



Vietnam veterans like this man gathered for a ceremony at the Copper Cliff Legion last month and Inco played a role in the remembrance. To find out more see the story on page 7.

Environmental efforts impress Voisey's visitors

Voisey's Bay is Inco's largest new development in the latter part of this century.

But before the Labrador mining operation gets going, Voisey's Bay Nickel Company (VBNC) is making sure it learns from current operating Inco divisions.

VBNC experts and guests toured Ontario Division operations in the Sudbury region this month to glean what they could from it as the new Inco company plans its future.

"The commitment to environmental excellence is what we came away with. Everyone in the group was impressed with the commitment to environmental protection," said William Napier, Vice-President of Environment, Health and Safety with Voisey's Bay Nickel Company.

VBNC is in the process of

going through an extensive environmental assessment with the Newfoundland and federal governments.

"The studies will incorporate the effects on the environment of mining and milling operations."

The environmental assessment report should be complete by the spring, William said.

The 12 visitors represented the Labrador Inuit Association, Innu Nation, environmental consultants Jacques-Rescan, contract managers Archean Resources and VBNC.

"The trip provided VBNC staff with an understanding of environment, health and safety of management systems implemented at Sudbury operations. It certainly gave us an excellent base to emulate," William said.

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William Napier

A ride in the park



Cory Benoit, 8, enjoys a pony ride during the Copper Cliff Refining Family Safety Day at Fielding Park. Free pony rides were among the many popular attractions at the well-attended event which celebrated family togetherness, safety and employee appreciation. Balloon art was another hot item as evidenced by Cory's headwear. For more on the annual event, see the story and photos on pages 8 and 9.

Changes enhance emergency roles

Emergency preparedness is something Inco is continually striving to improve, not just during Emergency Awareness Week—held earlier this month—but all year.

Ellen Heale, emergency preparedness and fire prevention coordinator, said in the last few months new procedures have been put in place to better handle emergencies. And she wants to make sure Ontario Division employees are up to speed on the latest changes.

Last year, for example, only a shift supervisor at the source of an emergency could activate emergency procedures.

But now, three more groups of employees are authorized to activate emergency procedures, she said.

In addition to the shift supervisor at the source of an emergency, now a shift supervisor in an area affected by an emergency, the safety, health and environment person or executive on call, and plant protection officers at the Alert Call Centre (#1 First Aid) may also activate emergency procedures.

"The reason we authorized additional people to activate emergency procedures is because the source of an emergency may not be known or it may not be readily

continued on page 3

Land reclamation work draws praise



Officials of the Voisey's Bay Nickel Company (VBNC) and their guests visited Sudbury operations this month to gather information that will help them in starting up their own operation. Visitors, shown here at North Mine, included (back row, from left) Greg Penashue of VBNC, Bill Napier of VBNC, Elizabeth Young of VBNC, David Nuke of the Innu Nation, and Bevin LeDrew of VBNC. In front from left are Colleen Leeder of Jacques-Rescan Joint Venture, David Lemon of Jacques-Rescan Joint Venture, Randy Edmunds of the Labrador Inuit Association, Perry Pretty of VBNC, and Greg Soper of Archean Resources Limited.

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Stops on the tour of Sudbury-area operations included the Victor Exploration Site, the old Victor Mine reclamation site, Clarabelle Mill, Copper Cliff North Mine, the Copper Cliff Nickel Refinery, the Copper Cliff Copper Refinery, the Tailings Area, a slag dump, the Gatchell Pit, the Copper Cliff Waste Water Treatment Plant and Whistle Mine.

VBNC is involving the Innu and Inuit nations in the large-scale environmental assessment of the future Labrador mining operation.

"The tour was an opportunity to see how Inco operates," said Dave Nuke, environmental monitor for the Innu Nation.

Inco has involved the Innu in environmental planning at Voisey's Bay for the last several months, Mr. Nuke said.

"I felt privileged to see what it is like."

He took note of the revegetation of environmentally-stressed land in Sudbury during the visit.

"They (Ontario Division) have come a long way to try to minimize the impact" of operations in the Sudbury area, he said.

"We have seen examples of other areas where the environment was completely destroyed by the mining industry."

By catering to the environment from the start of the operation at Voisey's Bay, Mr.

Nuke said the need for future Inco land reclamation can be reduced.

Perry Pretty, an environmental consultant seconded to VBNC from Jacques-Whitford, said the visit to Sudbury plants gave him a preview of what he has to consider in the development of Voisey's Bay, which will be a surface mining operation for about seven years.

"I'm interested to see what's going to happen down the road, to see how you guys do things and how we're going to proceed."

Mr. Pretty will study current water and air quality, track fish populations, animals and vegetation.

"If it breathes, walks, moves or whatever—we're studying it."

Mr. Pretty said the first thing he was struck by upon his arrival in Sudbury was the extent and success of Inco reclamation efforts in the region.

"I was going over with the impression that it was like going to the moon. But when I got there I was quite impressed. I found it to be quite the reverse. Inco has done so much land reclamation."

He added that Inco's reclamation efforts in Sudbury appear to be working. In addition to the regreened sectors filled with trees and shrubs, he said he noticed wildlife has taken to the reclaimed lands.

"I saw geese near a tailings pond."



Greg Penashue of the Voisey's Bay Nickel Company clips the lamp strap to the back of Randy Edmunds' hard hat during a visit to North Mine this month. Mr. Edmunds represented the Labrador Inuit Association on the trip to Sudbury.

Honey, have you seen my keys?



They don't call him 'the Keyman' for nothing. Since moving from Matte Processing to Clarabelle Mill, maintenance mechanic Ernie Rocheleau, 49, has collected 1,100 discarded keys in the last 23 years. "They are keys that people threw away or that I find here and there," said the 30-year Inco employee. He's not sure what he'll do with the keys when he retires, but Ernie said he'll find some way to recycle them. "Maybe I'll sell them for scrap metal." Either that, he said, or he'll hang them in the rec-room of his Val Caron home as a form of metallic, modern art.

Awareness week promotes ACT message

continued from page 1
identifiable," she said.

With the revised procedures a shift supervisor in an area affected by an emergency can activate procedures before the source is known.

Emergencies may be either internal to Inco or unrelated to any Inco operations or activities.

Ellen said emergencies impacting on Inco employees and operations could come in many forms including natural disasters (severe storms, floods), fires or a leak of toxic chemicals from a train or transport truck on an area highway.

The decision to activate emergency procedures may be based on: risk to employees or the public; environmental impact; property damage; or on notification from fire or police departments.

There are three classifications of emergencies. They are:

- **Level 1**, which is classified as being confined to a building. In a Level 1 situation departments in a plant are notified, the Alert Call Centre is notified and a group call is made. The Sudbury Fire Department is notified for information and traffic entering the plant is advised of the emergency.

- **Level 2** emergencies are defined as being confined to a plant or mine complex. In these cases traffic is not allowed into the plant site.

- **Level 3** is any situation that poses a significant hazard to personnel at other plants or to the general public and/or the environment. In a Level 3 situation emergency procedures for the plant and the public are initiated.

During Emergency Awareness Week, Oct. 7 to 11, Inco promoted its ACT message through radio and newspaper advertising and direct mail to residents.

Ellen said the basic information conveyed during that

campaign is something people should remember all year.

The promotion to employees and the public stated: "In an emergency know what to do. ACT."

Always go indoors.

Close all doors and windows.

Turn off any air intakes into your home.

Do not use the telephone unless you require immediate emergency assistance. Stay tuned to your radio or television for information."

"Activation is critical," said Ellen.

"In the past, people have been focused on the source."

In an emergency, activating procedures should be the first order of business, she said.

"Personnel responsible for emergency activation need to ask themselves two key questions: Who is at risk? and How can they be informed?"

Frank Javor, superintendent of Safety, Administration and Sulphur Products at the Smelter, said authorizing more people to activate emergency measures is an important change.

"In some cases, the folks in the plant aren't aware of the source of the problem. When you have more people who can call an emergency it adds to our already effective procedures," Frank said.

He pointed out that emergencies occurring outside Inco property, and having nothing to do with the company, can also be of serious concern to employees.

Authorizing shift supervisors in areas hit by an emergency, but not the source of it, will contribute to safety for employees and the public, he said.

"That's particularly important when you have a tanker turned over leaking chlorine outside our gates. So when it's a non-Inco source, we can still activate our emergency procedures."



