen pins a Quarter Century brooch on new member Susan Savignac.



Nell MacDonald of Engineering makes sure every hair is in place before going for a photograph with wife Oonagh.

Quarter Century '96



Bruce Springsteen (aka Boss) kept the audience entertained to keep things up.



BLAST FROM THE PAST

When this year's Quarter Century Club members began their careers at Inco:

- The company was set to open Clarabelle Mill.
- Levack Mine had been running for a year.
- The Port Colborne Refinery started commercial production of S-Rounds electrolytic nickel.
- Our workforce hit a high of 20,000 — representing one quarter of all jobs in Sudbury.

STILL TICKIN'

The 580 members in the Class of '96 represent some staggering numbers.

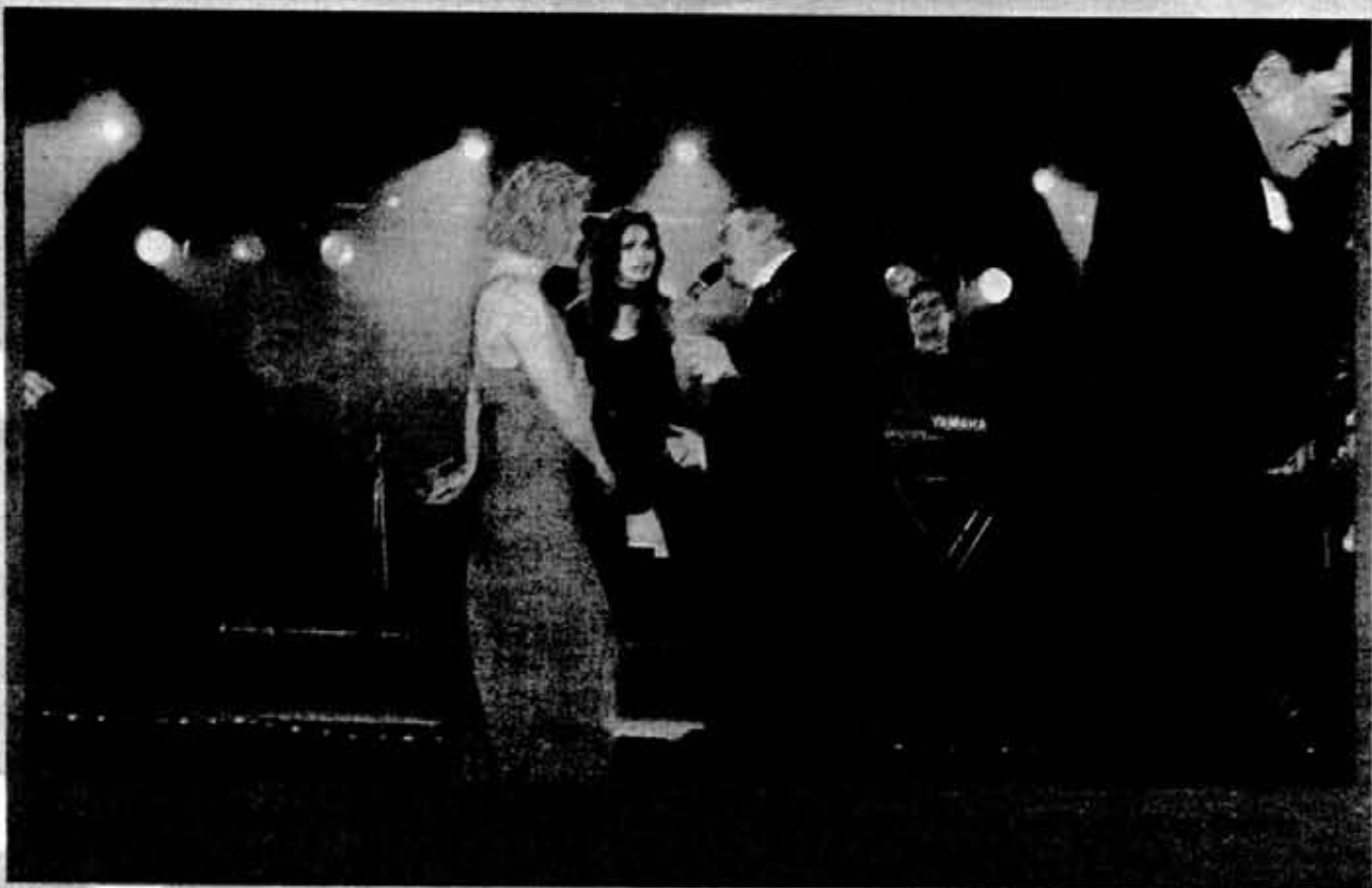
- Together, they account for more than 14,500 years of service.
- Put another way, that's more than 30 million hours combined or 52,000 hours each.



Singer Leayne Wells and the Follies dancers kept the audience rocking with tributes to Madonna and Michael Jackson.



Quarter Century '96



Quarter Century '96



Maurice and Marita Renaud watch action inside the Palladium Room on monitors set up in the outside lounge area. Maurice works at Little Stobie.



Volunteer Nicole Lavigne of Internal Audit directs new member Mick Throssell and wife Heather to their seats. Manager of Mills and Transportation at the time of his induction, Mick is now Vice-President of Milling, Smelting and Refining.



