

# INCO Triangle

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## Projects rise, costs fall in shutdown

The number of construction and maintenance projects jumped from 1995. But costs fell during a busy summer shutdown this year.

As usual, the July shutdown allowed mines and surface plants an opportunity to tackle needed maintenance jobs that would in many cases be impossible to do during normal operations.

There were 233 projects completed this year, compared to 118 in 1995.

The biggest of these was at Creighton Mine No. 9 Shaft — where shaft steel was replaced and a hydraulic clamp installed.

Jim Tyers, supervisor of contract administration, said although an increased number of jobs were com-

pleted, this year's shutdown spending was down from last year.

About \$12 million was spent this year, compared to \$16 million in 1995, he said.

Some major shutdown projects included:

- Shaft work at Copper Cliff South Mine;
- Cage motor change at Copper Cliff North Mine;
- Work on ore-handling systems at Creighton Mine, Crean Hill Mine and McCreedy East Mine;
- Hopper servicing at Garson Mine;
- Repairs and rebuilding of No. 1 and No. 2 Flash Furnaces at the Copper Cliff Smelter; and
- Maintenance work, purging and inspection at the

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## Levack Complex shows strong in mine rescue

It wasn't the result they were hoping for — but the Levack Complex managed to solidify Inco's reputation for consistent excellence in mine rescue with a strong second-place showing at the recent provincial championships.

"Coming in second at this level of competition is like winning a silver medal in the Olympics," said mine rescue co-ordinator Tom Gunn.

"Inco employees and management can be very proud of their mine rescue people. They do an incredible job provincially and on an as-needed basis when called out to an underground fire."

Inco had won three consecutive provincial titles coming into this year's event — a feat unparalleled in the history of Ontario Mine Rescue.

This time around, Falconbridge took top honors for the first time in 36 years with American Barrick's Holt-

McDermott team placing third.

In addition to the Levack Complex finishing a solid second against the best mine rescue teams in the province, Andy Scott of Frood-Stobie captured the top technician's award — another indication of Inco's continued excellence.

"We would have liked to win, we didn't go there to finish second," said captain Dennis Gosselin. "But we beat ourselves — some things didn't go as planned. I still feel our team is the best in the world."

Dennis and other team members are already discussing tactics for next year's district competitions in hopes of another crack at the provincial crown.

"We have the expertise here at Inco to continue these kinds of performances for many years to come," said Dennis. "We have plenty of experience and the young tal-

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Levack Complex team captain Dennis Gosselin climbs the ladder to the top of a scissor lift where an injured man was trapped during the Provincial Mine Rescue Championships at the Levack Arena. The Inco entry placed a strong second against the best mine rescue teams in Ontario.

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Schooling at Inco

# Reclamation kickstarts nature's magic



The steep cliffs of the old Santala quartz quarry, left, are a sharp contrast to the rolling fields of tall grass at the site today.



"We didn't put this in," said Paul Yearwood, as he looked over the cattails and swampy nook at the base of the former quarry. Nature took care of that.

Nature is taking over where Inco left off after two years of reclamation work at the old Santala quartz quarry.

Not only is the long-inactive site green again, a marsh has developed and wildlife is returning.

"We didn't put this in," said Paul Yearwood, coordinator of Decommissioning and Reclamation, as he looked over the cattails and swampy nook at the base of the former quarry.

Natural growth beyond the soil, lime, fertilizers and grass seed added by Inco has already taken hold.

"And we didn't put that frog there either," he said, observing one of the creatures now living in the area.

Inco is committed to reclaiming decommissioned mining sites. In 1995 the company spent \$500,000 on reclamation work and another \$600,000 will be invested this year.

"We're working on six sites," Paul said.

There are a total of 40 sites on Inco's reclamation schedule. The Santala Quarry, west of Lively on Santala Road, is one of 18 sites started on the green road to reclamation and revegetation in the last two years.

But in the case of Santala, safety was a more significant issue than revegetation. The site had been green for decades.

At the turn of the century Santala was a quartz quarry. "It was steep-sided. They were following a large quartz vein," Paul said.

By 1909, work at the quarry had stopped, leaving a 100-foot valley surrounded by rocky cliffs.

Trees and plants grew in naturally and water eventually filled the bottom 40 feet of the quarry basin. This made the quarry a tempting swimming hole for those fearless of the 60-foot drop into the waterway.

"There was concern from the public," Paul explained. "Despite extensive fencing and signs warning against trespassing, it became kind of a local swimming hole for some people. Kids were crawling under the fence and jumping off the high cliffs. They had it marked out at 60 feet of height."

"There was always the potential of hitting the sides when jumping."

After studying the site, Inco decided to blast in the cliffs of the quarry and drain the water. After the blasting, lime and fertilizer were added to encourage new growth.

And in only two years "it's really come along very, very well," Paul said.

A rolling field of tall grass, a marsh, saplings, wildflowers, bees and frogs now occupy the old quarry.

"Hopefully when we come back in 10 years the trees will be very noticeable and be around six feet tall."

Walden Mayor Terry Kett said although the old quarry's cliffs were beautiful to look at, the site could not remain as it was because of the potential for an accident.

Mr. Kett said the reclamation is returning the site to its

more natural state. "Inco did a nice job of it," he said. "They revegetated it and did the community proud."

Paul said Inco's reclamation work at Santala is now completed.

"Nature will take its course," Paul said. "We've started it and I guess it's in the hands of God to restore it back to nature fully."

The six Inco sites are scattered around the Sudbury region. They are —

## Evans Mine

Just two kilometres south of Copper Cliff, Evans Mine once contained 3.0 per cent nickel and 2.66 per cent copper. Evans has been inactive since 1899. Reclamation work at the site is to start this month.

## Victoria Mine

Located about 35 kilometres west of Copper Cliff, Victoria Mine was discovered in 1886. It was mined for nickel and copper until 1923 by the Mond Nickel Company. Draining water at the Victoria shaft went on from 1967 to 1971. In all, 93 million gal-

lons of water was pumped from the mine and treated with lime before being discharged into the surrounding watershed. Development work and mining was carried out by a contractor from 1973 to 1978 when production was ceased for good. An environmental assessment has just been completed to determine waste rock acid generation and contamination to water and soil. Reclamation work, to eventually include seeding of the site, started this month.

## Victoria Roasting Yard

Located two kilometres south of Victoria Mine, the two roast yards needed to be 'capped' to prevent the exposed remaining soil from oxidizing and potentially contaminating the water. "We've cleaned it up," Paul said. "We did an environmental assessment and clay-capped it." Clay provides a good, natural seal, he said. Seeding of the site has just been completed.

## Mond Quartzite Quarry

Located about one kilometre north of the Victoria slag pile, near the town of

Worthington, the quarry hasn't operated since 1915. Mond's two pits have regenerated naturally over the years and require little work from Inco. A family of beavers has made its home in the larger quarry.

## Dill Quarry

This quartz quarry, 15 kilometres southeast of the city, ended operations around the turn of the century. The small site has been cleaned of its waste rubble but requires no seeding. Nature has long since taken care of that.

## MacLennan Mine

Operations ended at MacLennan in 1973. The site, two kilometres northeast of the Sudbury Airport, was developed in 1965 using open-pit and shrinkage-stope methods. Last year the open stope was filled in with waste rock. One pit was filled with another still to be filled in. This year, waste rock was removed from two waste-rock dumps. The filled-in pit and stope have been top-dressed and seeded this spring.



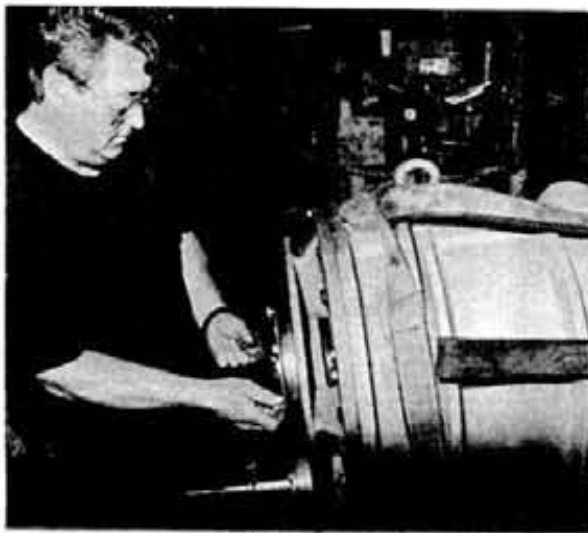
# Mines, plants complete major projects



Malcolm Leger, process laborer, looks over the work of contractors who replaced brick and were adding ram lining to insulate No. 2 Flash Furnace. During regular operation, the furnace must withstand heat of more than 2,200°F. The maintenance work provided a rare view inside the furnace at the Copper Cliff Smelter.



Sergio Conte, a machinist at Divisional Shops, hammers a lock nut as part of work to rebuild a vacuum air pump for Electrowinning.



Howie Neeley, a machine operator at Divisional Shops, removes a keeper plate on a bearing of a vacuum air pump for Electrowinning.

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Nickel Refinery's Inco Pressure Carbonyl (IPC) plant.

Divisional Shops was also busy doing various jobs for several departments.

At the Port Colborne Refinery, several major projects were completed during the shutdown, including the installation of a new electrical rectifier, the main power supply in the electrowinning of cobalt.

Other work in Port Colborne included decommissioning of the old electroplating nickel facility and an upgrade of an autoclave at the Precious Metals Refinery. The autoclave performs a pressurized leaching to remove copper from precious metals received from Sudbury

operations.

At South Mine, a shutdown crew of six people a shift replaced 1,250 feet of track at the 2,050-foot level because of wear, tear and age.

The total 8,500-foot length of track is heavily used, averaging about 2,500 tons a day of ore and rock.

Like other areas, South Mine also had many smaller jobs going on such as reconditioning of drifts with bolting and screening at the 5,000, 1,500 and 2,250-foot levels, in-the-hole drilling, shotcreting, replacing the main conveyor belt at the 2,350-foot level, installing new liner plates at the 2,300-foot level and installing air cannons on the surface loadout bin.



Brian Pearce, a machinist at Divisional Shops, machines a new torque limiter plate for the rotary feeder of the No. 1 furnace dryer.

## Crean Hill crews shine in shutdown



Working on a headsheave replacement job at Crean Hill Mine, are, from left, industrial mechanic Alvin Punkkinen, welder Patrick Thaxter, industrial mechanic Tim Weatherley and maintenance foreman Ellwood Hamel.

Crean Hill Mine finished three major jobs during the shutdown with time to spare.

The jobs closed down access underground and had to be done in the first week of the shutdown to minimize downtime, said maintenance general foreman Don Peloquin.

"Typical of Inco employees, they took up the challenge and surpassed expectations by completing all three

jobs without any injuries or safety infractions and in less than scheduled time — while performing more work than was planned," Don said.