Tim Lauber of South Mine Safety had a front row seat during his presentation on Emergency Awareness to Grade 1 and 2 students at Arthur Robinson Public School in Sudbury. A five-minute video on what to do when an emergency occurs was part of the presentation.

EMERGENCY AWARENESS WEEK FACTS

- During the 1996 Emergency Awareness Week, a display at the New Sudbury Centre was staffed for 60 hours.

- Presentations were made to 780 Grade 1 and 2 students and their teachers at 11 local schools.

- 4,600 letters and promotional materials were mailed to local residents.

- 457 entries were received for in-house draws promoted through Incontact. Len Salminen of the Instrumentation/Electrical Department at the Nickel Refinery won the Automotive Safety Kit and Oliver Barriault of the Copper Refinery Training Department won the Emergency Survival Kit.

- 852 entries were received for identical draws from ballots filled out at the New Sudbury Centre. Jessie Cleroux of Garson won the Automotive Safety Kit and Brian MacNeil of Hanmer won the Emergency Survival Kit.

A lifesaving gift



Pam Andrews, vice-president of the Onaping Falls Medical Foundation, and Onaping Falls fire chief Pat Arthurs recently thanked Jon Gill, manager the Levack Complex, for Inco's \$16,000 purchase of two defibrillator units. The lifesaving portable gear is being used by firefighters to revive heart attack victims in the Vermillion Lake and Cartier areas. "It is with the help of companies like Inco that the foundation is able to reach health-related goals and assist Onaping Falls community members in remaining healthy and happy," said Ms. Andrews.



Energy

Energy officials seek success stories

"We need your help!" That's the rallying cry being sounded by energy management officials in the Ontario Division as they seek to identify electrical conservation projects completed during 1996.

"While the savings generated by projects to reduce electricity use are automatically evident in lower utility bills for that area, few people realize those same projects can lower power rates for the following year right across the Division," said Inco energy consultant **Byron Landry**.

In 1995 the Sudbury area operations began paying Ontario Hydro for electric power on an hour by hour basis, using a rate structure called Real Time Pricing.

Under the new system Inco saved more than \$3 million in power costs last year and is on target to save more than \$3 million again this year.

That's where the electrical conservation projects come in, said Byron.

The Real Time Pricing rate structure has a provision that any power consumed by Inco above the previous year's consumption will be charged to the company at Ontario Hydro's 'marginal cost' — which is \$.03 a kilowatt hour lower than the regular billing rate.

"Last year's consumption represents a 'baseline' which can be lowered for the following year as a result of electrical energy efficiency

projects," explained Byron.

Because power consumed above the 'baseline' is billed at a lower rate, lowering the 'baseline' means more power would be charged next year at Ontario Hydro's 'marginal cost'.

"For every 100 kilowatts in reduced electricity identified, 1997 electrical costs will drop by \$20,000," said Byron. "That's over and above the normal consumption savings."

Any project which reduces electrical power usage in a plant or mine is eligible to reduce the 'baseline'. This could include tearing down a building or removing it from service, installing high-efficiency lights, motors and pumps, or making process changes which reduce electricity use.

"The only condition for a project to be eligible is that it must be identified to Ontario Hydro and verified or supported by temporary metering or engineering calculations before the end of the year," said Byron.

This year's target date for identifying and claiming power savings is Nov. 1. Anyone seeking more information or wanting to formally claim and verify their savings estimates is asked to call **Andy Lemay** at 682-8993 or **Doug Pacey** at 525-6303.

"Employee assistance in identifying projects which were carried out but not claimed is critical," said Byron. "To maximize our savings we must hear what people have done."

Powerhouse pump project saves 'cool' cash

The Nickel Refinery Powerhouse is pumping out savings by **shutting down pumps**. Modifications to the Powerhouse and Recovery cooling water systems were first suggested a year ago by Utilities shift engineer **Ron Simpson**, who felt substantial savings could be made with minimal expenditures by shutting down unnecessary pumps without lowering the quality of service to cooling water customers.

Ron reasoned the Division could realize significant energy savings by connecting the Powerhouse cooling water system to the Recovery supply cooling water system and using natural circulation to replace the job normally done by the pumps.

His instincts were correct.

The Powerhouse was able to shut down one 450 horsepower condenser circulation pump, a 100 horsepower auxiliary supply pump, a 100 horsepower auxiliary return pump and seven 50 horsepower cooling tower fans.

Ontario Hydro estimates total annual savings at about \$265,000 for as long as the Recovery Building operates.

"Getting there wasn't easy," said Ron, who credits Powerhouse chief engineer **Gates Perreault** with believing in the idea and following it through.

"The first thing we did was call in the Division's energy consultant **Byron Landry** for preliminary flow monitoring," said Ron. "This led us to contact **Doug Pacey** and **Ron Lefebvre** of Ontario Hydro to conduct a more detailed study of flow measurements and energy consumption."

Armed with figures showing what was possible, Gates gave Ron the green light to try his idea — provided he monitor all operating equipment temperatures and restore everything to normal if problems arose. It worked — and the temporary hoses used in test-

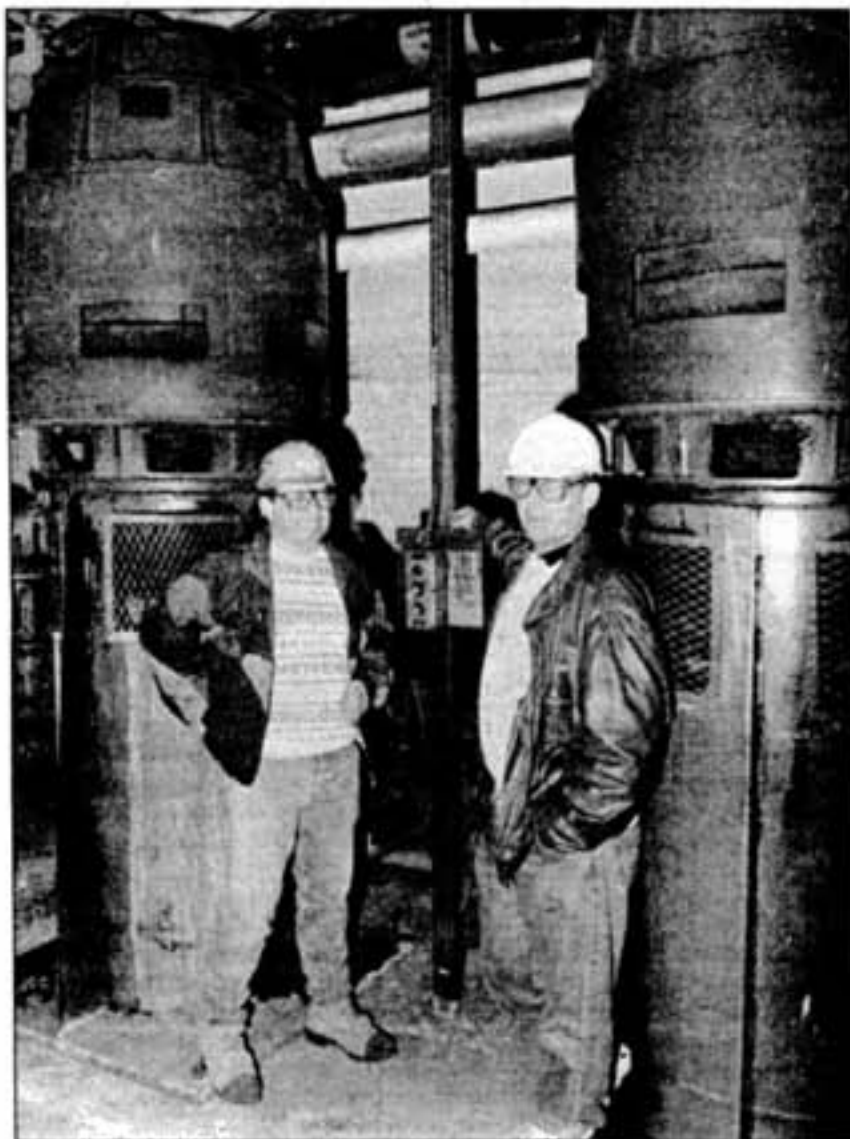
ing were replaced by 10 feet of permanent connecting pipe to the Recovery supply cooling water system.

"One of the concerns we faced was shutting down the system without being able to totally drain it," said Gates. "We needed to ensure proper circulation of the cooling water to avoid freeze-up in some areas. We did this by using low points to create a natural flow back to a lower sump where a recirculation pump was running."