This surprised young lady from the audience received an impromptu lesson in show business courtesy of Sam Kelso.



J.P. Pretz of Stobie Mine and wife Debra look over their souvenir Quarter Century photograph.



Malton and Hamilton had audience members and themselves laughing during a skit at 'Charlie's Bar and Grill'.

Quarter Century '96



Information Systems manager Armand Chartrand had his dancing shoes on during the Quarter Century festivities as he and wife Carmen cut the rug.



Time with...



New club member Ron Rajotte of Crean Hill Mine and wife Micky look over the program for the evening.



Class of '96

The following names of new Quarter Century Club members were inadvertently omitted from the Class of '96 listing in the April/May edition of the Triangle:

Crean Hill

Ronald Rajotte
Marcel Roy
Stewart Schafer
James Schiller
Lloyd Shelswell
Robert Tremblay

Coleman

Thomas Callaghan
Ken Cramer
Marcellian Dawson
Marcel Demers
Mark Landry
Paul Lebel
Robert Pedersen
Roger Perreault
George Phene
Lucien Rheaume
Gordon Spence
Edward Whitwill

McCreedy West

Joe Beynen
Robert Brownlee
Lloyd Cowper
Richard Day
Ronald Deslauriers
Jacques Genereux
Norman Hughson
Daniel Hull
Douglas Koroscil
Pascal Lefebvre
Jon Little
Douglas McMahon
Vern Perdue
Jack Piette
Kenneth Richard
Basil Sauve
Ralph Scott
Robert Stevenson

*Those were
the days'*



Classic Cars

Inco car buffs cruise for charity

Here comes the Judge! Ivon Chaumont's 1969 GTO Judge joins more than 200 other classic cars at the Sudbury Classic Cruisers Car Club's 5th Annual Car Show on Aug. 4 at Bell Park.

Formed in 1991, the Classic Cruisers Car Club boasts a membership of 110 — with half that number Inco employees.

"Our purpose is to promote an interest in various forms of automotive activities such as safe driving, automotive maintenance and vehicle overhauls," said Ivon, superintendent of Di-

visional Shops and vice-president of the car club.

"Any proceeds raised are donated to a charitable organization. In the past four years the club has donated more than \$13,000 to the Telemedia Children's Trust Fund by way of our annual car shows, car washes, 50/50 draws and dances."

Proceeds from this year's car show will go to the Starlight Foundation, which grants wishes for terminally ill children. In addition to 200 show cars, there will be entertainment on the amphitheatre stage, vendors of

all sorts and plenty to see and do, said Ivon.

Admission is free but donations of canned food are accepted for the Sudbury Food Bank. An ongoing ticket sales campaign is helping raise money for the Starlight Foundation, said Ivon. First prize in the draw is a \$2,500 trip with \$500 spending money and second prize is \$750. Tickets are available from any club member or at the August show.

"We're one of Bell Park's biggest attractions," said Ivon, whose involvement with the club began five years ago when his

sons entered his car in a car show as a Father's Day surprise.

"Last year's show attracted 22,000 people and about two-and-a-half tons of canned food."

Thirteen years ago Roger Leblanc purchased a 1964 Chevrolet Impala in 'mint condition'.

Today, it's "pretty well a show car but still runs good," said the Classic Cruisers Car Club member and heavy duty equipment mechanic at Little Stobie Mine.

"The fundraising aspect of our shows is very important to the children who need our help

and we do our best to provide whatever help we can. There's a fair amount of work involved but we (club members) enjoy the time we spend together — and the cars, of course."

Ivon purchased his 1969 GTO brand new and uses it solely in cars shows for charitable causes.

"Most of these car owners are perfectionists," he said. "It's like a work of art keeping everything about the vehicle in tip-top shape. We all share a love of classic cars and a love of helping those who need it."



Garson Mine heavy duty equipment mechanic Bill Gibson spent many hours restoring this 1956 half-ton pick-up truck.



Ivon Chaumont rests in front of his 1969 Pontiac GTO Judge.



Refining's Mike Theriault feels right at home behind the wheel of his 1967 Ford Mustang.