Each of the three jobs was big enough on its own. The skip hoist's two headsheaves — which act as pulleys 160 feet off the ground — had to be replaced, the hoist cage and counterweight drum bushings (two-foot diameter bearings) had to be replaced, and the mine had to take a

cage counterweight bale out of the shaft to have it re-certified.

"The entire Inco Construction forces were already committed to other projects for that week," Don said.

To get the critical jobs done right, members of the Crean Hill maintenance mechanical crew rescheduled their vacations to work 12-hour shifts.

"We had confidence in our people and we realized we could save money by using our people," said mine superintendent Steve Wood.

"Time was tight," he said. "We had maintenance jobs to do underground. If we took more than a week (on the mine hoisting system) that would have taken time away from the underground jobs."

Glen Phillips, maintenance foreman/planner, said the process "started a year-and-a-half ago, when we ordered the headsheaves."

That planning, it turned out, was critical.

"The planning made it happen," said Steve. "The crews were heavily involved in the planning and then they executed their own plan."

Here is a breakdown of each job:

### Hoist drum bushings

It was decided last fall that

the cage hoist and counterweight hoist drum bushings had to be replaced because of excessive wear.

The cage hoist was shut down the morning of July 1, with the job expected to take five days. But the Crean Hill crew of Art Bradbury, Bob Norman, Don McGregor, Ken Salo, Rene Lafortune and Bob Woods were able to do it in two days. Also participating on the job were Tim Weatherley, Pierrette Lalonde-Chinn and supervisor Henry Lowe.

### Cage counterweight

The cage counterweight was removed, reconditioned and re-installed during the shutdown.

The counterweight removal was done by the same crew involved in the hoist drum bushings job. The repairs were done by Tim Weatherley and Pierrette Lalonde-Chinn with assistance from Ken Hill of the Heavy Duty Plate Shop. The Crean Hill shaft crew of Ray Green, Bob Dellezay and Larry Whistle looked after all the shaft work for the counterweight movements.

### Skip headsheaves

The third and biggest job involved replacing two 14-

foot diameter, 7.8-ton skip sheaves, which are 160 feet above the ground. "There was insufficient material left for machining of the rope grooves," Don said.

Although 72 working-hours had been planned for the job, the crew was able to complete it in 60 working-hours.

"The sheaves were in place, ready for use and the area cleaned up and organized better than original," said Don, giving credit to the crew of Pat Thaxter, Stan McCormick, Alvin Punkkinen, Gord Brown, Chris Brown, Zeke Farrow and supervisor Ellwood Hamel for "a safe job well done."

Assistance was provided by the Divisional Machine Shop, whose employees provided a quick turnaround in getting new sheave shafts prepared with seals from the old sheave shafts so the job could stay ahead of schedule.

The success of all three jobs was made possible by the professional efforts of all involved, Don said, adding that close cooperation and coordination between Henry Lowe and Ellwood Hamel also allowed them to finish ahead of schedule.

# Tough scenario made rescuers think

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ent coming up is very good. We had three new members on our provincial team and all of them performed well. That's good news for everyone because in a real situation you have to keep your wits about you and the people we have here do an excellent job all the time."

This year's provincial championships scenario, developed by Malcolm Smith, director of mine rescue for the province, was "a good one that really made you think and tested all of your skills," said Dennis.

The largest obstacle facing competitors was rescuing a man atop a scissor lift who had been injured by a rockfall. With the scissor lift not functioning and no means of getting to the injured individual, teams were forced to employ specialized equipment with which they had little training.

Other difficulties encountered during the trek along the Levack Arena floor — transformed into an underground environment for the weekend — included a fire in a service bay, an injured cagetender wandering erratically throughout the mine and three employees holed up in a refuge station.

"Malcolm Smith always gives us a laborious scenario and this year's was as tough as usual," said Levack Complex team member Bob Coupal. "Overall, we did fairly well. We missed out on a few little things that placed us second instead of first. The calibre of mine rescue at Inco is tops. We've got the best there is to offer in terms of training, equipment and time allotted."

Ron Weaver, a rookie on the team, described the provincials as a tremendous learning experience.

"I thought it was great," he said. "Obviously we would have preferred first, but second place is nice."

"Competing at a provin-

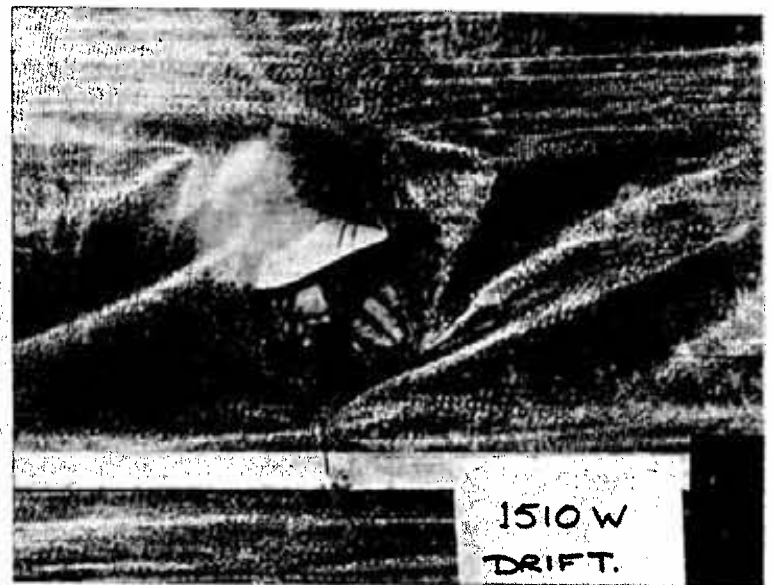
cial level requires a lot of training at home as well as on the job, but it's well worth it. It forces you to use your brain and think."

Team members offered special thanks to ministry training officer Bruce Hall, Tom

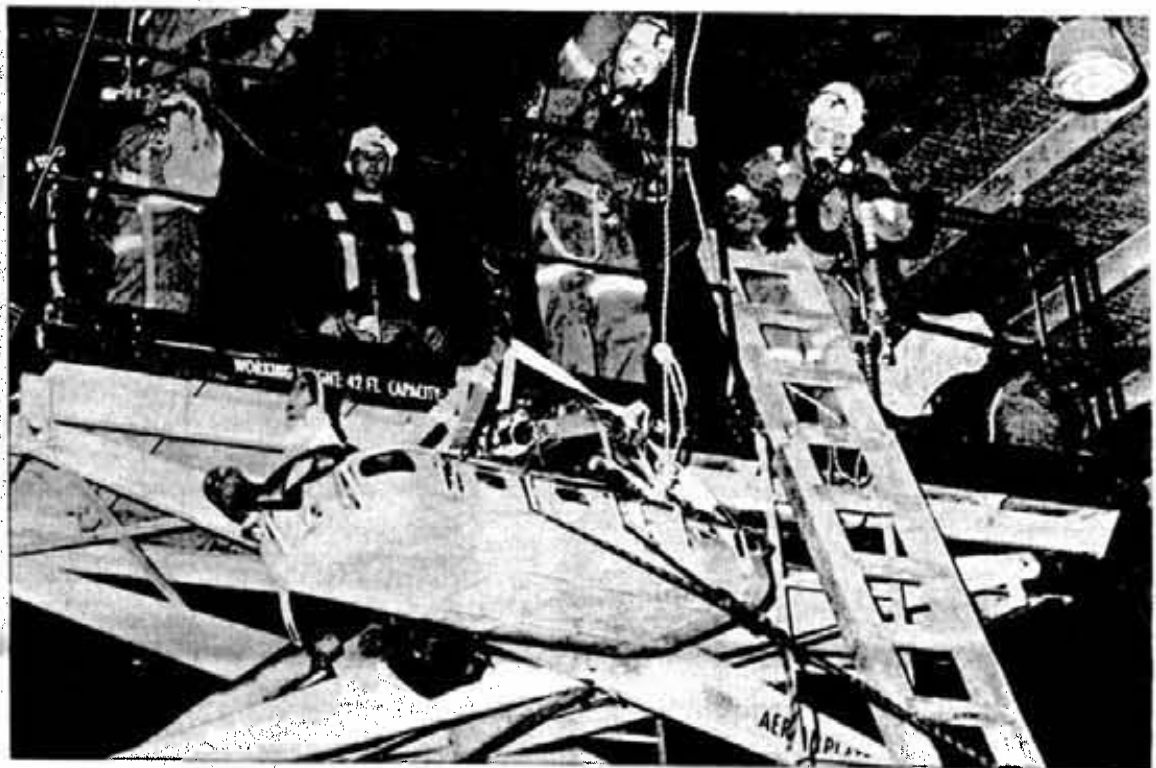
Gunn and others from the company — 'from the president's office on down' — for their assistance and support.

"You couldn't ask for more than we got from these guys," said Tom. "There was a fine line between first, second and third."

**This Ontario Mine Rescue judge found a unique vantage point from which to watch the competition. The entire Levack Arena floor was transformed into a simulated underground environment for the event.**



**Bruce McKee, securely tied off with a safety line, reaches overhead to fasten a lifting device to a sling and shackle in preparation of lowering the injured miner from the scissor lift platform.**



**Levack Complex team members carefully lower the injured worker in a stretcher from atop the scissor lift platform.**



**Bob Coupal readies the stretcher for transporting a patient.**



**Members of the Levack Complex mine rescue team stand a ladder into position during provincial competition at the Levack Arena.**

**Ron Weaver comforts an injured Ron Platkowski of South Mine during the simulated mine rescue scenario at the Levack Arena.**



# On-line job procedures improve mill safety

Clarabelle Mill employees have safe and efficient work procedures at their fingertips.

Proper Task and Procedure Analysis (commonly referred to as PTA) is available through every personal computer at the mill, thanks to the efforts of people such as mill foreman Clarke LaFlamme.

"It's all about how to do the job safely and efficiently," Clarke said. "But now, you can call it up easier."

PTAs detail how potentially hazardous jobs should be done as a means of preventing accidents and improving efficiency.

When safer or more efficient job procedures are developed, PTAs are updated

quickly and easily on the computer system.

Under the old system of filing PTAs in large binders, updating a procedure often meant having an entire section retyped.

Now a foreman, or other approved employee, can update relevant sections immediately, without having to re-type several unrelated pages.

Only a few people can make changes to the PTA on-line system, so those using it from their work area can't accidentally erase or change a procedure.

The actual procedures will remain the same, except for upgrading.

"For example, if someone's recently been injured you must

review that job," said Clarke.

The new system is simply a way to get important safety and efficiency information out to employees faster and more conveniently.

"With the help of forward-thinking management here at Clarabelle, progressive concepts are encouraged to grow, especially in the field of safety," Clarke said. "We were the first ones to come on-line last year."