"The changes have proven themselves and a total 1,025 horsepower is no longer required under our new operating structure. At the same time all our cooling water customers are being supplied and satisfied."

Gates said the savings in energy costs and the knowledge gained through the examination process made the entire venture a very valuable one.

"The initiatives of the Nickel Refinery Powerhouse Utilities group to reduce costs have been outstanding," he said. "My hat goes off to the people in the Powerhouse for their willingness to share ideas and take part in improving the system — and especially to **Ron Simpson** for his effort, his participation and his consistent drive and desire to see the water cooling system run in an effective and cost-efficient manner."



Gates Perreault, left, and Ron Simpson were able to save money on energy by shutting down large cooling water pumps at the Nickel Refinery Powerhouse.

The savings may not be over at the Nickel Refinery Powerhouse. Employees there are undertaking changes to their fire protection system which may allow them to shut down a 300 horsepower Kelly Lake water pump. Consumption savings from such a move are projected at \$98,000 annually, with another \$45,000 in 'baseline' reduction savings under the Real Time Pricing arrangement with Ontario Hydro. This amounts to an impressive total savings of \$143,000.

Camera spots potential problems early



Gordon Roberts, NDE specialist, uses a \$60,000 infrared camera and associated equipment at a power substation at Copper Cliff South Mine. The camera detects heat as it scans transformers, lightning arresters and aerials. A hot or cool spot can indicate problem areas that need maintenance and/or replacement before safety or production is affected.

Infrared sensing is used by spy satellites to detect movement at night.

Remember the live pictures transmitted to Harrison Ford in *Patriot Games*?

But there's nothing covert or Hollywood about infrared cameras.

Inco has been using one for years to scan many types of large and small equipment for defects, preventive maintenance, quality assurance and safety.

Now, with the purchase of a modern infrared camera, the Non-Destructive Evaluation (NDE) department is expecting to extend its services using

the heat-sensing camera beyond the array of equipment it already inspects.

"Only a few buildings have, at present, been inspected for heat loss. I expect more work to come about in the next few years as further pressure is put on energy analysis," said Gordon Roberts, NDE specialist.

The new camera is the latest piece of technology at NDE.

The infrared camera detects heat as it scans electrical wiring, machines, transformers, steam heaters, furnace side walls, chimneys, flues, piping and much more.

Hot or cool spots can indi-

cate problem areas that need maintenance and/or replacement before safety or production is affected.

The new camera is very sensitive, Gordon said.

"We can pick up 0.1 degree of a change in temperature."

Unlike the older camera, the new one gives an instantaneous temperature read-out in the field, instead of having to wait after scanning to analyze the heat level readings.

The old camera, which is kept as a back-up, requires liquid nitrogen to cool its detector for optimum camera response to infrared radiation.

The new one does that elec-

tronically, making it safer to use and more versatile. The old model can't be angled directly up or down because it could spill its liquid nitrogen and cause a hand injury.

The new camera costs about \$60,000, said Gordon. "But it has paid for itself many, many times over."

"We've found problems both electrical and mechanical. We've alerted maintenance people to things they might not normally detect."

During one of his many recent scanning jobs, Gordon detected a misalignment on one of two pinions driving a bull gear at Clarabelle Mill.

A hot area on the pinion gear showed up on the camera's scan, indicating it was out of alignment.

"If you don't correct misalignment you're going to wear down your gear a lot more quickly."

With the bull gear valued at \$1 million, getting maximum use out of it is important in keeping costs down. The pinions drive the bull gear, which turns the Semi-Autogenous Grinding (SAG) mill at Clarabelle.

"They took corrective action before it was too late," said Gordon. "It further elevated the importance of the infrared camera."

The camera has many applications, he added.

"We've also been able to detect frozen acid and water lines above the ground."

Another application being developed for infrared camera scanning involves usage on hot-metal containment vessels, such as hot-metal rail cars, furnaces and converters.

Gordon wants to be able to predict brick thickness on con-

tainment vessels to determine how much refractory is remaining before they need to be rebricked, repaired or replaced.

NDE offers a variety of diagnostic services to evaluate hoists, cages, skips, cranes, scissor lifts, reactors, storage tanks, electrical equipment, forklift trucks, lifting equipment, locomotives, slag cars, boom trucks, front-end loaders, compressors, piping, presses, shears, ladles and pressure vessels.

NDE uses many evaluation techniques including visual, radiography, ultra-sonic inspection, liquid penetrant inspection, acoustic emission testing, magnetic particle inspection, electromagnetic testing, infrared thermography and vibration analysis.

"As preventive maintenance technicians, we go around and monitor all kinds of rotating equipment from mine fans to compressors," said vibration analyst Pat Wozny.

NDE can detect vibration problems on equipment before they are apparent even to those who use the equipment regularly.

"Often times, we detect equipment where levels of vibration have increased," said Pat. "We recommend that equipment be fixed before it breaks down."

Miro Ejem, NDE supervisor, said his department's purpose is simple. "We ensure equipment is built to code and that it's defect free. The whole reason we are here is safety."

There's no shortage of work for the 11 employees in NDE, he added.

"Last year, we handled 1,200 jobs."

Software helps evaluate ore bodies

It sure beats drawing by hand.

Inco geologists stay on top of the latest methods in defining the size, shape and volume of ore bodies with the Datamine computer evaluation system.

"Everything was hand-drawn before," said Mario Paventi, geologist with Mines Technical Services.

"It was time-consuming." Datamine isn't a system you can learn as easily as playing a video game. But the colorful intricacy of the graphics are comparable to today's Nintendo games.

"Getting started and learning the terminology is the hardest part of it," said Heidi Guetlein, mining engineer and instructor with Datamine, based in Lakewood, Colorado. "But once you get the basics down, you see it's a fairly intuitive system," she said during a week-long training session last month at Inco's General Office in Copper Cliff.

Mario said he is quite impressed with the Datamine system.

"You can find out if an ore body is a go or no-go. You know the composition of the nickel and cobalt," he said.

Geologists at various Ontario Division mines, who took part in the training week, say they appreciate using the system in their everyday work.

"It's cutting-edge technology for ore body modeling," said Garson Mine geologist John Townend.

Scott Jeffrey, geologist with Inco Exploration, said the training week was useful for new and veteran Datamine users.

"People need refreshers. There are numerous recent updates to the software," he said.

He was quick to praise the practicality of the Datamine system.



Datamine Instructor Heidi Guetlein and Inco geologist Mario Paventi study the computer mine information system during a training session at the Copper Cliff General Office last month.

"The main benefit of Datamine for Exploration is that it accurately displays borehole data — geology and assays along the borehole," said Scott.

"It's three-dimensional, so we can create more detailed models in order to pick our exploration targets with greater accuracy. That hopefully leads us to more ore bodies for mining."

In addition to the training

week, Ontario Division geologists hold Datamine users meetings to learn from one another.

The geologists share any adaptations they've learned at their mine sites or in the Exploration department.

Brian Thompson, supervisor of Technical Services with Mines Technical Services, said there's no question that Inco has

increased its efficiency through the use of Datamine.

"It takes much less time to do the evaluations through Datamine than it took to do by hand," Brian said.

"It definitely allows geologists, planners and operators to make better, more informed decisions. This has become evident over the nine years that Inco has been using Datamine."

SOME DATA ON DATAMINE

- The Datamine system is a market leader in technical computing with more than 600 users, including Inco, worldwide. The system covers all types of geology and mining applications from the management of exploration data to mine design and scheduling.

- Datamine is used on a wide range of products including precious metals, energy minerals, industrial minerals and in the environmental field.

- The system has recently enhanced its underground mine design module with its 3-D graphical user interface. The new module provides mining engineers with an extremely powerful set of software tools for mine design and modeling.

- The system offers full visualization on graphic workstations with real-time 3-D dynamic rotation and zooming of 3-D models.

Pensioners join employee food drive

Inco people help about 300 Sudbury and area families put food on their tables each year thanks to contributions made to the Inco Employees' Christmas Food Drive.



Edgar Burton

And this year they'll likely help many more than that as Inco pensioners join the ninth annual effort. The employee drive, now underway, takes donations of non-perishable food at all Inco plants in the Sudbury area and gives them to the Salvation Army to administer in the community. Donation boxes have been placed at various locations at all plants.

This year marks the first time that pensioners will take part.