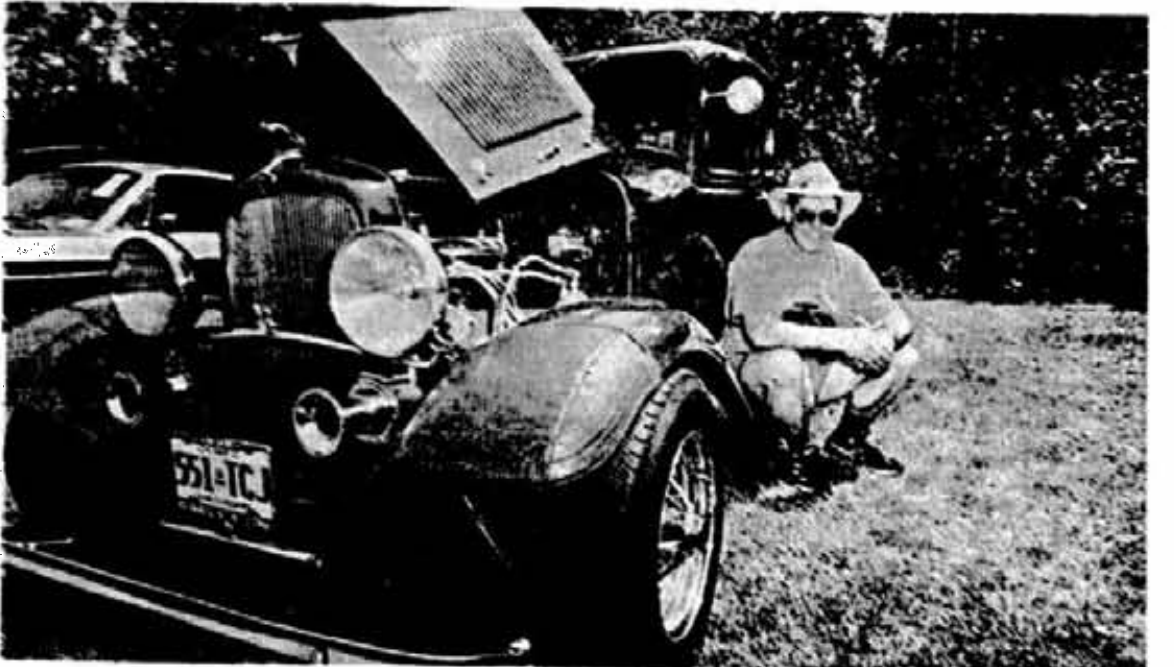
Everything under the hood of this 1968 Dodge Dart looks okay to Inco retiree Jim Davidson.



Garson Mine retiree Bill Charsley with his 1936 Ford.



Roger Leblanc, a heavy duty equipment mechanic at Little Stobie Mine is proud of this 1964 Chevrolet Impala.



Mike Levesque of Divisional Shops sits along the running board of his 1932 Ford Coupe.

Fabulous turnout for Fit Day fun



This North Mine quartet took advantage of Fit Day to participate in the Poker Walk. From left are George Watmore of Training, Shirley Budd of Maintenance, Debi Duval-Rosato of First Aid Training and Conrad Burns of the Maintenance Study Team.



Inco employees lined the streets of Copper Cliff during this year's Fit Day activities.

The streets of Copper Cliff were rife with rubber last month as employees donned their sneakers for the annual Inco Fit Day.

"A great success," was how occupational health nurse Carrie Bois described this year's event. "Our Poker Walk attracted some 140 people —

nearly double that of last year's 70 to 80."

The Poker Walk trek began at the Visitor's Centre near the Central Process Technology Lab and took participants down Serpentine Street past the McClelland Arena, behind Nickel Park along Creighton Road to the Occupational Medicine Department where

poker hands were drawn.

The winning hand in this year's event belonged to the Information Systems duo of Clem Gareau and Ted Joiner.

Activities were not restricted to Copper Cliff, with 56 prizes up for grabs to anyone completing 15 minutes of exercise and entering their name on an Inco Fit Day ballot.

At Clarabelle Mill, an enterprising group of employees decided to combine safety with fitness by conducting a walking inspection of the pipeline trestle from Clarabelle to Cop-

per Cliff Mill during the lunch hour.

More than 20,000 feet of pipeline was inspected by employees Brent Burchell, Jack Champagne, Ed Lew, Terry McKenzie and John Kanerva.

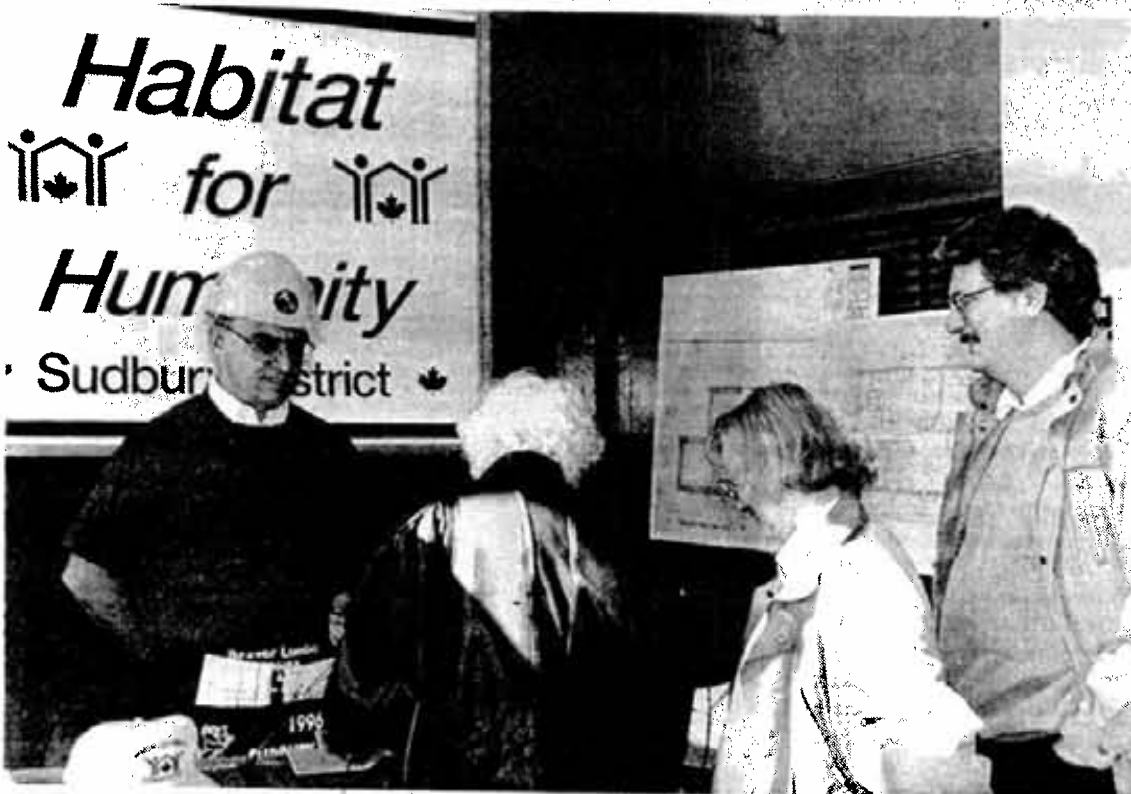
"It felt good to mix business with pleasure and fitness," said John. "We'll do it again."