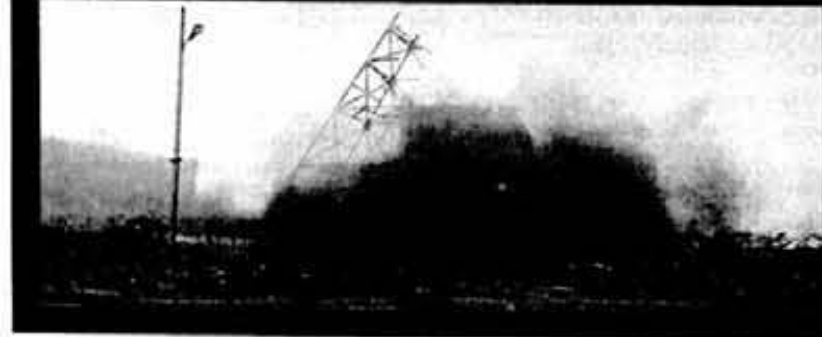
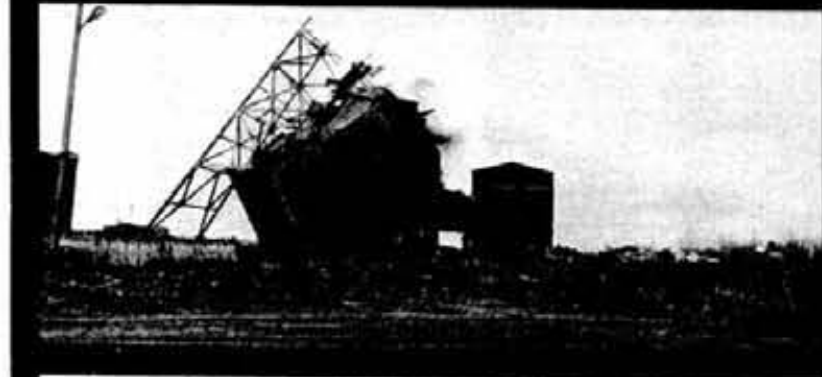
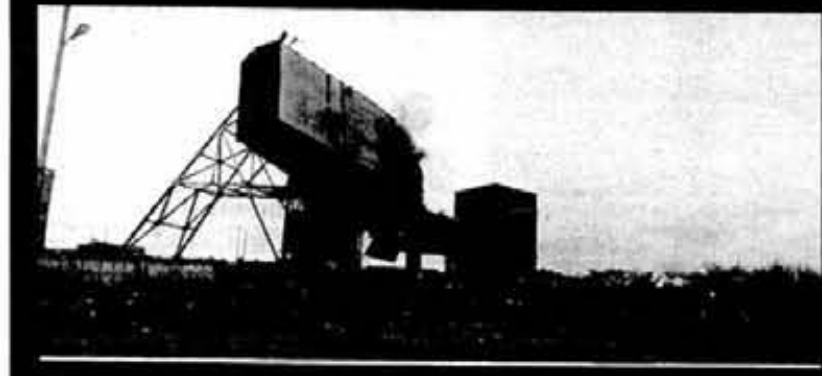
But Clarabelle Mill certainly won't be the only plant to have its PTAs on computer.

"The Smelter is just starting to get its PTAs on-line," said Clarke, who expects other plants to follow so that one day all of the Ontario Division will have its PTAs available on computer.



Clarabelle Mill foreman Clarke LaFlamme, right, goes over a job procedure at the computer with circuit operator Denis Carriere.

## Goodbye No. 5 shaft



A pile of sand.

That's all that remains of Creighton Mine's No. 5 Shaft.

The shaft was demolished in May but there hasn't been any active mining at No. 5 since 1984.

"In its heyday it hoisted 4,000 to 4,500 tons of ore a day," said Jim Thomson, project manager at Creighton Mine.

"There was a major dry there. Before 1971, everybody accessed the deeper part — below 1,900 feet — from No. 5 Shaft."

Thomson, who was a general foreman there in 1980-81, said about 1,600 to 2,000 tons was being hoisted from No. 5 near the end of its life.

It was a valuable shaft for Inco, he added. From 1935, when the shaft was sunk, to 1984 about 45 million tons of ore came out of No. 5.

Although the headframe is gone, the old shaft will see limited use.

"It's the only way to get to the 2,600-foot level for maintenance," he said.

### 1996 INCO SECONDARY SCHOOL BURSARIES

This year's recipients of Inco secondary school bursaries come from all over the region.

#### Capreol High School

- Jeffrey Allen of Capreol

#### Chelmsford Valley District Composite School

- Todd Bignucolo of Azilda
- Terri-Lynn Clements of Azilda

#### Confederation Secondary School

- Julie Desjardins of Hanmer
- Andrea Leclair of Val Caron
- Jana Armstrong of Val Caron
- Darryl Burton of Val Caron
- Ashley Bibby of Hanmer

#### Ecole Secondaire de la Riviere-des-Francs

- Michael Dorzek of St. Charles

#### Ecole Secondaire Hanmer

- Therese Larocque of Hanmer
- Melanie Russell of Val Therese
- Tracy Rogers of Hanmer

#### Lasalle Secondary School

- Christina Johnson of Sudbury
- Denis Vanderpool of Sudbury
- Nelson Eng of Sudbury
- Peter Ryan of Sudbury
- Yogesh Oza of Sudbury
- Pari Oza of Sudbury
- Julie Dion of Sudbury
- Aaron Ball of Sudbury

#### Levack District High School

- Olivia Gibb of Dowling

#### Lively District Secondary School

- Darryl White of Lively
- Johanna Lovin of Lively

#### Lockerby Composite School

- Jodi Phillips of Sudbury

#### Lo-Ellen Park Secondary

- Jing Ge of Sudbury
- Sara Kirchhefer of Sudbury
- Kristina Farquar of Sudbury
- Erik Kalvainen of Sudbury

#### Ecole Macdonald-Cartier

- Martin Charron of Sudbury

#### Northeastern Secondary School

- Carole Charron of Wahnapiatae
- Heather Allman of Sudbury
- Michelle Legault of Sudbury
- Abby Roy of Garson

#### College Rayside-Balfour

- Sylvie Bergeron of Azilda
- Donald Sylvain of Azilda

#### Sudbury Secondary School

- Debra Duff of Hanmer
- Meredith Wilson of Sudbury
- Martins MacDonald of Capreol
- Carrie Mallet of Sudbury
- Kathryn Traulsen of Sudbury
- Dawn Savignac of Sudbury
- Alison Humphrey of Sudbury

# Frood Pond serves as outdoor classroom



Melanie Lance, 14, left, and Lisa Brankley, 14, are two of 140 Grade 9 students at Sudbury Secondary School studying ways to restore the natural environment at Inco's Frood Pond site, near the Donovan neighborhood. The students have just completed the first year of a five-year project, which includes creating duck nesting platforms and other wildlife habitat.

A group of Sudbury Secondary School students is using a piece of Inco property as an environmental laboratory.

"I think it's really interesting to bring land back to the way it should be," said Melanie Lance, 14, a Grade 9 student at Sudbury Secondary School.

Melanie, whose father is Copper Refinery foreman Jean-Guy Lance, is one of 140 Grade 9 students from the high school working on a unique environ-

mental project aimed at cleaning up Frood Pond, near the Frood-Stobie Mine Complex.

Inco is allowing students in Sudbury Secondary's Frood Village Pond Project frequent access to the pond and surrounding property. It's all part of a five-year learning plan that will show students practical applications of chemistry, science, math and other school subjects. At the same time, they'll learn that they can contribute to improving their



Arlene Wheatfield, co-chairwoman of the Frood Village Pond Project Committee, presents Marty Puro, Inco superintendent of Decommissioning and Reclamation, with an award thanking Inco for allowing Sudbury Secondary to use the company's pond site as an environmental laboratory.

community — something to which Inco is also committed.

"It has helped us to connect the different studies," said Lisa Brankley, 14, another Grade 9 student participating in the project.

The students have taken part in a variety of workshops and activity sessions in school and at the pond site.

They are trying to build a continuous flow of information on the Frood Pond site to create an environmental vision for the area.

"We're looking to bring back the Frood Pond to where it was," said Marjatta Longston, the former Sudbury Secondary vice-principal (now principal at Northeastern Secondary School) and a member of the Frood Village Pond Project Committee.

Already there are some positive indications that the work is paying off.

Ms. Longston said she saw ducks nesting there this spring.

"It is a good sign that things are coming back."

The pond was damaged by more than 100 years of mining-related operations in the Sudbury region, said Marty Puro,

superintendent of Decommissioning and Reclamation.

Frood is in line with prevailing winds and sulphur-dioxide emissions, he said.

But Marty added that the pond isn't as damaged as other areas in the region so the students aren't, by any means, trying to reclaim barren land.

"The pond itself is not too bad. The water quality is mildly acidic."

The students in the project also intend to add wildlife habitats and improve the variety of vegetation at Frood Pond. But improvements to the natural environment won't take place until September. The last academic year was one of study by the students to learn what can be done.

Alkalinity, pH and oxygen levels were all tested from water samples.

"They're using it as a laboratory. It's a learning lab during school hours," said Marty.

The school presented Marty with an award this spring to thank Inco for allowing the students to use the pond site.

Sudbury Secondary principal Joan Mantle thanked project sponsors including Inco, the Regional Municipality of Sudbury and Canada Trust.

## Public school adds Inco to curriculum



Brian Gattoni, left, and partner Wayne Lamb impressed their teacher at Copper Cliff Public School with their Inco display, complete with model scooptrams, maps, photos, a model landscape of the Smelter Complex and tape-recorded sounds.

Two Copper Cliff Public School students have improved their reading and writing skills by studying Inco.

About halfway through the school year, Brian Gattoni, 12, Grade 6, and Wayne Lamb, 13, Grade 7, took on

the task of making displays, models, maps and audio recordings of Inco operations.

"It's bigger than I thought. I didn't know Inco was planting trees underground," said Brian, whose uncle, Terry Gattoni, is a miner at Creighton

Mine.

By the end of the year, they had put together an office full of Inco material, including newspaper and magazine articles about the company.

They even strolled just outside the Copper Cliff Smelter Complex to record

the everyday sounds of the operation to augment their displays.

"We got as much information on Inco as we could," said Wayne, whose father, Tim Lamb, is a plateworker at the Copper Cliff Smelter.

It's all part of an integrated learning program at Copper Cliff Public School. The boys' project applied to many subjects including science, geography and English.

The research and writing material they used was instrumental in helping the boys improve their comprehension and speed in reading and writing, said their teacher Heather Guse.

But it was their independent determination to complete their multi-media display that was their greatest learning tool, she said.

"They were consumed by this. It was a passion. There were not enough hours in a day for them," she said.