But rather than lug food to donation points, pensioners are being asked to simply make cash donations at any branch of the Sudbury Regional Credit Union or the Canadian Imperial Bank of Commerce (CIBC). That money will be used to buy food for distribution through the Salvation Army.

Inco retiree Roy Edey, president of the Steelworkers Organization of Active Retirees, said pensioners want to remain active in their community and the food drive is one good way for them to help out.

"Inco people are outstanding when it comes to helping their community," said Edgar Burton, a machine operator at the Plate Shop and the driving force behind the Inco Employee Food Drive.

Edgar said making it easy for pensioners to take part will just extend the generosity of Inco people beyond the working population.

"We realize there's a need out there for the less fortunate."

Edgar added that donated food continues to help people well beyond Christmas.

"The amount of food brought in by Inco lasts two-and-a-half months."

Edgar said energetic employee participation makes the drive work as well as it does.



Roy Edey

"Our union safety reps work hard on this all year. They help organize it, put out the collection boxes and take in the boxes when they get full."

Sudbury's Salvation Army Capt. Larry Bridger said Inco people make a big difference in the community.

"It's a tremendous impact. We're looking at three to four tons of food," he said.

"Last year there was a total of \$2,400 in cash, which was converted to food. About \$2,000 was from the company and the rest from employ-

ees. The money was in addition to the food donated by employees at all Inco plant sites.

"Without that food our shelves would be empty a lot sooner," said Capt. Bridger.

This year he expects demand to be greater.

"We're getting more people as a result of government budget cuts."

Donated food goes to needy families, senior citizens on fixed incomes, the unemployed, welfare recipients, the working poor and "people who've fallen through the cracks as far as

society is concerned," Capt. Bridger said.

"We get a wide spectrum of people. People are hurting with layoffs in our region. It's not getting better - it's getting worse."

He said he is again counting on the support of Inco people.

Last year the Salvation Army distributed food from the Inco drive to about 300 Sudbury and area families.

"And it'll probably be more than that this year because of the pensioners' contributions," he said. "We're looking forward to that."

- Food Drive Facts -

- In the fall of 1988, Plate Shop machine operator Edgar Burton was so impressed by the food-collecting efforts of students at his daughter's school, St. David's, that he decided to implement the idea at his workplace. "I approached the Salvation Army with an idea to hold a canned food drive here at the Copper Cliff Smelter," Edgar recalls.
- Participation increased. It became such a success that by the fall of 1991, Edgar asked union safety and health representatives to monitor donation boxes at plants sites taking in 75 per cent of Inco operations in the Sudbury region.
- In 1992, a total of 30 food collection boxes were put out at all Sudbury region operations. The drive has involved all plant sites ever since.
- "I would like to thank the supervisors and management of Divisional Shops for their generosity in providing the many hours spent on this endeavor every year," said Edgar.

Dear Editor:

Earlier this summer I became aware of your support of Robert Esmie and took a mental note to drop you a thank you note when things here settled down a little.

As one of the technical program people at Athletics Canada, it is not normally my role to contact sponsors and supporters of our athletes. However, helping organize our National Teams gives me a chance to see the challenges that some of our top athletes face and I watched with much interest as Robert worked through his preparation challenges this year. Your support no doubt was a key to Robert being able to pull it all together and be a critical element in our Olympic gold medal relay performance in Atlanta. Furthermore, when I saw the magazine advertising page featuring Robert I thought that your initiatives were also benefitting the overall program awareness of Athletics Canada.

It is great that the community of Sudbury has gotten behind Robert and that Inco was a consistent supporter through the fun times and the challenging times. We don't get the chance often enough to say thank you, but on behalf of the National Team, I wanted to let you know that you helped this year and it is appreciated.

Sincerely,

Hugh Wilson
Athlete Development Manager,
Athletics Canada

LETTERS TO THE EDITOR

Dear Editor:

On behalf of Neighborhood Action Project of Sudbury and our clients, I would like to take this opportunity to thank Inco for its generous annual donation of \$1,000.

This will go a long way to re-stock our emergency pantry shelves. The donation will enable us to ensure food relief to needy people within the Sudbury area.

As a time when donations are traditionally at their lowest and clients services are in maximum demand, it is reassuring to know that there are caring corporate and private citizens such as Inco and its employees that give so generously of themselves. We at N.A.P.O.S. are proud to say Inco epitomizes our organization's slogan - "Neighbors Helping Friends".

Yours truly,

Willard St. Louis
President,
Neighborhood Action Project of Sudbury

AMPCO seeks further Hydro rate cuts



Arthur Dickinson, executive director of the Association of Major Power Consumers in Ontario (AMPCO), toured Inco's Sudbury operations last month while in town for an AMPCO board of directors meeting at the Copper Cliff Club.

The Association of Major Power Consumers in Ontario (AMPCO) is working toward getting Ontario Hydro to be more competitive.

With a \$78 million budget for purchases of

electricity from Ontario Hydro in 1996, Inco's interest in that goal is considerable.

AMPCO is a 67-member association of industrial companies, including Inco and Falconbridge, interested in a

reliable, competitively-priced electric power supply.

To get a better idea of Inco's many power demands, AMPCO's board of directors, Ontario Hydro's executive vice-president John Fox, gen-

eral manager of retail Larry Doran and general manager of the grid system Tom Rusnov toured Inco mines, the Smelter and refining operations last month. AMPCO also held its monthly board of directors meeting at Inco's Copper Cliff Club.

"While Inco appreciates the efforts of Ontario Hydro in helping to reduce our costs, their rates are still far from competitive," said John LeMay, Inco's project manager of energy conservation. John also sits on AMPCO's board of directors.

Arthur Dickinson, executive director of AMPCO, said the association has been successful in lobbying Ontario Hydro to lower its rates to a somewhat more competitive level.

After AMPCO educated Ontario Hydro in 1992 about competitive realities, Hydro responded with a rate freeze in 1994.

The following year AMPCO pushed for a

rate reduction.

"Again Ontario Hydro recognized the validity of our concerns," Mr. Dickinson said.

Hydro adopted a 0.7 per cent reduction for 1995. Even that small decrease meant a lot for AMPCO members, totaling a \$70 million reduction in payments by the association's 67 member companies.

But Mr. Dickinson also said the provincial utility is far from achieving the reductions AMPCO members would like.

"We need rates reduced by 20 to 30 per cent."

Dickinson said that Manitoba Hydro, for example, charges its industrial customers as much as 40 per cent less than Ontario Hydro.

Getting the provincial utility to be more competitive in the international marketplace is an ongoing venture, Mr. Dickinson pointed out.

For 1997, AMPCO wants Ontario Hydro to lower its rates by seven

per cent.

Keeping electricity costs down for AMPCO members is especially important to the bottom lines of its members, Mr. Dickinson said.

"For AMPCO members, electricity represents from 10 to 70 per cent of operating costs."

In the Ontario Division, energy costs represent 12 per cent of the total annual operating budget, said John.

Unlike many other mining companies, Inco produces 20 per cent of its own power with its hydroelectric dam on the Spanish River and a smaller one on the Vermilion River.

Mining continues to play a large role in AMPCO.

"The mining sector has surpassed the forestry industry as the primary user of power as an industrial sector," Mr. Dickinson said.

AMPCO's total membership is expected to grow to 70 in the next several months.

Inco helps honor war vets

As a young man of 19, Gary Dale wanted to see the world.

He received his wish, yet in some respects he admits having seen too much.

In January 1963, Gary, an Inco plant protection officer, joined the American military with his heart set on seeing the world. In December of the following year, he received his first posting overseas — in Vietnam.

For the next 12 months, he was stationed in Saigon with the American Military Intelligence. As a clerk, Gary said he was never in a combat situation, yet the experience changed his life, and the lives of many other soldiers forever.

It was in the spirit of remembrance that a small and sombre crowd gathered outside the Royal Canadian Legion Branch 224 in Copper Cliff last month to honor those soldiers who fought in the foreign wars — Korea and Vietnam. Two memorial plaques, the first of their kind erected in Canada by a Legion branch, were unveiled during a brief ceremony.

When Gary, a Legion past-president, learned of the plans for

a memorial plaque, he approached Inco with a request to donate the copper for the monuments. In a speech during the ceremony he credited the company for its donation.

The plaques are a tribute to the 40,000 to 50,000 Canadians who fought in the foreign wars. The number of Canadians who lost their lives was never confirmed, as the list continues to grow each year.