Wellness Booths, set up at General Engineering in the morning and Creighton Mine in the afternoon, attracted 80 and 100 employees respectively.

In addition to blood pressure awareness, smoking cessation, carbon monoxide monitoring and body mass index measurements, the booths offered employees a chance to hone their putting skills — with an inside green at General Engineering and an outside green at Creighton.

"The whole idea behind these activities is to create awareness and promote fitness — hopefully making it a lifelong commitment," said Carrie. "It's all part of our total wellness package."

Inco volunteers help Habitat for Humanity



opened a year ago February.

Citing the organization's slogan, he stressed that what they are doing is, indeed, a hand up not a hand out. The services provided by the group are available to people who have shown a willingness to work, but because of unfortunate circumstances need a little help to better their living situation.

"Our focus is getting low-income workers a home," he said. "It's help for working people."

Bud described the house building project as a vehicle

to which people could donate labor or materials.

"With so many local people volunteering, it's like a barn building," he said. "We want to make people aware that they can volunteer, they can donate."

The Habitat for Humanity home is now at its permanent site in Hanmer where the final construction was completed. The Herrick family, chosen over 100 other applicants, are the first recipients of a Habitat home in the Sudbury area.

Bud MacDonald greets visitors to the Habitat for Humanity booth at the April trade show.

Hand Up, Not A Hand Out, is the phrase being used to describe the efforts of the Sudbury District Habitat for Humanity.

A non-profit, non-government organization, Habitat for Humanity had its coming-out party at the Regional Home Show in April with the actual construction of a home at the Sudbury Arena.

The organization which operates on a volunteer basis through the efforts of people like Al Wiita of Engineering, Mike McCann of Decommissioning and Reclamation and Bud MacDonald of Clarabelle Mill builds affordable housing for low-income

families.

Since it was founded in the United States in 1976, more than 30,000 homes have been built, repaired or renovated worldwide. The Canadian affiliate, formed in 1985, operates in seven provinces with new affiliates forming in 30 communities.

Habitat for Humanity uses volunteer labor and donated materials to build the homes, then sells them to low-income families with a no-interest mortgage, said Bud, a material coordinator at the mill.

Bud volunteered his time at the April home show and has been involved with the Sudbury branch since it



Volunteers shingle the roof of the first home built by the Sudbury chapter of Habitat for Humanity.

Artistic talents shine bright at Inco



Charles Paxy is recognized as the first sculptor to depict the lives of miners.

Inco added a 'personnel' touch to its recent sponsorship of *Driving Miss Daisy* at the Sudbury Theatre Centre (STC).

Fourteen employees, pensioners and family members had their artwork showcased in Inco's first ever exhibit on the theatre centre's art wall.

"The relationship between business and the arts grows more important all the time," said Gord McCall, the STC artistic director. "Not only on a monetary level but on a personnel level as well. Artists bring a will to win, organizational abilities, imagination, good communication skills and team-playing attitudes to business."

A confirmation from the legendary Charles Paxy started the art show ball rolling. Thrilled that Inco was having an exhibit, he happily loaned three of his wood carvings. Charles carved trophies and gifts at Inco for more than 25 years and is recognized in a Canadian artists' encyclopedia as the first sculptor to depict the lives of miners. "I'm happy Inco decided to display the work of its employees," he said. "It is a big company and needs to be involved in its employees' lives."

Sam Marcuson, manager of Process Technology and Production Planning, provided a piece called *Waterfall at Webbwood*, the only infrared photograph in the show. His involvement in photography dates from 1964 with the discovery in his home of a pre-war folding camera with leaking bellows.

To add a touch of humor and remind all of Inco's safety first policy, Vic Theriault of Information Systems offered his pen and ink drawing *Tame the Flame*. This unique illustration normally graces the walls of the Copper Cliff General Office promoting Inco's safety ideals. "It takes a lot of work to organize something



Vic Theriault of Information Systems was happy to have his safety poster included in the art show.

like this and I for one certainly appreciate being part of it," he said.

Oil paintings were provided by pensioners Branko Adamovich, a former construction leader at Frood, and Jim Kiss, a former pipefitter at Creighton.

"It's a lovely show and I think Inco is a good corporate citizen for helping out all the artists," said Jim. "It's too expensive for artists to do shows on their own, so it's nice that Inco is doing one for everyone together."