Going well beyond cutting and pasting published articles on Inco — including one on the Sudbury Neutrino Observatory in Time Magazine — the boys made models of scooptrams, trucks and a dinner table-size model of the Copper Cliff Smelter and the Superstack.

"I like to work with machines," Wayne said, explaining why he wanted to make models of Inco equipment.

"It was Brian's idea to do an Inco newspaper and I decided to do the models and a study on Inco."

Both boys said they can read and write better as a result of the project. And while they learned more about language and vocabulary, they said they also learned they'd one day like to work for the company they studied.



# Adult students hone skills at Inco

Inco is beefing up the resumes of several students at St. Albert's Adult Learning Centre.

Since the centre started its cooperative placement program at Inco's Copper Cliff Copper Refinery two-and-a-half years ago, 11 students have received training.

Most recently, Colette Gibbons and Darlene Stamplecoski enjoyed placements of four months and more at the refinery, working with planning coordinator Mike Paquette.

"It will give me a good resume," said Gibbons, who recently completed her 220-hour placement. "It gave me confidence to look for a job. It was good experience."

Stamplecoski, who, at last count, had worked 440 hours during her placement, said she learned a lot

about different machinery."

The two students were organizing a library and punching in data on equipment specifications and maintenance procedures.

"They are so gung-ho it creates a positive atmosphere. You've got to tell them to go home," Mike said.

The co-operative program is also a good community-outreach vehicle for Inco, he said.

The students, meanwhile, get to learn a lot of computer software applications, gain work experience and letters of recommendation for their resumes, Mike said.

Sylvia Faggioni, a teacher at St. Albert's, said the hands-on experience at Inco is what matters most as students prepare to compete for jobs.

"The students are better prepared to get out into the workforce."



**Darlene Stamplecoski, left, and Colette Gibbons have gained much workplace experience typing in data at the Copper Refinery. The two students of St. Albert's Adult Learning Centre spent more than four months on a work placement.**

## Student exchange program lends international flavor to workplace

People come from far away to learn at Inco.

Two university students, part of an international student exchange group, are getting valuable work experience at the General Office in Copper Cliff.

"I'd do this for nothing. I love this stuff," said Eddie Deeney, 23, of Kerrykeel, Ireland.

Since arriving at Inco in mid-June, Eddie spent his workdays organizing information and surfing the Net at Information Systems.

"Inco is updating everything on Windows '95," said the physics graduate of Queen's University in Belfast.

Among his duties, Eddie is organizing Inco's Copper Cliff telephone directory for the company's Intranet system to make it accessible on computer screens at employee worksites. Eddie has also been organizing Inco's Home Page on the Internet's international web.

It's all pretty interesting stuff for a guy who's still learning about Canada, let alone Sudbury. He said he had never heard of Sudbury until he noticed Inco on a list of potential student-exchange workplaces.

Eddie has been on job placements with big companies before. But he said he's finding that Inco is different from those other companies.

"I like the weekly information sessions where you get to know what's going on. It makes you feel you're part of the company and not just one little cog in it. At my last job, I saw my boss the day I arrived and the day I left — that's it."

Eddie will be here until January when he returns to Ireland.

Kristin Richter, 25, of Dresden, Germany, said she wanted to come to Canada to experience life here.

"I was told life in Canada was different from the States. I was in the States three years ago and I didn't like it."

While at Inco, the business administration undergraduate from the Technical University of Dresden has been honing her financial skills in Accounting.

She is studying accounting processes to see if they can be improved.

"They want to see what steps in

processes are redundant."

Kristin is an accounting and taxation major who still has to write a "very hard" taxation exam after her placement here.

Her work at Inco may help her with that exam, she said.

"It's good to have international experience."

She said she finds the work at Inco challenging and that the work environment is better than she's seen in her home county of Saxony in the former East Germany.

"In Germany you have to work under more pressure. I can talk to any people here. It's more healthy."

Kristin is on placement until November when she returns to Germany.



**Germany's Kristin Richter finds work in Inco's Accounting department challenging.**



**Ireland's Eddie Deeney is enjoying his stay in Inco's Information Systems department.**

# Poster Contest illustrates mining th

Her own artistic vision — and a little help from Inco — enabled Cheryl Renaud to open her very first bank account this summer.

The nine-year-old Lively resident, niece of Stobie Mine's Ward Warren, placed second in her age group in the Inco-sponsored New Faces of Mining Children's Poster Contest this June. The honor carried with it a \$35 prize, which the proud youngster deposited in a savings account.

The New Faces of Mining Poster Contest, which attracted close to 50 entries, was open to family members of Inco employees as well as students from both the Sudbury Board of Education and the Sudbury and District Roman Catholic Separate School Board.

The top three from each group in each of two age categories — eight to 10 and 11 to 13 — collected cash awards of \$50, \$35 and \$25 respectively. Winning entries were forwarded to the national contest run by the Keep Mining In Canada campaign, to compete against the best in the country for awards of \$150, \$100 and \$75.

Inco winners in the eight to 10 age group were Michelle Godin, daughter of McCreedy East's Rick Godin; Cheryl Renaud and Joël Whipple, son of North Mine's Rob Whipple.

In the 11 to 13 category, the top Inco entries came from Paul Barrette, son of Mike Barrette of Public Affairs; Kristal Hurst, daughter of Neil and Gail DeKoning of the Port Colborne Refinery; and Justin Renaud, nephew of Stobie's Ward Warren.

The top three Inco-sponsored school board contest winners in the eight to 10 age category were Mitch Dane and Danny Cuomo of Levack Public School, and Constance Blais of Ecole Notre Dame de la Merci in Coniston.

In the 11 to 13 category, winners were Julie Ouellette of Ecole Ste. Marie d'Azilda, Willie Lausch of Levack Public School and Gilles Labelle of Ecole Ste. Marie d'Azilda.

All 12 winning posters went on to the national competitions to be judged against more than 600 other entries. While no na-

tional winners emerged from the Inco entrants — the Keep Mining In Canada judges did keep posters by Paul Barrette, Cheryl Renaud and Julie Ouellette for use in future promotional purposes.

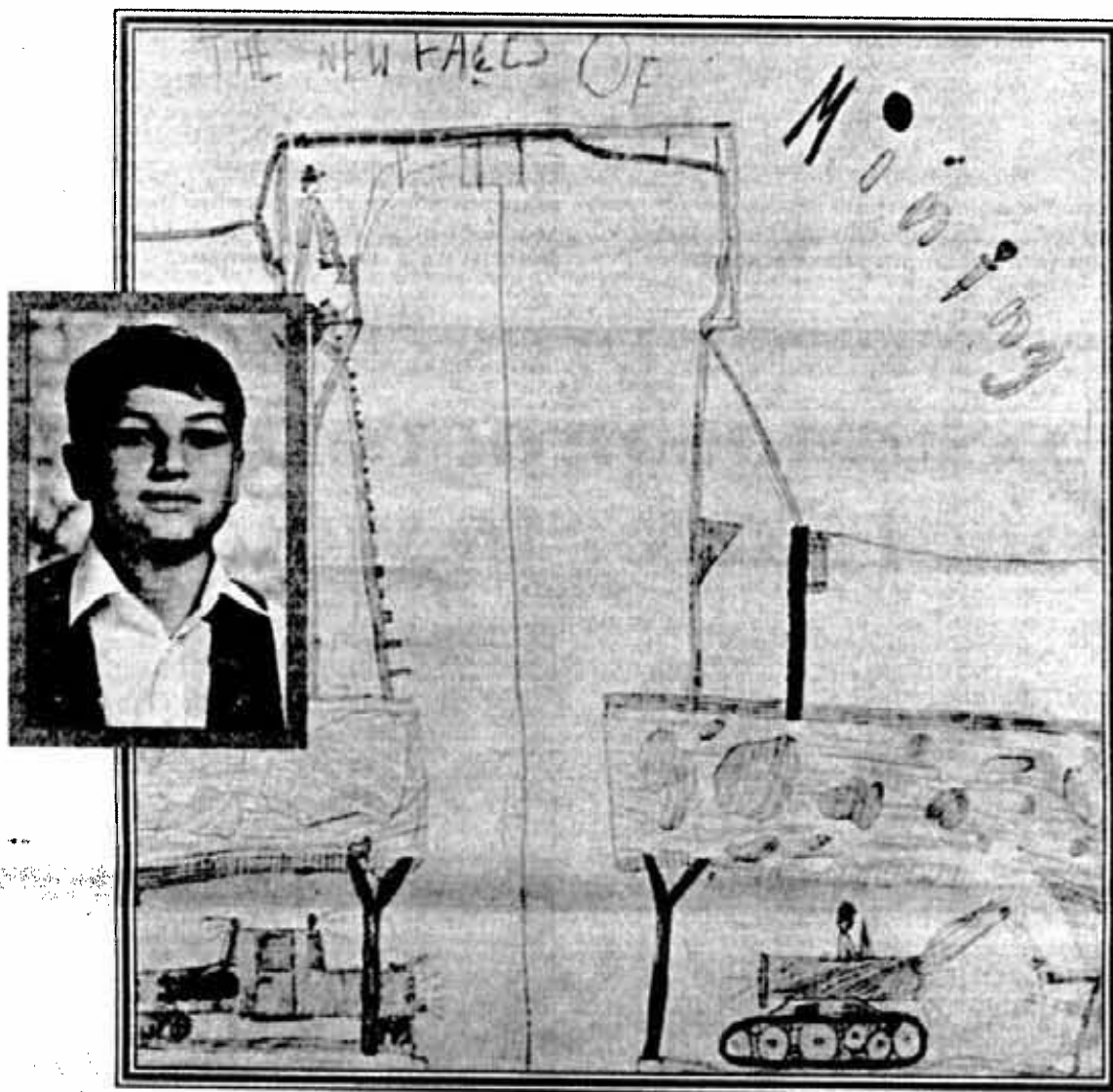
Julie's poster is already part of a travelling French display with seven other posters that will be set up in malls across the

country. Other stops for the display include the Mines Ministers' Conference in Yellowknife in September and the Keep Mining In Canada 'Lobby Day' in Ottawa on Nov. 20.

"Unfortunately, not everyone could win," said Keep Mining In Canada project manager Eileen Wykes. "But everyone who entered deserves credit for

creating excellent illustrations of how mining operates today.

"The judges marvelled at the creativity and the learning displayed in the posters on the New Faces of Mining theme and we'd like to thank everyone who participated," she said. "This allows us to have some wonderful displays for the rest of the year."