Returning to Canada following his one-year posting, Gary fulfilled his desire to see the world, travelling to Virginia, Hawaii, the Philippines and Japan as a member of the military. In 1970, the Sudbury native began working for Inco.

He admits there are some aspects of the military he misses.

"Ninety-five per cent of it (military service) was excellent," he said. "There was about five per cent I could have done without."

After six-and-a-half years of service, Gary decided to remain in Canada.

He said he felt it was unfortunate that more young people did not enlist in the service because of its strength in teaching discipline and self-conduct.



Vietnam veteran Gary Dale, an Inco plant protection officer, took part in a ceremony honoring Vietnam and Korean war veterans in Copper Cliff recently. A plaque, constructed of copper donated by Inco, was mounted on the wall of the Copper Cliff Legion Local 224.

Ski champion salutes Inco



Inco Limited received special recognition for 23 years of supporting Northern Ontario skiing during the first annual Kate Pace-Lindsay Golf Tournament in support of Alpine Ontario last month at the Cedar Green Golf Club in Garson. Alpine Ontario oversees the provincial ski programs to which successful Inco Cup skiers graduate. Ms. Pace-Lindsay, an Inco Cup graduate from North Bay, is Canada's top downhill and the 1993 World Downhill Champion. The skiing star presented a beautifully framed photo of herself in World Cup action to Frood-Stobie-Garson Complex manager Joe Loring. The picture carries a handwritten message reading 'To Inco, with many thanks for your years of support.'

Family and fellowship fuel the fun at Cr

Heather Dubreuil might have a good future in geology — if you can pry her away from the horses.

The spirited nine-year-old, daughter of Crean Hill safety foreman Mike Dubreuil, was the winner of a hotly-contested weight-guessing contest involving a large chunk of ore during the Crean Hill Mine Family Day last month.

Her estimate of 5,652 pounds fell just two pounds short of the actual weight — an amazing bit of accuracy.

"I just guessed," she said matter-of-factly, refusing to reveal any secrets. "There was no trick to it."

Heather was among 600 employees and family members who turned out for the Family Day event which offered plenty to see and do for all in attendance.

And Heather did it all.

"I went on the hayrides about six times," she said laughing mischievously. "I also went to my dad's office, went on the tractors to check them out and see what was inside, ate lots of food (it was good) and took a trip underground."

"It was my first time underground which I thought was neat. I saw a whole bunch of rock."

Heather wasn't alone taking in any of the day's attractions.

"The highlight is always the trip underground and just about everybody took it," said maintenance planner Glen Phillips, of the 10-member Family Day organizing team. Volunteer tour guides made several trips back and forth to the mine's 2,250-foot level.

"Hay rides were also popular," said Glen. "We had two teams of horses going most of the day. Thankfully the weather was beautiful. It clouded up in the afternoon but not before everything was over and everyone enjoyed themselves."

Other attractions included an outdoor display of underground mining equipment, a pumper truck courtesy of the Walden Fire Department, tours of the first aid facilities and enough hot dogs and hamburgers to keep everyone satisfied.

"Core samples were provided by our geology and engineering departments for visitors to take home," said Glen. "The Levack Complex Mine Rescue Team, with members from Crean Hill Mine, was also on hand to display its equipment and answer any questions about mine rescue practices and techniques."

Earlier this year, the Levack Complex captured the district mine rescue crown and went on to place second in all of Ontario.

Also on hand to entertain the youngsters were Sudbury Wolves mascot Howler, a large smurf, Kermit the Frog and Inco's own energy mascot Less Watt.

"All in all it was a very good day," said Glen.



Collin Clarke, 9, does his best Superman impression inside an inflatable jumping gym during Family Safety Day at Fielding Memorial Park.



Sarah Davidson tries her skill at basketball, one of numerous activities during Copper Cliff Refining's Family Safety Day.



Cheyenne Artindale, 3, waits patiently while Captain Canada applies the face paint during Copper Cliff Refining's Family Safety Day.



Nickel Refinery manager Al Cruthers and Copper Refinery manager Dale Krueger were among a crew of volunteer chefs kept busy serving hamburgers and sausages to a hungry crowd.



Carlo Buratti, 6, son of Crean Hill heavy duty maintenance mechanic Peter Buratti, was thrilled just to pretend to drive a MineMaster Mini tractor during the mine's Family Day.

The road leading to Fielding Memorial Park was jammed with vehicles stretching as far as the eye could see.

Despite a dreary weather forecast, more than 1,300 Inco employees and their families ventured to the park for the Copper Cliff Refining Family Safety Day last month.

The rain, forecast at 80 per cent probability, never came during the four-hour afternoon event permitting outdoor picnicking, horseback riding and just plain clowning around. Olympic gold medalist Robert Esme, delayed in Toronto, managed a brief appearance last

an Hill and Copper Cliff Refining events



Isby provided wagon rides for children and adults at the afternoon at Copper Cliff Refining's Family Safety



Ashley Hubley, 11, daughter of Garson Mine's Robert Hubley, enjoyed an exhilarating see-saw ride during Family Safety Day.



Throw a Family Day and you never know who's going to show up. This giant smurf was a huge hit at the Crean Hill Mine event.



The Copper Cliff Refining Family Safety Day lived up to its billing as Inco employees came out in large numbers with their spouses and children. Plant Protection Officer Phil Perras and five-year-old daughter Meaghan enjoyed the day.



Inco Pressure Carbonyl maintenance mechanic Jim Haddow has quite a grip judging by Olympian Robert Esmie's reaction. The gold medal relay runner showed up at Copper Cliff Refining's Family Safety Day to sign autographs and have fun.



Electrical foreman Steve Mainville took his family on a tour of the 2,250-foot-level of Crean Hill Mine during Family Day. With him are his wife Allana, daughter Sarah, 11, and son Kyle, 6.

ie afternoon and was quickly bed by autograph-seekers. prior to Esmie's arrival, the park a hub of activity with four ns circling the area singing is, making animals out of bals, hosting games and playing children. food was never in short supply. dogs, hamburgers, sausages cotton candy were just a few s on the menu. As people lined or a taste of cotton candy, the id of classical music drifted ss the room. Four members of iudbury Symphony Orchestra g section performed for an apative crowd with their exten-

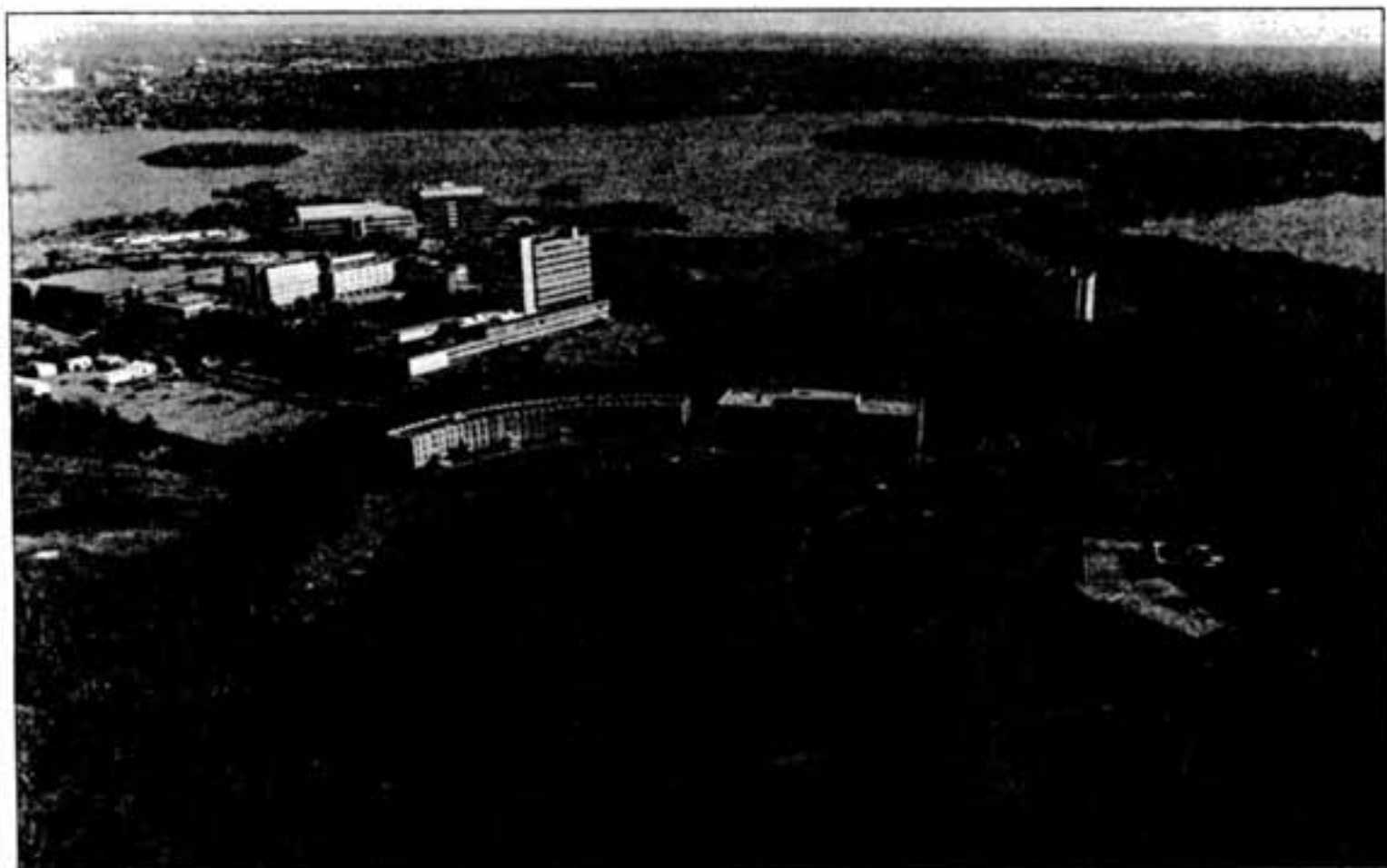
sive and impressive repertoire of classical music, from Ba-roque to 20th century. The walls inside the build-ing were papered with safety poster contest entries — each depicting the importance of safety in a colorful and ex-pressive medium. On the outskirts of the park, four-legged animals were the drawing card as pony and wagon rides continued non-stop throughout the af-ternoon. Janet Beland, friend of Inco Pressure Carbonyl super-intendent Al Stanley, has at-