Acrylic works on display came from Barry Bowerman and Royce Simpson of the Nickel Refinery, Carenie Little, wife of Crean Hill's Terry Little, and Bill Whittaker of the Copper Refinery.

A veteran of 23 years in wood carving, Bill branched into the world of acrylics a couple of years back. "I started carving some 25 years ago," he said. "I was working with a former Inco employee, Orest Andrews, doing work in decoys and carvings. I've started painting now because it is less demanding and allows me to spend more time in nature."

Carenie, whose greatest pleasures are drawing and people, said she would like to do more portraits. "I've always painted and appreciate being part of Inco's first show. I think art might fare better with big companies like Inco getting involved."

A collection of watercolors completed the artistic line-up, with works from Janet Martindale of Occupational Medicine, Marty Neva of Management Accounting, former Engineering employee Richard Lanz, former Nickel Refinery employee Margaret Loney and Ellen Gorecki, wife of Stephen Gorecki in Information Systems.

Ellen believes business plays an important role in the arts and is pleased to see Inco doing its part. "It's nice to see Inco helping artists get more exposure. We all need to support the arts in one way or another."

Margaret has several connections to Inco besides having worked here herself. Husband Jim Loney recently retired and son Eric Loney is part of the Mines Research team. Painting has opened up a whole new world for her



Janet Martindale views art as a form of self-expression.



Bill Whittaker makes sure his painting hangs just the right way on the Theatre Centre wall.



Marty Neva decided to devote some time to his art.

although her start was quite accidental. "I fell into it actually," she said. "I was asked to join an art class and thought I might learn what to look for when buying a watercolor. That was it. I was hooked."

Marty just decided it was time to do what he always wanted. "I always enjoyed art but somehow I never had the time. I finally decided now is

the time and have put in some effort," he said. "It's encouraging that Inco gives its artists an opportunity to show their work."

Janet was impressed by the opportunity as well. "It gives employees an opportunity to express themselves and helps the company realize its people have a lot to offer not only in work but in leisure activities."



FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Donna McNamara

Difficult people, deadlines, disappointments, flat tires, accidents, etc., etc., etc. . . . How can a person be positive in today's world of endless problems and pressures? There is a way and there is a huge benefit for those of us who can manage to be positive.

A positive attitude to life and learning how to 'think positive' can help you approach life as a challenge to be enjoyed.

There are many things in life that we, as individuals, cannot change and since these problems and pressures are a part of daily living, it makes sense to learn to react to them in such a way that we can remain calm and in control.

We have it in our power to choose to react with positive, constructive thoughts or to react with negative, destructive, hostile thinking.

We can choose to let something bother us or we can choose to let it go.

Benefits of a Positive Attitude

1. Research has shown that many illnesses such as backaches, headaches and heart disease are influenced by our feelings and stress levels. Having an optimistic attitude — looking on the bright side — can reduce your stress level and increase your overall health.

2. Positive thinking can help accomplish a surprising number of personal and work goals.

3. Thinking positively about yourself can increase your self-esteem and the confidence you have in yourself. You will look better, feel better and others will want to be around you.

10 Steps to a More Positive You

1. Practice positive self-talk each day. Self-talk can actually direct your behaviors and thoughts. When you tell yourself something many times, you actually make it come true. So, begin shifting negative thoughts to more positive ones such as: 'I can do it', 'I like myself', 'I can stay calm under pressure', and 'It will all work out'.

2. Use 'self-write' to write down a negative statement you usually make to yourself



Positive thinking makes life enjoyable

and then change it to a positive statement.

3. Find someone who always looks on the bright side and copy that person's behavior.

4. Practice positive affirmations (positive, motivating statements) such as: 'I deserve all the good things that happen to me' or 'I am a good person'. This helps to develop positive self-esteem and strong beliefs of self-worth and self-confidence. The deep down feeling of your own worth is the single-most important winning quality — not just pride in what you have done, but the real joy of being just who you are right now.

5. Turn stumbling blocks into opportunity. View the problem as a challenge.

6. Let go of negative things outside your control. You sometimes must let go of people or parts of your life so you can move on.

7. Believe it can be done. Believing it can be done sets the mind in motion to find a way to do it. Positive thoughts will rush into your mind to help you find a solution.

8. Eliminate the words 'I have to', 'I can't' and 'impossible' from your vocabulary. Negative thoughts set off a chain reaction of other negative thoughts.

9. Think positive about people. One main cause of stress is negative feelings toward other people. Accept human differences and limitations. The other person has a right to be different. Find qualities to like and admire in a person, not things to dislike.

10. Positive visualization has a powerful effect on thought and performance. Prepare for a potentially stressful situation (i.e. making a presentation to 100 people). Think of the situation, develop a plan and then visualize yourself handling it successfully. This technique could even help your golf game.

Once you make your commitment to be positive make sure you practice and don't give up. It usually takes 21 days to change a habit.

Remember, it's not so much what happens that counts in life, but how you react to it. So why not be positive and enjoy!



INCOME ideas

by Susan LeMay, CMA

Make your will now before it's too late

How old are you — 28, 43, 56?

The answer to this above question has nothing to do with the next one. Do you have a will?

There are any number of reasons for not making a will. The two most common ones are: I'm too young, I'll make a will when I get older; and I don't have anything to leave anybody, so why bother?