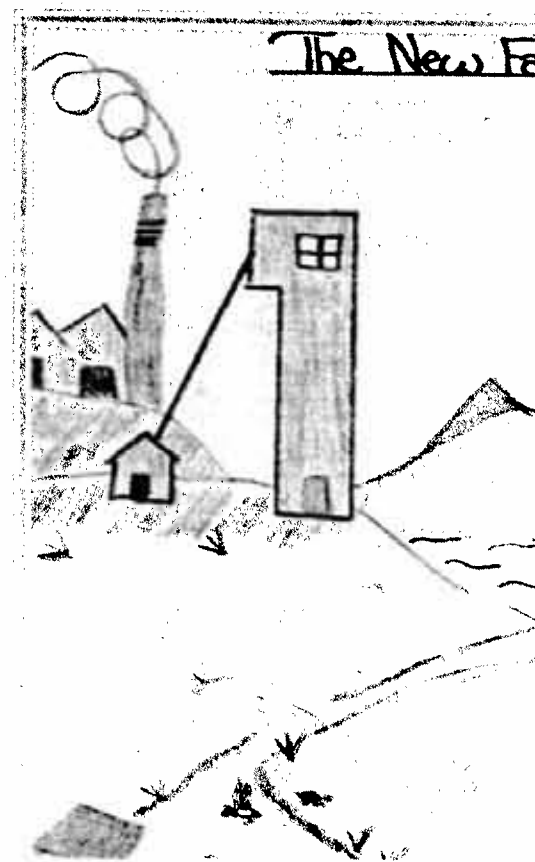


It's safety first for Joël Whipple, 10, who spent his poster contest prize money on a bicycle helmet. "I like machinery and I decided to make a poster on machinery," he said, explaining his winning entry. "My dad talks a lot about work and I've learned a lot about underground equipment at school. When I get older I want to be an archaeologist and depending on what field I'm in it will probably allow me to work with machinery."

"I wanted to draw it because I found it cool," said Michelle Godin, 10, of her poster showing a Kiruna Truck in operation underground — just like the one at McCreedy East where father Rick works. "I had seen the truck on posters and heard my father talk about it. It's new, it's different and I had fun making the poster. I didn't really expect to win but I'm happy I did. I've drawn before, but never anything this hard. This was one of the hardest things I've ever drawn."

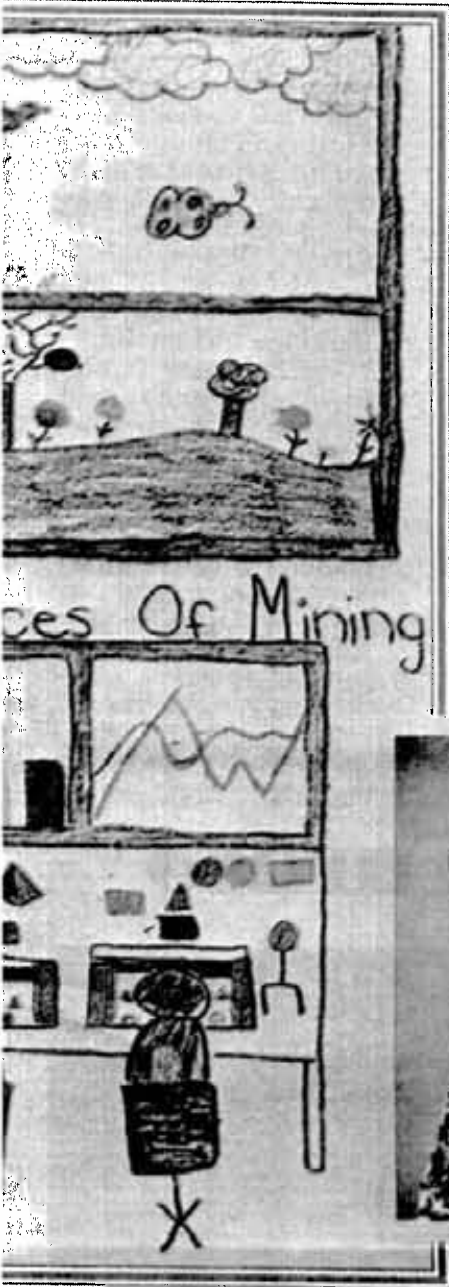


"Being from the Port Colborne area, I wanted to win because there are a lot of mines around here. Describing her individual, Kristal has Ridgeville home and environmentally-friendly poster shows mining and wildlife," she said.





# ough imaginative eyes of children

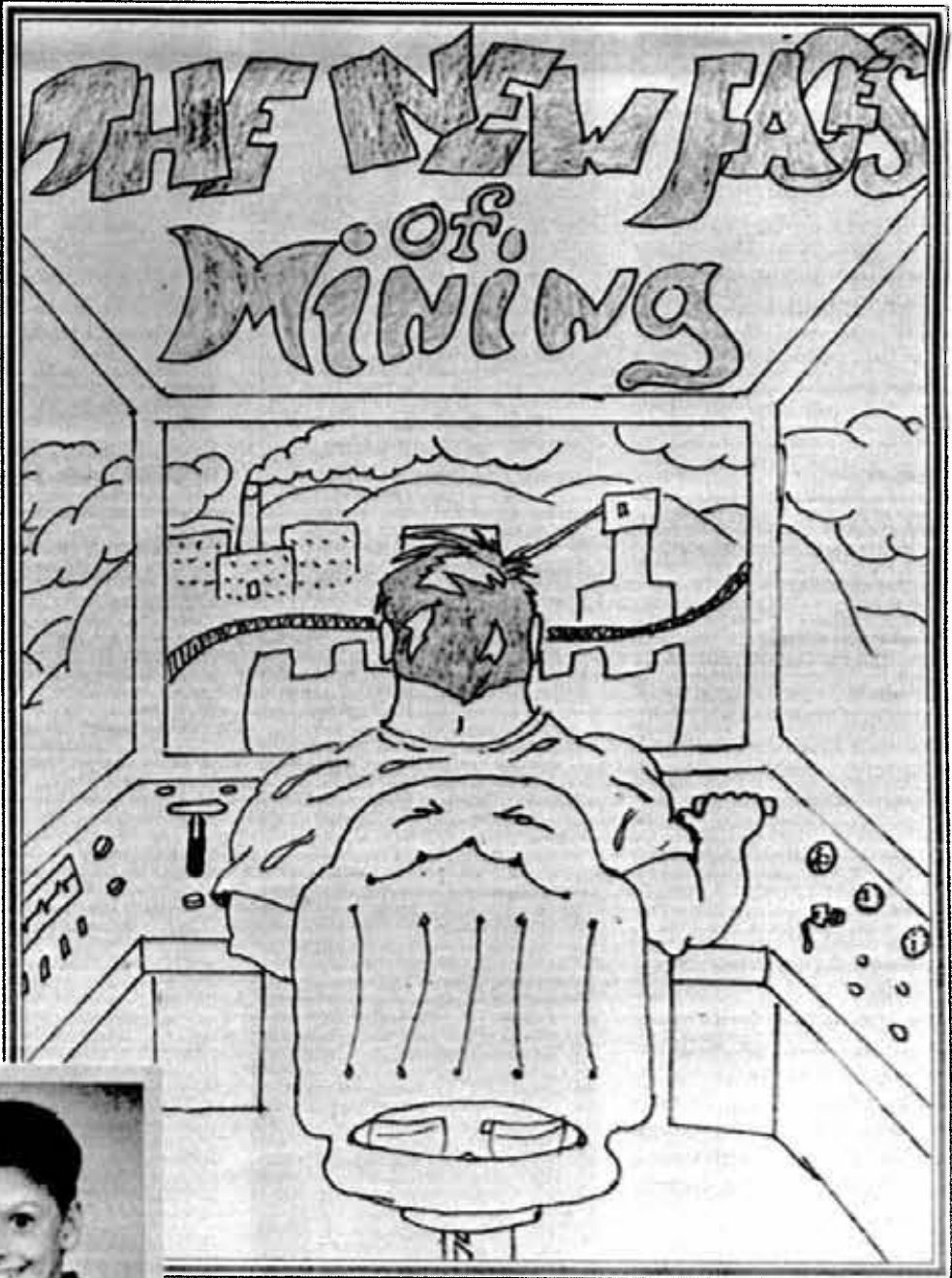


"This was the first poster contest I entered and I opened my first bank account with the prize money," said a very happy nine-year-old Cheryl Renaud. "I was trying to show technology, computers and the environment," she said, explaining her poster. "That's why the birds and butterflies are there. I told all my friends about winning and now that I have a bank account I hope I can just keep adding to it."



"Pretty amazing" is how Paul Barrette, 11, describes his win in the New Faces of Mining Poster Contest. "I was really surprised when I found out the Keep Mining in Canada people wanted to keep my poster. My dad had brought home pictures of the remote-control scooptram and I decided to draw that. I don't usually draw but this seemed like a worthy contest and I decided to enter. I've never seen the remote scoop in anything but pictures."

me area I really didn't expect mining down here, but my ... said 12-year-old Kristal ... an environmentally-conscious ... plant trees around her ... mining can be an ... dustry if it's done properly. My ... e to see it, with grass, trees ... th today's technology it can



Justin Renaud, 13, said he didn't give himself much of a chance at winning when he read the contest rules. "Being nationwide and all I knew it would be tough," he said. "But I like to draw and I always draw in my free time. When I draw a piece I really want to look good I draw it in pencil first then trace it in marker or pen and erase the pencil. I was really excited to find out I had won. It was cool." Justin spent his prize money on a super-soaker water gun.

# Bill leaves 'home' for Indonesia



Bill Dopson

The contract extension was instrumental in P.T. Inco's decision to proceed with a \$580 million expansion project that includes the addition of a fourth reduction smelting line, modification of facilities and construction of more hydroelectric generating capacity. All this will help increase production to 150 million pounds a year.

Construction is expected to be complete by late 1998, reinforcing Inco's position as the leading supplier to a growing Asian nickel market.

"With the increase in activity, a stronger focus on safety, health and environment is required," Bill said.

With construction and contractor activity at a high

level during the next few years, Bill sees his area of focus plays an important role in helping ensure a safe, smooth transition to a higher-output facility.

P.T. Inco could increase its capacity to about 225 million pounds a year, assuming favorable market conditions.

"My focus will be on safety, the health of the employees and both the workplace environment and the natural environment," said Bill.

This is a big move for Bill, but career changes are nothing new.

"I've been pretty lucky," he said.

Beginning with summer employment while a student at Lively High School and

Laurentian University, his career has taken him from yard laborer in Transportation to Smelter superintendent and Total Quality coordinator.

On a personal level, Bill said the move to Indonesia will be exciting.

"I've never been to a tropical rainforest country. Part of the reason for going is adventure. I'm interested in seeing how another part of the world lives."

He and his wife will live in a bungalow elevated about six feet off the ground to

help keep it dry from the 120 to 150 inches of rainfall a year.

"We can drink water out of the tap," he said. Before Inco came to the village that

wasn't the norm.

"Inco treats the water at Soroako. It's an Inco town."