tended the family event the past three years and said her children, Kathleen, 3, and Gage, 7, managed to take in all the activities this time around. "So far they've been jump-ing, fed the geese, ate cotton candy and now horseback rid-ing. We look forward to this every year," she said. Horseback riding also proved popular with Jodie Charron, daughter of Nickel Oxide Recovery employee Bob Charron, and her friend Sarah Davidson. Both agreed this was the highlight of their

afternoon, along with the vast amounts of food. "I've been coming (to the family day) since I was a little girl. I always look forward to it," said Jodie. Some come for horseback riding and cotton candy, others come for the simple pleasure of spending quality time with their families. "It's a very nice day. The whole family has a chance to be together. There is some-thing for every age group. No one is excluded," said Paula Clarke, a regular at Family Safety Day the past five years. "It's a blast," said Yvonne Benoit. "The clowns and the horses are great. There is a

lot for the children to do." A focus on family was the genesis behind the event, ex-plaind Ed Dumais, worker safety representative at the Copper Refinery and one of eight organizers. The event was also designed to show em-ployee appreciation. At the close of the af-ternoon, the crowd gathered anx-iously awaiting the results of the various contests and draws. Pat Potvin and Richard Madison tied in the basketball competition. A coin-toss gave Richard the vic-tory but the winner decided to hand over his prize, a walkman, to the younger run-ner-up.

Inco expertise enhances university



Six Inco employees spend a portion of their spare time in the classrooms of Sudbury's Laurentian University as adjunct professors, sharing the knowledge they've gained in the working world with students.

Six Inco employees in Sudbury are sharing their experience and expertise with university students.

As adjunct professors at Laurentian University, they expand their own career experiences, help students get through technical and scientific programs and enhance Inco's community involvement.

"We have adjunct professors mainly because they complement the things we are trying to do," said Reid Keays, dean of science and engineer-

ing at Laurentian University. wide range of subjects, material and experience."

Some programs have a co-operative relationship with Inco, allowing students to learn on the job with professionals.

"We have four graduate students in the Masters of Applied Science program. They spend eight months with Inco and four months with us."

Mr. Keays said Inco also gains from the adjunct professorships in research efforts.

"Some of these professors, like (Inco's) Greg Baiden, are in joint research projects."

The six Inco adjunct professors are:

• Sam Marcuson said be-

allurgy and was on an advisory committee to start a graduate school of engineering at Laurentian.

• Catherine Farrow, mineralogy-petrology specialist with Inco Exploration and Technical Services, is an adjunct professor in Laurentian's Master of Science program. "A lot of the time students will ask questions you never thought

sity team in the Masters program of mineral engineering. I love the classroom involvement," he said.

For Carlos, being an adjunct professor is like returning to his roots. "I started my professional life teaching as a professor of metallurgy at the University of Chile." Carlos said the practice of having Inco professionals contribute to Laurentian as adjunct professors is beneficial to both the university and the company. "My years in the Smelter taught me very much that I would not have learned in any book. You learn many things from the

tion at Laurentian's Department of Chemistry. John said teaching assists him in staying sharp at Inco in his work to find ways to improve production. "It keeps me on the cutting edge to have to teach this stuff."

John added that Inco benefits, sometimes very directly, from having adjunct professors at Laurentian. "I have a chance to look at students, whom we can hire."

• Greg Baiden, Mines Research manager, is an adjunct professor of mining exploration. "What you do is help them organize their program. I was involved in helping them set up their Masters program in engineering. Sam Marcuson and I helped set up that program." Greg also likes how being an adjunct profes-



Greg Baiden

sor keeps him in touch with what universities are teaching. It's also good for Inco, he added. "It keeps us abreast of students worth hiring."



John Bozic

ing at Laurentian University. Getting industry advice from experts at Inco is also good for students when they start looking for employment, Mr. Keays said.

"There's no question it helps our graduates get jobs. Our graduates have far better hands-on training in analytical chemistry than other graduates (from southern Ontario universities)."

"Inco's John Bozic, for example, has been an adjunct professor for years and years," said Mr. Keays. "If we didn't have his expertise in analytical chemistry, we would not be able to offer students such a



Sam Marcuson

ing an adjunct professor of engineering is his chance to be the teacher. Inco's manager of Process Technology and Production Planning said he gets to dish out as much homework as he remembers getting in university himself. "I did a huge amount of homework and reading in university," said Sam, adding that the experience at Laurentian is good for his professional development at Inco. "It made me current on a lot of things."

In 1994-95 he taught a graduate course in pyromet-



Catherine Farrow

of before. I think we learn quite a bit from the students as well."

Catherine, who left the Ontario Geological Survey to start with Inco in early September, sits on a committee that oversees thesis papers, helps organize programs centered on a student's thesis and advises students on questions related to their thesis topics. So far she's assisted students with papers on technical topics such as copper mineralization, volcanogenic massive sulphide in Bathurst, N.B., and volcanogenic massive sulphide in Temagami.

• Carlos Landolt, superintendent of Process Technology, has been an adjunct professor at the School of Engineering for three years. "I'm part of an industry-univer-



Carlos Landolt

experience of operators."

Carlos said he brings his 22 years of Inco experience into the classroom. "I think it's valuable to students." But he added that professors also learn from the students. "The interaction with young people, who have fewer fixations, challenges you. They will ask you questions that have not been conditioned by a life of engineering."

• John Bozic, chief chemist in Process Technology, teaches a fourth-year course on analytical instrumenta-



Peter Lightfoot

• Peter Lightfoot, senior geologist with Inco Exploration and Technical Services, tutors three Masters students in the Laurentian Earth Sciences department. "I help them direct their research and understand their data." The research of the students could one day benefit Inco, Peter added. "They are all working on the geology of the Sudbury basin — largely on Inco turf." Peter left the Ontario Geological Survey to work for Inco six months ago. He said the adjunct professorships are a good exchange between Inco and the community. "We get a lot back in information." And, he added, "It's fun."

New centre helps people plan careers



Patrick Harkins and Cathy Chaput staff the Career Centre at Sudbury Secondary School. By gathering relevant information over the Internet, they hope to compile a comprehensive career information network.

The centre will now be self-reliant and raise its own funds to continue its work, she said. And that work is becoming increasingly important in the changing world of employment.

"Searching for a job is a job in itself," Ms. Chaput said.

"We want to give people a wide variety of areas to go to in their quest for a job."