Both of these are false. Once you have begun working you are both old enough and have something to leave. It is uncomfortable to consider death, so most of us put off making a will until it is 'needed'. By then it is usually too late.

Reasons for making a will

Having a will makes it easier for the people you love at one of the most difficult times in their lives. They will get by without one, but it can be expensive and time-consuming.

If you don't have a will, someone will have to be appointed to take responsibility for your assets. Often this is government and there is a charge.

If you don't have a will, any assets you have will be distributed according to a government formula.

Making a will is not difficult, nor does it have to be expensive. You can actually do a hand-written will and if it is clearly your writing it can be considered valid. Consulting a lawyer will give you options on things like: what if the person who is the beneficiary of my will dies before I do, or right after? I am not going to go into the legal aspects since I'm an accountant, not a lawyer.

Let's assume I've convinced you that you need a will and that you have one. What happens?

Assets and income

In dealing with death and taxes it is important to understand the difference between assets and income, because the two are treated very differently in the two processes that occur with an 'estate'. The term estate is used to describe whatever is left to be distributed to survivors. It could be millions or hundreds.

Assets are those things that you have bought and paid for. In an estate these might include the family home, a bank account, an RRSP or Inco stock from the bonus program.

Income is what these assets earn. The bank account can earn interest income, the stocks earn dividend income and a car or home might earn capital gains income.

Government and your estate

Both the provincial and federal governments want details of your estate when you die. Some people are certain that this means that everything will go to taxes. Not so.

Provincially, a representative of your estate must file for probate with the province. When this is done, your assets are listed and probate fees are charged. These fees are a relatively small percentage of the total value of your assets. Once you have probate, the province will allow you to distribute the assets of the estate to the beneficiaries.

Then it is the turn of the federal government through Revenue Canada. Revenue Canada wants to be sure that all income tax has been collected. They make the assumption that, at the moment of death, you sold or cashed everything you had. There is no tax on assets, only on income. As a result, the bank account would not be taxed, but the interest that money earned would be. Only the increase in value of the stock would be taxed as Capital Gain income.

RRSPs are different

RRSPs are treated differently. An RRSP investment is an asset, but money invested in the RRSP was deducted from taxable income when it was put into the RRSP, so Revenue Canada says that to be fair this money should be taxed when it comes out of the RRSP. If you take money out of your RRSP when you are alive to take a trip or buy a new car, it is treated as additional income and is taxed. It receives the same treatment when you die.

Is there any way around this taxation?

Not forever, but there are two sets of circumstances under which there is no immediate tax effect on RRSPs when you die. First, if your RRSPs go to your spouse, they are left alone. Secondly, if you are supporting a dependent child, your RRSP can go to that child and also be left alone. In either of these two cases if, or when, the spouse or child takes the money out of the RRSP then it would be taxed.

Estate taxes

There is no estate tax as such in Ontario at this time. The province collects a small, graduated percentage of the assets as probate fees. The federal government and Revenue Canada tax income and that includes RRSPs. But on the other side, any increase in value of the family home is not taxed.

LET'S TALK SAFETY

with Ron Rafuse

Summer yard work requires safety sense

With spring winding down and the weather alternating between sunshine and rain, I am sure we all have our lawn mowers out and are starting the summer chore of cutting the grass — with our weed snippers ready to trim.

Are you ready to operate this equipment? Is this the year you decide that the children are old enough to operate the equipment?

Think back to our safety principles and the standards for operating equipment at work.

Is there any difference?

Not a bit.

Is the equipment safe? Has maintenance been done? Has it been properly serviced? Do you have the proper personal protective equipment and is it being used?

If you have decided that it is time for your children to do this task, what have you done about training? You would not give your 10-year-old the car to go out on the highway. Yet many people let their young children take and use a lawnmower with no instruction or supervision. The blade of a lawnmower at the tip has a striking force of 25 tons.

Let's discuss accidents.

What is an accident?

Webster's dictionary defines an accident as "an unforeseen and unplanned event or circumstance."

When you decide to take a shortcut or operate equipment without training and something happens to cause an injury you cannot say it is an accident. It is the result of taking an unnecessary risk. Part of life is being aware that there is risk in everything we do. What needs to be done is to assess the risks and prepare for them to prevent injuries or accidents.

To get back to the lawn mower — by reading the instruction book, following the instructions and wearing protective equipment the risk of an accident is much lower.

Assessing the risk at work is also how we can eliminate injury and incidents — not only injury to ourselves but to others around us.

When we fail to put up a guardrail or a warning sign of danger, we expose others to great risk and in injury prevention this is a failure to look after each other.

If you decided not to wear proper personal protective equipment to protect yourself, you put yourself at risk of injury knowingly. This is not an accident. It is a failure to protect yourself.

We have all heard about accidents where the person was not injured because he or she was wearing personal protective equipment and the comments made are: 'Lucky they were wearing that equipment.'

It should not be luck. It should be part of our everyday life at work not to take stupid risks. This is why at Inco we have rules, standards, and training. Then there is the need to enforce the rules to eliminate injury caused by people taking risks we don't expect them to take.

If you are at work or at home, think about what you are going to do and the risk associated with it and stay on the smart side of the risk line. Don't take a chance you do not need to take.