Inco has brought 3,000 jobs to the community. It has raised the standard of living significantly, said the Conference Board of Canada in a report earlier this year on P.T. Inco and four other Canadian subsidiary companies operating on foreign soil.

"Drinking water is now widely available and electricity is provided through an Inco-built 165 megawatt hydroelectric plant," the conference board report stated.

P.T. Inco has also donated \$95 million to build a school with complete facilities in Ujung Pandang, the capital of Sulawesi, the conference board noted.

Bill Dopson has moved halfway around the world.

But he's still with Inco — P.T. Inco in Indonesia.

Until late last month, the 27-year Inco employee was the Ontario Division's Total Quality coordinator based at the General Office in Copper Cliff.

He left Sudbury recently to live and work as superintendent of Safety, Health and Environment in the village of Soroako on the Indonesian island of Sulawesi for a three- to five-year term.

For a guy who has lived "in the shadow of the stack" and never been too far away, that's an especially big change, Bill said.

Bill and wife Helga arrived in Indonesia, a country of 203 million people, last month.

"It sure is a long way from home — about 12,000 miles away," he acknowledged.

After an already varied career in the Ontario Division in Sudbury, Bill said many people have asked him why he made such a big move at this point in his life.

"I see this as a multi-faceted opportunity. For one thing, this is an opportunity to put a new role together at P.T. Inco, which will help contribute to improvements in the safety, health and environment area."

Inco has been involved in surface mining and production in Indonesia for about 25 years.

And that involvement is becoming more intensive.

Earlier this year, Inco President Scott Hand signed a contract extension with the Republic of Indonesia's Minister of Mining and Energy I.B. Sudjana. The new deal extends Inco's contract with the Indonesian government to the year 2025.

The Indonesian Minister and a party of economic advisors joined Mr. Hand and Ontario Division President Jim Ashcroft in mid-June for a comprehensive tour of Ontario Division operations. They visited Frood-Stobie Mine, the Smelter and the tailings area.

## Inco pensioners crowd Caruso



Larry Cumini, 63, retired in 1991 with 40 years, shows his bocce skills.



Ernie Landry, 64, retired in 1985 with 37 years (left), and Peter Lalonde, 69, retired in 1982 with 31 years.

In the vernacular of those who 'play the ponies' this would have to be called a longshot.

On the first day of a week-long Pensioner Days celebration this spring, 649 people attended — all but one were male.

When the first daily draw for a dinner package and tickets to the Science North IMAX

Theatre was made the winners were Anne Difillipo and Mac O'Grady.

Anne, a 648 to 1 underdog, received a standing ovation from her peers for her good fortune.

Such was the beginning for a Pensioner Days week that "will go down in the books as one of the liveliest on record," said organizer and pensioner Severo Zanatta.

More than 2,600 people attended the five-day event which was held at the Caruso Club for the 10th straight year.

"The pensioners welcome this opportunity to gather for a day with their own," said Severo. "This is one day that the gang gets together to share memories and find out how everyone is making out."

"Those who have moved away from Sudbury schedule their trips home to coincide with Pensioner Days and the first question I'm asked is the date for next year's event."

In addition to camaraderie and good food, the pensioners are invited to try their hand at horseshoes, bocce, euchre or cribbage.



Bruno Castellan measures a close shot.



Guglielmo Corrente, 84, retired in 1973 with 23 years, watches his friends place their shots.




Sports Sports Sports Sports Sports Spo

# Inco employees do well at regatta

Sailors from across Ontario and Quebec gathered in Sudbury in late June for the 1996 edition of the Inco Regatta on Lake Ramsey. Sponsored by Inco since the early 1970s, the regatta consists of five races over a week-end of competition. The 'all-Inco' team of Louis-Pierre Gagnon, an engineer-in-training at South Mine, and Marc Duchaine, a planner at Stobie Mine, finished first in the MOB 1 fleet with four first place finishes and one second place. Other Inco-related winners included Indrek Aavisto of Accounting, who placed third in the Laser fleet and the team of John and Will O'Toole, sons of Garson Mine maintenance foreman Liam O'Toole, who placed third in the MOB 1 fleet. Thirty-one boats took part in the event.

Results for the various fleets are as follows:

Fleet	Position	Sailors
Y-Flyer	First Second Third	Ed Tate, Ginette Champoux Bob Somek, Amanda Somek Wayne Guembel and crew
Laser	First Second Third	Rick Hewitt Kyle Guembel Indrek Aavisto
Optimist	First Second Third	Chris Sivers Alex Bota Ted Sewell
MOB 1	First Second Third	Louis-Pierre Gagnon, Marc Duchaine Ed Cameron, Jessica Cameron John O'Toole, Will O'Toole
MOB 11	First Second Third	Sean Bradford and crew Ray Hortness and crew Tom Ranelli and crew



Louis-Pierre Gagnon and Marc Duchaine in action at the Inco Regatta.

# Garson mechanic also a track tutor


When he's not underground at Garson Mine, or with his family, Tom Black can most often be found at Laurentian University's track. The industrial maintenance mechanic coaches two up-and-coming athletes — one of whom is already well on her way to being a world-class triple jumper. "I'm giving back to the sport what was given to me," said Tom, who volunteers as a coach. As a member of the Scottish National Team from 1975 to 1980, Tom is passing on his experience in long and triple jumping to Jama Ross, 22, of Dowling. A pharmacy student at the University of Toronto, Ms. Ross recently failed in her bid for a place on the Canadian Olympic track team during trials in Montreal. Tom isn't too disappointed though, saying Ms. Ross has a shot at many other major events. Tom has coached her the last four years, concentrating on the triple jump. "Jama was a classic athlete at a point where she wasn't going anywhere because there was no one with her," Tom said. Ms. Ross said she's seen a "drastic" improvement in her performance since Tom began coaching her. "When he started coaching me, I was about to quit," said Ms. Ross, adding she had reached a level where she wasn't progressing. "He helped me improve quite a bit — a metre. And that's a lot in triple jump." In the last four years, her distance in the triple has gone

from an adequate 11 metres to a respectable 12.26 metres. "She's gone from obscurity to now being ranked third in Canada," said Tom. But he is quick to credit the hard work and determination of Ms. Ross for that success. "I can't take credit for that. She worked hard for that. If an athlete doesn't have the will they won't go anywhere." Tom put Ms. Ross on a weightlifting, endurance and speed-running program when he first started coaching her. And it seems to be working. Another of his athletes in training is David Rodney, a long-time Inco Cup skier whose father Wayne Rodney works in Inco's Exploration Department. David is a 16-year-old student of Lo-Ellen Park Secondary School training in the long jump and triple jump. "He has a potential of doing well in Ontario school events," Tom said. "Of all the coaches David has had, Tom really brings something special to coaching," said Celia Rodney, David's mother, who retired from Information Systems two years ago. "I've seen David improve so much. It's really great for the kids to see someone take an interest." Tom said coaching brings back many memories from his athletic glory days. He was the West of Scotland triple-jump champion from 1974 to 1980 and won four Scottish national championships — twice in the triple jump, once in the long jump and once in the 4x100-metre relay. "For me, it brings back the feeling of when I was competing."



Tom Black spends a lot of his time at the Laurentian track.

Americans tour Inco



South Mine was the starting point for a tour of Inco operations by international visitors this spring. Included in the group of four were customers from the United States who started their tour, as all miners do, in the dry. From left are: Bill Hulsizer, Inco regional sales manager in Saddle Brook, N.J.; Dave Anderson, Inco president of the sales office in Saddle Brook; Don Muzyka, president of Special Metals Corporation in New Hartford, N.Y.; and Don Nojaim, purchasing manager of Special Metals Corporation in New Hartford.

# Sports Sports Sports Sports Sports Sports Sports

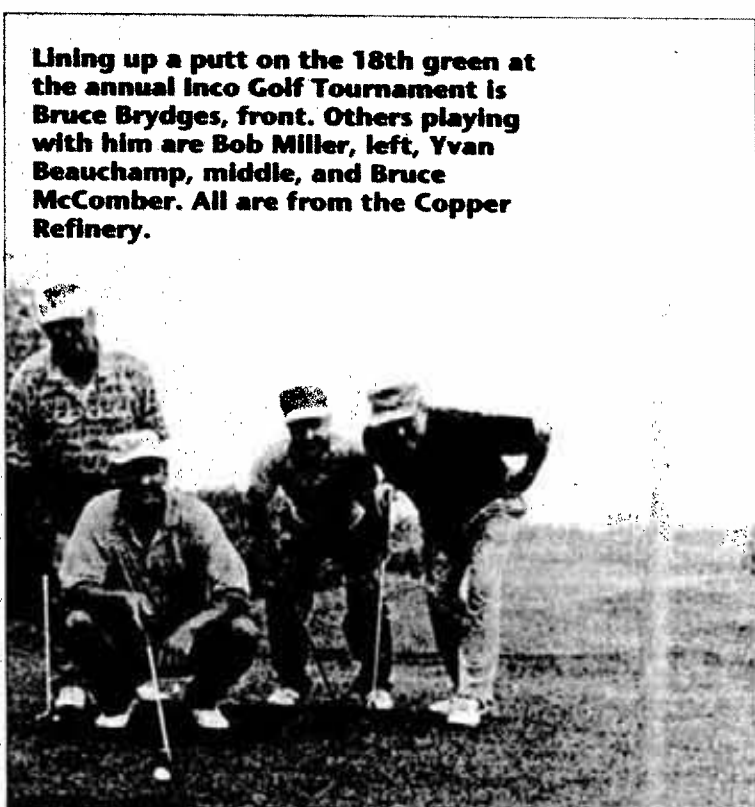
## Rainy weather can't stop Inco golfers



Standing on the 10th tee, from left, are Paul Cretzman of the Smelter, Denis Robichaud of South Mine, Dan Cretzman of the Nickel Refinery and Bill Cyr of South Mine.



Steve Smith of Stobie Engineering putts on the 18th green.



Lining up a putt on the 18th green at the annual Inco Golf Tournament is Bruce Brydges, front. Others playing with him are Bob Miller, left, Yvan Beauchamp, middle, and Bruce McComber. All are from the Copper Refinery.



Bob Gustas of Mines Research tries to get out of the woods.

Sporadic rain and overcast skies didn't dampen the enthusiasm of participants in the Annual Inco Golf Tournament June 29 at the Idylwyde Golf and Country Club. Taking home the top hardware from this year's event was pensioner Les Parr with a low gross of 78. Don Peloquin of Crean Hill maintenance placed second with a low gross of 80.



Ian Goldsborough of the Copper Refinery takes a shot on the 18th fairway.



Choon Park of Mines Engineering, left, and pensioner Jim Black used their golf cart for driving as much as their clubs.