A reference library of books and magazines on employment, how to find a job, business trends and other issues is available at the centre, or through its Internet site.

The career centre has something for everyone, said Frank.

"Students, community members, school boards, business/industry sectors and parents will all benefit from this centre," he said.

"Inco has supported the initiatives of Careers 2000 for many years by donating equipment, training secondary school teachers and most importantly giving the time and expertise of employees."

Frank Moss is doing his part to help people get back to work or find their first jobs through an innovative, community-based resource centre.



Frank Moss

Frank, a member of Inco's Central Maintenance Department, has chaired a 27-person career centre task force of community volunteers since March of '95. The task force is planning, researching and raising funds for a community Career Centre — a Careers 2000 initiative.

"The need for a community Career Centre is driven by a host of stark realities that many parents and young adults are experiencing at this time," said Frank, a lifelong advocate of education.

"With a 300 to 1 ratio of students to guidance counselors, how effective can they be? The rising costs of tuition fees and living costs mean you can no longer gamble when choosing a career. We have young adults who graduate from college or university only to find out there are no opportunities in their field. Our selection process must be more precise."

Of equal concern to Career Centre officials are young adults who drop out of college or university at the mid-point of their education, stating that it wasn't what they thought it would be.

"Obviously, these people are not adequately informed," said Frank. "What about the estimated 70 per cent of students who do not go onto post-secondary education? They are our greatest challenge."

The Career Centre will be

owned by the entire community because its funding will come from so many different sources, said Frank. In addition to college and university-bound students, it will help in the career search of displaced workers who must often seek jobs for which they have little or no training as business and industry continue to downsize.

The centre will operate days, evenings and weekends, making it accessible to everyone. It will also have a directory of business people available to answer questions about potential career choices.

The centre's primary goal is to help people choose a career path that will bring them satisfaction in their lives, said Frank.

"Choosing a career is the most important decision you'll ever make in your life and most people spend less than an hour making that decision," he said. "It affects your standard of living, your self-esteem, your happiness and even who your friends will be."

This centre is going to clarify that process, making it a decision and not a crap shoot, said Frank. "Most people say they wouldn't gamble with \$30,000 — yet, that is exactly what you are doing if you send a child to school without proper guidance."

Jessie MacIsaac, guidance coordinator with the Sudbury Board of Education, hopes to dispel current myths about career planning.

"Not only will the centre provide career planning services, but it will help change beliefs about career planning," she said. "There are a lot of myths and misconceptions in this area such as: 'an occupational choice is a once in a lifetime decision,' and 'parents have little influence over their children's career decisions,' or the most threatening one of all, 'there are no jobs out there — so why bother.'"

"By providing access to accurate information immediately and a network of career counsellors and business pro-

fessionals, the centre promises to eliminate these untruths and much more. I think it's the perfect time for a career centre because we have to work together as a community. Before it was a nice idea, now it's a necessity."

Careers 2000 has achieved significant progress over the last year regarding a community Career Centre, said Frank. It has become 'incorporated', it has been given 'charitable donation status', and it has acquired two "highly talented" people under a Section 25 grant from Human Resources Development Canada.

"We purchased a state-of-the-art computer and web server," said Frank. "For a 40-week work term these individuals are hooked up to the Internet, searching and gathering career information for our database. These initiatives are just the beginning of an electronic career information network designed to bring our children relevant career information based on sound advice and hard facts."

The Careers 2000 research developers — or 'net surfers' — are Patrick Harkins and Cathy Chaput. They want the centre, located at Sudbury Secondary School, to be used by all sectors of the community.

"Right now it is mostly used by high school students, but we want to become more community-based," said Harkins.

The centre is also expanding the services it provides on the Internet. (Careers 2000 can be found by calling up its World Wide Web domain name, c2000.sudbury.edu.on.ca, on the Internet.)

"We're hoping to set up a list of jobs and requirements for those jobs at Inco," said Ms. Chaput.

The pair have operated the resource centre since June. The centre had been funded by the Sudbury Board of Education before provincial government cut-backs took effect at Careers 2000.

A CAREERS 2000 SNAPSHOT

"Careers 2000's affiliation with Inco has been enduring and successful," says Frank Moss.

The group's first project was an exposition in 1990 at the Cambrian Foundation. It was called 'Technology Your Tomorrow' and attracted more than 2,000 students.

Its next community project was a four-day career exposition in 1993 at Science North called 'Careers 2000'. This event attracted 26,500 students.

Both projects were run on a 100 per cent volunteer basis with donations from business and industry. Many Inco employees played prominent volunteer roles.

THE CAREER CENTRE MISSION STATEMENT

"The community Career Centre will offer all individual learners in the Sudbury district the opportunity to develop the best possible career plan to fulfill their unique aspirations in their pursuit of lifelong learning."

BRIEFS

High-tech trucking

P.T. Inco truck drivers have new satellite links to help them do their jobs.

The high-speed satellite links, in use since June, help direct truck drivers to their locations and improve hauling and transport efficiency.

The Mine Dispatch System (MDS) links the location as well as the availability of trucks and loading equipment via satellite to a central dispatch computer at P.T. Inco's operations in Soroako, Indonesia.

"A satellite antenna, digital radio/receiver and an interactive touch-screen control panel have been installed on truck and loading equipment," said Yulo Perez, manager of mines at P.T. Inco.

"A satellite gathers this information and transmits it to a central dispatch computer, which calculates and suggests in real time to the dispatcher the best equipment combinations as well as the most direct routes to mine sites for drivers and operators."

Shad grad adopts 'I can do it' attitude

By Christina Stachulak

(Editor's Note: Christina Stachulak is an OAC student at Collège Notre Dame in Sudbury and the daughter of Joe Stachulak in Mines Technical Services. She recently completed a work placement in the Ontario Division after attending Shad Valley with the help of Inco's sponsorship. She provided this account of her experiences to the Triangle.)

Shad Valley is a two-month business-education partnership that fosters entrepreneurial excellence in science and technology.

Nearly 400 students from all across Canada are chosen to enter the Shad Valley Program and for every place in the program, there are three applicants.

Affectionately named 'Boot Camp for Brains', Shad Valley is a challenging program that looks for students with high academic achievement, especially in math and science, creativity, good interpersonal skills and demonstrated initiative and drive.

Shad Valley is supported by many sponsoring companies and government agencies, which financially support students to go to Shad Valley followed by a five-week work term placement. Furthermore, it is hosted by seven universities across Canada, each with roughly 50 students, who live in residence and are taught and supervised by faculty, graduate students and Shad Valley alumni.

Six months ago, I received a letter of confirmation saying that I had been accepted to the Shad Valley program and that I would be sponsored by Inco Limited. I was thrilled. I promptly sent out my request to go to the University of Calgary and not long afterwards I found myself boarding a plane to go out west!

I did not know what challenges were awaiting me in Calgary, all I knew was that this summer was to be one of the most intellectually challenging and physically demanding ones of my life.

Shad Valley surpassed all expectations I had drawn for myself and gave a new meaning to the word challenging. At Shad Valley, we participated in compelling mathematics, entrepreneurship, computer science and engineering lectures and chose from innumerable seminars which complied with the morning lectures. For example, at the Foothills Medical Research Centre, a group of us participated in a study of why human ligaments do not return to their original form after having been torn.

At the end of each seminar, each group was asked to present the topic studied during the week.

The program also organized many guest speakers, one of which remains clearly engraved in my memory. Laurie Skreslet, the first Canadian to climb Mount Everest, is the greatest motivational speaker



Collège Notre Dame student Christina Stachulak was able to experience the mining environment first-hand with Inco occupational health nurse Carrie Bois.



A heavy academic workload didn't prevent Christina Stachulak from enjoying the breathtaking scenery of a hike through the mountains during her stay at Shad Valley in Calgary.

I have ever heard. With a handshake of steel and an impelling personality, Laurie's advice to never say "I can't do it" was well taken.

In addition, the groups or 'houses' in which we were placed were required to invent a recreational product incorporating disciplines taught in the lecture. We were required to write up a business plan and formally present our product to a panel of judges.

We also had time set aside for physical fitness.

Weekends were full of activities, namely 20 km hikes, the Calgary Stampede, kayaking and swimming in glacier lakes. It is obvious that there was very little time for sleep. Even during those few hours, most of us in a respectful atmosphere would endlessly debate controversial topics, various beliefs and the meaning of life. I was truly

challenged in every aspect of the program.