Holiday safety

The summer holiday season is fast approaching and plans are being finalized for adults and children with eager anticipation.

Safety needs to be a part of these plans to help ensure a

happy time.

A student going to work this summer for the first time is an exciting experience but one that has to be thought of from a safety perspective. Students need the advice of parents on safety training prior to heading out to work.

Have you taught and been an example to your young teens on issues like proper lifting, wearing protective equipment, keeping a work area neat and clean, reading and following safety operating instructions and obeying cautionary signs.

The list goes on.

This is the training we deliver by our actions as parents that will impact on the safety attitudes of our children in the workplace.

Many companies like Inco have indoctrination programs for new and returning students that teach and instruct on safety, legislation and rules. But these programs only reinforce and complement the training we have provided as parents.

This is why it is important to make safety a part of our lives both on and off the job.

Remember the safety scale that we talked about and is posted in all mines and plants? Take a good look at it and see where your family sits on the scale.

Safety is a habit and we will only flourish in our daily lives if we continue to make sure we apply it to our personal life and look after each other.

Returning to the dictionary — Webster's defines a shortcut as "a method of doing something more quickly and often not as thoroughly as by ordinary procedure."

How does this impact on doing work?

At Inco, many people devote many hours to develop procedures and considerable time is spent on training employees on these procedures. The procedures are audited by the joint Occupational Safety, Health and Environment (OSHE) committees and by job observation and

revised when the process is changed or equipment is added or changed.

This is all done to ensure that the people doing the work are protected from injury in the task they are doing.

Where is your personal protective gear?

Some people take shortcuts in procedures to save time, or so they think. When something happens and an injury occurs, the process stops until it is investigated, repaired and the injured person receives proper attention. There is no time saved in a failed shortcut.

You may have taken this shortcut many times without an incident, but we all know that with shortcuts comes risks. The risk increases when procedures are not followed and the result of unnecessary risk is incidents, accidents and injury.

The workshop *Making The Workplace Safe* that everyone attended told us that unsafe acts cause 90 per cent of injuries. Taking a shortcut can only be described as an unsafe act.

Whether on the job or off the job, think of the consequences of taking a shortcut. Stop and ask yourself, 'Is it worth it?'

Remember the saying — 'If it's worth doing, it's worth doing right.'

I would like to take this opportunity to wish each of you and your families a safe and enjoyable summer and please don't have an accident either on or off the job as a result of taking a shortcut or a risk that is not needed.

Remember safety principle number seven — "Prevention of personal injuries and incidents is good business."

Ron Rafuse is Superintendent of Safety in the Ontario Division



I heard it down at . . .

The Dry



by Jerry Rogers

Official openings can be boring affairs.

But by any measure, the opening of Cambrian College's Special Needs Regional Resource Centre was memorable. And it's a wonderful example of how an Inco gift of \$250,000 can help create a lifetime of opportunity.

With about 200 staffers, students, academics, municipal politicians and labor leaders crowded into the centre's foyer, there was a buzz of excitement in the air, a sense that the once only dreamed about had suddenly, and finally, become tangible and touchable.

The reality of a centre for people with learning and physical disabilities that is the first of its kind in North America even inspired the guest speakers.

As a volunteer stood to the side signing the words for the hearing impaired in the audience, Leo Gerard, campaign chair and International Secretary-Treasurer for the Steelworkers, was generous in his praise of the concept. He singled out key visionaries like Cambrian President Glenn Crombie and centre director Susan Alcorn McKay and hailed Inco and Cambrian faculty and students for their contributions as examples of "great community pride."

"What we're doing is pushing open the doors. We're opening the doors wide and inviting people in," said Leo, who has first-hand knowledge of the difficulties faced by people with disabilities.

While a range of speakers spoke spiritedly about the centre, it was Miriam McDonald, executive director of the Cambrian Foundation, who best captured the intense feelings supporters have for the centre. So far, \$2.2 million has been raised for the first phase of a three-phase project. And the money came from close to 400 companies, organizations, labor groups, service clubs and individuals. No fundraising idea was too corny to be tried and they used them all — dinner auctions, T-shirts, garage sales, chicken soup tickets, 50/50 draws and even something called 'duck tickets.'

"You have not just given, you have cared, and this project is about caring. It is about believing in people and they are the power of our time and our future," she told them.

Off to the side, Ms. Alcorn McKay watched the ceremonies with some pleasure. Back in 1986, she opened a forerunner of the centre with 17 students. Today, almost 600 students with disabilities will take advantage of the new centre.

"I woke up one morning and said we don't have enough room here. So I said to myself, 'Let's do what's needed to bring us to the year 2000 and we haven't stopped.'"

Brian Norton, 29, also took a great interest in the opening since he, too, had been involved with Cambrian's early efforts in working with people with disabilities.

"This is just great and I love it here now," said Brian who has cerebral palsy and is an acclaimed wheelchair athlete, ranking as one of the country's best in the javelin, shot-put and discus.

"Right now I'm taking my time, doing my upgrading but I'm hoping to get something in computers or athletics later on," he said.

Ms. Alcorn McKay shares Brian's desires with a passion.

"People with disabilities are not always perceived for what they are. People see them for their disabilities, not their abilities," she says. "If they're given the tools to show what they can do, the disabilities disappear and we're left with the person." She's seen many of her graduates go on to fulfilling careers in the North.