## Port Colborne tourney attracts 80



Watching attentively as Arn Craddock putts out during the Port Colborne Refinery Golf Tournament are, from left, Lynne Benallick, Peter Mari and Bob Varden. All are from Technical Services.

Eighty employees and pensioners hit the links for the Annual Port Colborne Refinery Golf Tournament on Saturday, June 15 at the Port Colborne Golf and Country Club. The Elaine Arnold Memorial Trophy was won by Gerry Martin from the Cobalt Hydrate area with a low gross of 80.



Waiting for their turn to tee off are, from left, John Sojda of Technical Services along with Brent Borland and Bob Bitner of Cobalt Hydrate.





## FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Norma James

# Medical family tree provides healthy harvest

How much do you know about the medical histories of your relatives? Are there unusual or recurrent diseases that have occurred with one or more close relatives? This kind of information could save your life.

Creating a medical family tree may give you some control over your health that, until now, you may have thought to be destiny.

Creating a medical family tree is preventive medicine. If you care about your health, you should find out as much as possible about your family's medical history. The kind of information you know about your parents and grandparents may be the most important gift you can give to your children.

If you find a pattern of illness such as heart disease or cancer, you may find the motivation to exercise or quit smoking.

For some, it will prove to be much more beneficial. There are more than 2,000 hereditary illnesses. Malignant hyperthermia, a fatal allergy-like reaction to certain anesthetics, is one such disease. Huntington's and cystic fibrosis are hereditary diseases with which you may be more familiar. Increasingly, it is believed that many cancers run in families.

Delving into your family's medical past may result in emotional turmoil for yourself. Will you be prepared to make the necessary decisions if you discover a pattern? What if your family tree reveals an illness like Duchenne muscular dystrophy? You may be faced with the decision not to have children to spare them the pain of possibly having the disease?

Here's how you create your medical family tree: interview your relatives; get death certificates; and examine medical records (this may be difficult because privacy laws limit access). Be persistent and for as many generations of blood relatives as possible learn the following:

- If the person is deceased, when did he or she die, where, at what age and what was the cause of death? A death at an unusually young age, especially from a particular illness can be a red flag in analyzing your risk. A heart attack at 45 is very different from one at 75.

- How old was the person when the illness began? A relative who died of cancer at age 65 may have been sick for a decade or more. Inherited cancers usually occur earlier than non-inherited cancers. An early onset illness could mean that you and your children are also at risk.

- What illnesses, health conditions or surgeries did the person have? Even an aunt or grandparent who lived to 80 may have endured or have been treated for a host of serious conditions such as hearing loss, arthritis or diabetes. The same conditions might develop in you or possibly your children.

- What was the diagnosis exactly? If he or she had cancer, ask what type, its location and severity. And for any cancer inquire about the person's first symptoms. The information may be your key to early detection.

- Did the person smoke, drink or abuse drugs? If so, the disease may have been caused by lifestyle and not a genetic cause. But remember, substance abuse itself can run in families.

- Is there a history of mental illness? Some mental illnesses do run in families. Awareness of the past can lead to proper diagnosis and treatment in the present. This information may be considered sensitive to many families.

- How many pregnancies did your relatives have? What were the outcomes? Pregnancy difficulties run in families. A known family history may help a doctor treat a problem. Also ask if any children had birth defects, or died soon after birth or at a young age.

- What did the person look like? Physical characteristics can be significant. If the relative had known high cholesterol yet was thin, it may point to a genetic cause.

- Where did the person work and live? An occupational or environmental exposure may be the cause of ill health not genes.

Remember, your search for information may be somewhat difficult. Some illnesses are taboo subjects in some families. Circumstances of some family members' births are family secrets, as in births outside of wedlock.

Adopted children may have to petition for sealed records. But perseverance will have its rewards. Leaving family illnesses in the closet only guarantees their place in future generations.

Whatever you find, stay calm. Discovering a pattern of illness doesn't necessarily put you at risk for developing the disease.

Keep in mind that you share most of your genes with your first-degree relatives — parents, siblings and children.

You share fewer with your second-degree relatives — grandparents, aunts and uncles. And fewer still with third-degree relatives — first cousins and great-grandparents.

Even if there is a pattern of disease in a family, when and where it will strike next is an unknown. But at least you have the information to share with your doctor and appropriate testing can be done early, should it be indicated.

If you find a pattern of illness your doctor, specialist or a genetic counsellor can help you understand the significance of your findings. It may be your incentive to find out more about the disease? It may simply be an awareness on your part so that during yearly check-ups you remind your doctor of the presence of that disease in your family so that he takes special note in your case, does the appropriate examinations and orders the appropriate tests. Knowledge of a particular disease may prompt you to make lifestyle changes such as modified dietary habits or increasing your exercise level to counteract your risk for diseases like cancer or heart disease.

Your doctor should know if:

- You have two first-degree relatives with the same cancer (breast, uterine, ovarian or colon cancer should be considered 'the same').

- One first-degree relative under the age of 50 that has a disease usually occurring in an older person, such as cancer or heart disease.

Information you gain will be too important to not go after it. But the information may work against you. If you find a pre-existing condition, when you apply for insurance it may be used to reject your application.

In exploring our medical family tree, we map the very stuff we are made of. We can use what we find to protect ourselves, our children and our children's children. It is this knowledge that can save our lives.

## LET'S TALK SAFETY

with Ron Rafuse

# Safety training should be shared with family

For most of you summer vacation is over and it's time to return to work. I trust that each of you had a good summer without accident or incident.

For those who worked safely through the plant shutdown periods and are heading on fall or winter vacation, remember: **safety does not take vacation, but always take safety on yours.**

Have you ever watched your children as they grow up and wonder how they will learn about safety? I hope they learn it from their parents — parents, who can draw on skills and safety training learned from good work habits and proper training over the years with Inco.

This is an exciting time for students as they prepare for school. For those going away to university, particularly for the first year, it is a really new, exciting adventure of packing, planning and loading up.

Watch as your young student starts to lift those heavy boxes and furniture. Are they using the proper lifting methods — the ones we all know how to use, bend the knees, back straight, lift with the arms?

What a shame to see teens in their prime with injured backs because their parents didn't take the time to talk about safety and how to lift.

This is only caring for each other and looking out for the safety of those around you. We all hope that those around us will remember us when we are in danger or taking a chance.

If we practise caring for each other and helping each other to stay safe on the job this same attitude will be a way of life that will have an impact

wherever we go or whatever we do. Safety is not something we can turn on or off. It needs to be part of our lives.

Each of us needs to spend a few seconds before we do any activity on or off the job. And if we know the proper way to do the task, we must ask ourselves: What can happen if I take the shortcut? What is the risk? Why would I want to take the shortcut and cause possible injury, pain and suffering to myself or someone else? Is it really worth doing and for what?

Audits done within the company show that as high as 30 per cent of people in the workplace take shortcuts to get the job done. When you decided to take a shortcut and get injured or injure someone else it is not an accident but an act of stupidity that could have been prevented.

When you develop the attitude of taking a few seconds to ask yourself what can happen, you will find that your attitude for safety both on and off the job will change and you will be able to teach and help your family to stay safer.

Remember we have an obligation to look after family and friends and the safety training received at work is something over and above wages that we can bring home to our families.

Remember, watch that teenager of yours and how he or she lifts!

**Ron Rafuse is superintendent of Safety in the Ontario Division**

# Clarabelle celebrates warm weather with employee barbecue



Operations foreman Ron Bailey, with 30 years at Inco, puts a healthy helping of toppings on his hamburger during the annual Clarabelle Mill Barbecue. The weather cooperated as mill employees enjoyed good food, good music and an opportunity to check out some vintage cars under sunny skies.

Eugene MacDonald of Clarabelle Mill, a 26-year Inco veteran, looks under the hood of a 1956 Pontiac on display during the annual Clarabelle Barbecue.





## INCOME

### *ideas*

by Susan LeMay, CMA

## When the future is NOW — spending your RRSP

A lot of financial planning advice emphasizes planning for retirement and contributing the maximum to your Registered Retirement Savings Plan (RRSP), preferably early in the year to take full advantage of the benefits of compounding.

A lot less is written about the options or procedures for finally using this retirement savings plan you've been contributing to for years. Let's consider some of these issues. They are as important as the contribution issues.

### Tax changes to RRSPs

The federal budget last March made some changes to the tax regulations covering RRSP contributions, carryovers, administration fees and age limits. It is changes to the age limit that have the most impact on how and when you make withdrawals from your RRSP.

The age by which you must begin to withdraw from your RRSP is being changed from the year in which you turn 71 to the year in which you turn 69. This change will be phased in over two years and what it means is that anyone who is 68 to 70 years old in 1996 must convert RRSPs by the end of 1997.

### What to do?

So what are your options? How do you choose one? How do you activate your choice? Who do you call for advice and help in implementation?

This month we'll look at the general outlines of these issues and then next month we'll look at some of the specific details of those options.

### Ways to collapse your RRSP

There are two basic ways to collapse your RRSP. You can cash it in, or you can roll the funds over into something that begins to pay out your money to you over a period of time.

### Cash out

Cashing out is easy. You call the financial institution, broker or fund and tell them this is what you want to do. The value of your plan is calculated and a cheque is issued. Of course, income tax is withheld. The percentage depends on the amount of the withdrawal.

You should be aware of that, if you need to make other arrangements in the year you reach the maximum contribution age, 71 for 1996 and 69 in future years. If you don't make other choices that year, then on Dec. 31 the holder of

your RRSP will cash you out of your plan and you will be taxed on the full amount in that year. The maximum tax rate is more than 50 per cent in Ontario — that's a big bite out of your hard-saved money.

### Rollover

There are several rollover options. You can convert to a registered Income Fund (RIF). You can buy a life annuity for either yourself alone, or a joint one with your spouse. You can convert to a Live Income Fund (LIF).

### Choosing the best option

There is no 'best' option. It all depends on you, your goals and expectations. It would be easy if we could predict how long we'll live and in what state of health. We can only make plans and ensure that we have the means for carrying them out. But the other side is that we all want to hedge against the unforeseen needs. The best way to deal with this is with the knowledge of the options and their pros and cons. Do the 'what if...' planning. It will tell you whether you are on the right track.

### Who do you talk to?

Advice is easy to get... good advice is another matter. Financial planning advisors come with many titles. Banks have 'personal financial advisors'. Stock brokerage firms have employees who are called 'investment counsellors'. Investment companies have 'financial consultants'. Life insurance firms have personal agents.

Who you should talk to depends on you. Find someone you are comfortable sharing your plans and dreams with. Find someone who can listen to your dreams, not impose their own on you so that you listen to what sounds like a great plan, and then go away feeling unsatisfied. These are professionals, but this does not automatically mean you will be comfortable with any one of them. Keep looking until you find one with whom you are comfortable. Do everything to ensure that you make the best choice. After all, it is your money!

### Specific details

Next time, we will look at the choices available now and what each of them would mean to your future lifestyle. The choices change with government regulation and with the development of new choices by financial institutions. You owe it to yourself to keep up with the changes.



# Port Colborne

## Port Colborne welcomes eight more members to Quarter Century Club

It's summer in Port Colborne and what better way to mark the occasion than with a little fun and fitness.

With this in mind, several Port Colborne Refinery (PCR) employees and their families took part in Family Fun Day.

The event, part of Summer Active '96, featured all kinds of different activities with prizes for the winners.

Everyone met at Inco pensioner Ray Damude's facility in Sherkston for both adult and children's baseball games. Then, for the truly active and competitive at heart, there were a number of old-fashioned fun games, including wheelbarrow races and that ol' famous soaker... the balloon toss.

All children at the event were given a free T-shirt, ice cream and a ticket for six laps of go-karting. The event was organized through the efforts of the Active Living Committee.

\* \* \* \*

Family Fun Day wasn't the only event the warm weather brought to Port Colborne.

In May, the Quarter Century Club welcomed eight new members.

Entering the club this year were senior lab analyst Fred Daley, plant manager Del Fraipont, cobalt operator Peter Hymen, cobalt operator Jean LaCroix, Precious Metals Refinery foreman Jim Mann, Process Technology section leader John Sojda, cobalt operator Dave Souder and Precious Metals Refinery operator Barrie Wilson.

The celebration began with a brief reception at the Clubhouse and from there everyone boarded a bus for lovely, historic Niagara-on-the-Lake.

There was a reception held in their honor followed by dinner at the Prince of Wales Hotel.

Presentations into the Quarter Century Club were made by Ontario Division President Jim Ashcroft and former vice-president Stew Gendron.

After dinner, everyone headed over to the Shaw Festival Theatre, where they were richly entertained by the musical-comedy *Mr. Cinders*.

\* \* \* \*

There were more multi-presidential happenings recently as five presidents and one manager from the Joint Management and Labor Committee of Health, Safety and Environment met at the Port Colborne Refinery (PCR).

The committee, which meets quarterly at different locations to review the performance of the Safety, Health and Environmental Policy Program, conducted an inspection of the refinery looking at plant operations, personal protective equipment, employee actions and compliance to safety rules.

Afterward, the executive committee conducted its quarterly meeting, which included a presentation by the PCR safety committee on how they

plan to monitor and audit the plant's responsibilities under the Divisional Safety Program.

In addition, a quarterly compliance report will be generated at the PCR and taken to executive committee meetings by Jay Ayres, president of Local 6200 of the United Steelworkers of America (USWA).

In addition to Jay, the visitors included Jim Ashcroft, president of Local 6500 USWA; Dave Campbell, president of Local 6600 USWA; Harold Love, president of Local 6600 USWA; Don Vaillancourt, president of the Canadian Guards' Association; and Larry Banbury, manager of Safety, Health and Environment.

This was the first visit to the Port Colborne Refinery for the three Sudbury union presidents.

\* \* \* \*

The environment received another big boost recently as Port Colborne High School co-op student Monica Lambert did the PCR environmental team proud. Monica, with help from senior environmental analyst Maria Bellantino and environmental control supervisor Dave Reed, put together a fantastic display for Niagara Envirofest.

Held in June in St. Catharines, the event featured a number of informative displays and companies selling environmentally-friendly products.

In addition to helping set up the PCR display, Monica also put on a demonstration of water treatment and enjoyed giving away 500 jack pine seedlings, grown in Creighton Mine's 4,600-foot level greenhouse.

Monica is the daughter of Cobalt Refinery Production assistant Dick Lambert.

\* \* \* \*

When it comes to safety, University of Waterloo co-op ergonomics student Tricia Kennedy did her part in helping employees identify and combat workplace fatigue with a full-length feature in the employee newsletter.

In other safety news, the PCR is proud to announce they have two new signs in place just over the changeroom's main entrance. The easy-to-read signs indicate how many days the PCR has gone without a disabling or reported injury. The idea is to keep everyone up-to-date about safety. It's also a great visual aid in setting new safety records!

\* \* \* \*

Finally, PCR employees are once again putting pen to paper for this month's Safety Smart Magazine's *Safety Slogan Contest*. Given the responses to the ongoing contest to date, the judges are looking forward to what entrants come up with this month.

Think safe!



Deborah and John Sojda enjoy dinner at the Prince of Wales Hotel during Port Colborne Quarter Century celebrations. John is a section leader in Process Technology.

Former Ontario Division Vice-President Stew Gendron and President Jim Ashcroft make presentations to new Quarter Century Club member Fred Daley, a senior lab analyst, and wife Doris.



## I heard it down at . . .



## The Dry

by Jerry Rogers

There is a magic about the Olympic Games that we often forget in the harsh glare of saturation television coverage, host country jingoism and crass commercialism.

And it comes from the athletes themselves. Young, fresh, chiselled, competing with the world's best, they stun by their sheer exuberance and their goodness.

Not even relentless advertising can diminish the Olympics' impact for a television audience. Can you imagine what the feeling is like if you were at the Olympics in Atlanta two weeks ago? Or if you were a parent of an athlete?

Elwood Wohlberg, a senior geologist at North Mine, was in Atlanta with his wife Marilyn to watch their 30-year-old son, Eric, compete for Canada in the intense cycling events that brought together the best of amateur and professional riders. While waiting outside AT&T's security building for Eric after the time trials, Elwood suddenly saw the Olympic Games for what they really are.

"We were waiting around 8:30, 9 p.m. and we saw all these young athletes in different clothing, uniforms and tunics, trading pins and flags, laughing and smiling. Really, these were the young people who are going to be running our countries when we are gone and it suddenly dawned on me that this is what it's all about. The medals are nice but to see all these young people from all over the world together was just incredible."

Copper Cliff's Gord Apolloni, a former Olympian himself, assistant coach to the Canadian boxing team and coach of Olympic boxer Phil Boudreault, is still overwhelmed by the Olympic experience.

"You can't even describe it. The whole world is there," he said amid a crush of well-wishers.

Phil, who stirred Canadians with his gutsy performance in losing a heartbreaker at the age of 20 to a more experienced opponent, wears his Olympic honors like one of the tattoos adorning his muscled torso.

"I was really proud to be part of the Canadian team," he said before praising Inco for supporting his Olympic run. "Tell Inco people thanks a lot because I needed every penny I could get."

Robert Esmie, too, had a similar awakening in Atlanta.

Back in 1988, a year after his father, Joslyn, died from cancer, young Robert pretended to be a member of the Jamaican track team at the World Junior track and field championships in Sudbury.

Two weeks ago in heat mirroring his native Jamaica, he was the real thing. And, in his mind, his father, who started out as a shoveller and rose to production miner at North Mine, was running beside him in the opening leg of the celebrated 4x100-metre relay event. It was to be a defining moment and the race of his young life.



It was an Olympic heroes' welcome home at the Sudbury Airport for gold-medal winner Robert Esmie, center, boxing coach Gord Apolloni, left, and boxer Phil Boudreault. "It's incredible. It blows my mind," Esmie said, coming into the airport waiting room where more than 200 Sudburians waving banners and cheering greeted the trio. Sudbury cyclist Eric Wohlberg went straight to the Canadian cycling championships in Quebec after his Olympic rides.

himself to Canadians with his infectious good humor at a time when the nation was riveted to the glamor track event. His explosive start and the team's relentless attack propelled Canada to its historic first victory in the Olympic relays. By contrast, it was the first time the Americans had ever been beaten in the 4x100-metre relay race at the Olympics.

"It was like a movie with a final sweet ending coming home with the gold," said Robert the morning after he appeared on world-wide television sporting his

## They will be Olympic heroes forever

Inco ballcap and extolling Sudbury and Inco for making his Olympic dream come true. "I dreamed I had my dad in Lane 7 and I was in Lane 6. Once I left that block, it was a winning race for Canada. I was blasting off into the future."

That gold is for Dad, he later tells friends and news media at the Copper Cliff Club news conference. In Australia in the year 2000, he'll pursue gold in the 100 and a repeat in the 4x100.

"One is for my mother, one is for me," he grinned, seeking his mother's approval at the news conference.

Mavis Esmie couldn't get into the Atlanta stadium to see her son run in the finals because scalpers wanted \$300 U.S. a ticket but she watched the race on television like the rest of us in a training area for athletes.

"I was kind of calm and quiet. The lady I stayed with asked me, 'Are you nervous?' I said, no, no. 'What do you think?' she says. I said, I know he's going to win. I prayed to God let him win. I want Robert to win. So I just leave it to Him."

"Then when Robert came on the track, one of the trainers said to me, 'That your son?' and I said yes and looked up and saw his head. 'What in God's heaven has he got on his head? Blast Off?' I said. He didn't have to put that on his head. I knew he was going to win."

A dancer good enough for the stage in her youth, she laughed out loud at the memory. "I feel good, you know. I just tell Robert I'm proud of him. But I told him I want him to go back to school."

Robert, who's been quickly embraced by the national media for his comments on sports funding and for his sense of fun, has caught her drift.

Although he's aiming to lower his personal best in the 100 metre from 10.18, he intends this fall to return to the classroom he put on hold for his Olympic dream.

He also knows he's more of a role model for young people after Atlanta, a role he was quick to assume when he arrived back in Sudbury to meet a throng of young Sudburians.

Kids like 13-year-old Stephanie Dominelli of Minnow Lake who waited an hour and a half at the Sudbury Airport to be first in line to greet Robert when he got off the plane from Atlanta.

"Robert was just great. He was running for Canada and he was from Sudbury. It was like

if you dream about it, it can come true."

To Robert, he and fellow Sudburians in Atlanta — Phil Boudreault, Eric Wohlberg, Gord Apolloni and women's basketball coach Peter Ennis — will always be Olympians.

The city of Sudbury and the Sudbury region, along with Inco as the major sponsor, will honor Sudbury's Olympic heroes this Friday with a parade and party at Science North.

The cheering still hasn't stopped.



Mavis Esmie never had a doubt in her mind that son Robert and his 4x100-metre relay teammates would win Olympic Gold in Atlanta. "I knew he would do it. I always have confidence in Robert and his running," she said at an Inco-sponsored news conference at the Copper Cliff Club for the talented runner. The Canadian team victory was the first time ever in the Olympics the United States team had lost the prestigious relay event.

## Big times at the Big Nickel

Inco's irrepressible pensioner Severo Zanatta urges Inco employees, retirees and Triangle readers to catch the Inco displays at Science North's Big Nickel Mine.

Severo, who plays a key role in the Ontario Division's tour and Pensioner Days programs, reminds Big Nickel visitors the popular tourist attraction remains open until the Oct. 12 Thanksgiving weekend.

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