"When somebody gives them the chance, they pay back," she stresses.

Automated mining in media spotlight

Greg Baiden, Inco's manager of Mines Research, created a media flurry at the annual conference of the Canadian Institute of Mining, Metallurgy and Petroleum in Edmonton recently. Both the Edmonton Journal and The Toronto Star seized on Inco's pioneering use of robotics and mines automation. Both papers cottoned to the idea that there's a big future for automated mining that will improve safety, boost production and generally improve the quality of life for miners. The Journal even theorized that mining may one day be an office job . . . Chico Villeneuve who doubles, it sometimes seems, as a 'robo-scoop' trainer for celebrities can add another convert to his list. Chico, who showed Prime Minister Jean Chrétien how to handle the remote-control scooptram at the Garson Arena two years ago, was back at the controls this month for another major Inco visitor. His Excellency I. B. Sudjana, the Minister of Mining and Energy for Indonesia, tried his hand on surface and then travelled underground with Inco President Scott Hand to see the scoop in action . . . Inco's Ontario Division is the subject of the August edition of Dialogue, the Company video series that's shown worldwide. Produced with Public Affairs, the film will feature a day in the life of our Division and will examine nickel from the mine to finished product. Among the sites featured will be McCreedy East, Clarabelle Mill, the Copper Cliff Smelter and Nickel and Copper Refineries

A day to remember at the Special Needs Centre

... Did you know that Clarabelle Mill celebrates its 25th anniversary this fall? It was in November, 1971 that the new Clarabelle concentrator, capable of treating 35,000 tons of ore a day, became operational . . . Look for a highway billboard this summer touting Inco's quality people, 27 of our people who are distinguishing themselves as volunteer Scouting leaders in Sudbury . . . The Inco Northern Ontario Junior Golf Tour is having an impact on young northern golfers. Adam Evershed, son of tour co-organizer, Tony Evershed of the Idylwyld in Sudbury, won one of the last seven spots to qualify for this year's Ontario Amateur championship. He shot a 76 on the demanding Horseshoe Valley course to make it into the field of 144 and, at 16, becomes the second youngest player ever in the Ontario Amateurs. "We're creating some very, very good competition with the tour," says Tony. "The Inco tour now counts in the Ontario rankings for our juniors. They will get points toward Ontario standings on how they do on the Inco tour. So it's working. The Inco association gives us a more established name."

Where are they now?

Five years into retirement, William Spehar has only good things to say about Inco and the 30.5 years he spent with the company, latterly as a miner in the Frood-Stobie Complex. "I wish I could go back. No, not really," he jokes over the telephone. "I wish Inco all the best. They treat their workers right." But now that he has the time, he really enjoys life. Since one of his two daughters is a doctor

in Atlanta, he gets to visit the Georgia capital often. Fishing trips in the bush and a lengthy trip to Yugoslavia last year are highlights. "A pension is for living," Bill firmly believes

... That same year — 1991 — also saw the retirement of Albert Zega after 39.5 years with a variety of departments — the converter building, transportation, the locomotive shop and maintenance. Albert, who's adding to his retirement income by renting one of the two houses he owns, has more than enough on his plate to keep busy. He tends flower and vegetable gardens around home when he's not visiting sisters in Argentina and Italy, bowling and suffering with diehard Sudbury Wolves fans . . . Matti Makitalo, for one, misses the whole gang. Matti retired in 1994 with 20 years' service in maintenance as a mobile mechanic. He goes to camp in summer but finds the winter a little slower. Chopping wood for his fireplace helps the days pass well enough, he adds . . . A quality carpenter, Dante Fiorotto enjoys retirement very much, thank you, after 30 years in the furnace area of the Smelter as a foreman. While he misses the guys, he's perfecting his skills by building cabinets and steamboats in his spare time. Otherwise, look for him on ski slopes in Vermont, Colorado or California . . . Bruno Luzzi was a maintenance mechanic at Central Mills with 30 years in when he went on pension in 1994. Today, he doesn't miss the daily routine, keeps busy doting on a young grandson and applied his carpentry skills to his son's house last year . . . For 23 years, Douglas Valentine worked in mines engineering, retiring in 1991 as a superintendent. Today, he says he's enjoying a very satisfactory

life and spends a lot of time visiting his children . . . John Reischer was a miner for 37 years, mostly at Levack, retiring as stope leader two years ago. He knew it was time to go. "Times changing, mines changing, I'm not changing, so I signed up for early retirement," John recalls. "I don't know where the time went. I enjoy pension life and I never look back." He's got a new motorcycle, fishes, hunts and travels to see his children. "I don't know how I got time to work before," he adds.



Inco Limited's recent \$250,000 donation to Cambrian College's Special Needs Regional Resource Centre drew praise at the centre's official opening. Campaign chair and Steelworkers International Secretary-Treasurer Leo Gerard, right, said the large contributions by Inco and Cambrian staff and students show a great sense of community pride. Cambrian College President Glenn Crombie said it is these types of partnerships that have distinguished the college over its 29-year history.

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The Triangle is published monthly for employees and pensioners of the Ontario Division of Inco Limited. Produced by the Public Affairs Department. Members of the International Association of Business Communicators.

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