When Shad Valley's program ended July 27, 1996, I was shocked. How had we accomplished so much, absorbed such a wealth of information and created wonderful friendships in only one month? That tearful day, when parting with my fellow Shads I promised myself that I would incorporate all Shad Valley had given to me into my school year and all my future endeavors.

My five-week work placement at Inco began on July 29 in Environmental Control. For three weeks I assisted a team of university students led by Timothy McBride, a hydrogeology student from the University of Waterloo, in studying the degree of aquatic contamination resulting from mining operations in the Sudbury area. By sampling the water, we were able to analyze the solutions for pH, total suspended solids, ammonia, conductivity and metals.

Glen Watson, an engineer in Environmental Control, meticulously answered my questions and broadened my understanding of Inco's role in assuring the harmonious existence of industry and nature.

The second component of my work term placement was in Inco's Occupational Medicine Department. For the first week, I assisted occupational health nurse Carrie Bois in her daily practice.

I was able to assist in the ergonomic adjustment of an injured staff member's work station as well as engage in a tour of the Modified Work Centre. There I saw how the Rehabilitation/Disability Management area helps injured and

disabled employees to adapt to specific work environments with regards to their needs.

I also had the opportunity to accompany various health professionals on a tour of Crean Hill Mine. Our hosts, Mike St. Laurent, chief mine engineer, and Mike Dubreuil, safety foreman, provided all levels of management insight. The structure of the tour allowed the health professionals to understand the work environment, the physical demands of the job and the safety requirements in order to be in a better position to make informed decisions with regards to their patients' return to work.

During the latter part of my placement, I assisted Brenda Corcoran, also an occupational health nurse, in the Medical Surveillance area. The professionals in this area initiate and execute health programs before the health of an employee fails.

I was able to assist various nurses and health professionals in every area of the medicals including x-rays, audiograms, ECGs and pulmonary function testing.

Furthermore, due to my interest in chemistry, I was brought on a detailed tour of Inco's Process Technology laboratory. Guided by chemist Bill Flora, I was engulfed with a wealth of information with regards to modern technology.

Both of my placements were very enlightening and beneficial, requiring the ambitious efforts which were called upon at Shad Valley. Having been placed in responsible and challenging positions at Shad Valley and at Inco, I was able to enhance my leadership skills, learn how to work effectively under pressure and adopt Laurie's Skreslet's "I can do it" attitude.

Weather no threat to United Way spirit



Johnny Gilbert was too busy battling smoke from the grill to worry about chilly temperatures at the General Engineering Building's United Way kick-off barbecue.



Having to eat indoors didn't bother Blaine Parrington and Jim Middleton of the corporate Environmental, Health and Safety Audit group.



United Way board member and Inco Employee Relations representative Marie-Josée Castonguay took to the air in New Sudbury in support of the 1996 community campaign. Flanking her on her perch atop the scissor lift (inset) are radio personalities Bill Toffin, left and Dave Mayes. The promotion, which involved participants phoning for donations in order to get down, raised more than \$20,000.



Chef Todd Connors displays some nifty coordination with his eyes closed as he piles burgers on the waiting plate of Eric Fenton. Looking on is Steelworkers' Local 6600 vice-president Dennis Dallaire.



The need for heavy jackets didn't dampen the appetite of people like Engineering's Mike Fogarty, shown receiving his sausage on a bun from Nina Leroux of Inco Exploration.



Inco Employees' United Way Campaign co-chair Eric Fenton makes sure the pop stays good and cold at the General Office barbecue.



Ontario Division president Jim Ashcroft helped United Way executive director Michelle Liebrock, centre, and Sudbury campaign chair Louise Paquette prepare hamburger and sausage buns outside the General Office last month.



Lloyd Denault of Transportation, second from left, joined Al Rogers, left, Al Forsythe and Ron Duguay of Divisional Shops for an enjoyable outdoor lunch.



The line-ups were long, the weather was warm and the skies were blue during the General Office United Way kick-off barbecue.



The condiment table was a popular gathering spot during the General Office barbecue. From left are Sue Vincent and Carol Lang of Mines Technical Services, and Gayle Akerman and Cathy Dionne of Accounting.

The annual United Way campaign at Inco has proven time and again that employee generosity in the Ontario Division is second to none.

But this year's campaign has confirmed a far more subtle fact of nature — the barbecue season will endure as long as there are people willing to eat.

Braving unseasonably cold weather and the threat of the season's first snow flurries, a large gathering of employees lined up outside the General Engineering Building earlier this month for the second an-

nual United Way kick-off barbecue.

Bundled in coats and retreating to a makeshift picnic area inside the building with their food, these hardy individuals, lined up in the rear employee parking lot, proved that Mother Nature is no match for a hungry stomach and a huge heart.

Just three weeks earlier, the General Office area held its own United Way kick-off barbecue under warm, sunny skies. But the study in contrast provided by the weather was outdone by the striking similarities provided

by employees.

"The attendance and good will exhibited at each event is indicative of the way employees at Inco traditionally approach our campaign," said Eric Fenton, who co-chairs the 1996 Inco/United Steelworkers of America United Way Campaign with Brian King.

"Inco employees have always been a major factor in the success of the Sudbury campaign and the turnout at these barbecues demonstrates that employee awareness of the United Way remains high. It also helps provide revenue over and above that collected

throughout the month during the employee canvass."

With the October employee United Way drive winding down, Eric and Brian remain confident of reaching the only goal they set for themselves — matching or exceeding last year's totals in donations and participation rates.

"In at least three areas I know of we are well on our way to topping last year's contributions," said Brian. "But it is still far too early to rate our overall performance. The results are still coming in and will likely continue to do so for the next few weeks. Once all

the results are in we'll pull our numbers together."

Saying the need for United Way dollars is greater than ever in the Sudbury community, Eric and Brian offered thanks to the dedicated team of campaign coordinators and canvassers as well as every employee who took the time to contribute.

"United Way dollars are very important in our community and funds donated by Inco employees are very important to the United Way," said Eric. "We're proud of the way our employees respond each year."



FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Cheryl Emblin

Alcoholism — the family secret

The Disease

Alcoholism is an illness characterized by preoccupation with alcohol and loss of control over its consumption. It is a disease of drug dependency.

This preoccupation with alcohol leads the alcoholic to organize his life around drinking and to maintain his supply close at hand.

Alcoholism is a disease of denial and concealment. Anyone can be an alcoholic - man, woman, young, old - alcoholism doesn't respect age, race or gender.

The Dilemma

Alcoholics, their family, their friends and people in the worksite often choose to ignore or deny the obvious progression of the disease.

Families will cover up the alcoholic's drinking for many reasons:

- They are ashamed;
- They believe they are helping;
- They fear their spouses will lose their jobs;
- To prevent family turmoil, children are especially ashamed to tell their friends or have their friends at the house because of the alcoholic's unpredictable behavior.

Children bear the burden of trying to keep the peace in the family by covering up for the alcoholic.

This behavior further enables alcoholics to continue their drinking without being responsible for their actions.

The Symptoms

Have you noticed increasing deterioration of your marital relationship?

Do you and your spouse argue over the amount of liquor you drink?

Are you unable to remember events that happened while you were drinking (memory lapses)?

Has your spouse threatened divorce because of your drinking?

Are you starting to hide alcohol so it will be easily accessible but you

tell yourself it is so your spouse won't be upset because he or she overreacts when you have a drink?

Do you have a 'little eye-opener' in the morning to ward off the shakes, sweating and 'flu' symptoms?

Are you starting to take time off work more frequently, especially Mondays and Fridays?

Have your performance appraisals at work and your quality of work deteriorated?

Has your accident rate at home and at work increased with many minor injuries such as burns, abrasions and falls?

Have you had any contact with the police over your alcohol intake?

Alcoholism not only affects drinkers and their health, it also hurts their families (especially children), their friends and co-workers.

Resolution - Treatment

If you are concerned about a family member or your own alcohol intake consult your family doctor, make an appointment with the Employee Assistance Program (EAP) representative in your company or union, join Alcoholics Anonymous (AA) or support groups for spouses such as Al-Anon.

Like all other diseases, the earlier the alcoholism is diagnosed the better the chance for recovery.

Treatment begins with recognition of the problem.

Services Available to Inco Employees

- EAP through the Occupational Medicine Department-682-5179
- Steelworkers' Local 6500 Joint EAP - 675-3509 (Doug Basha, Dave Kilp)
- Detox Centre for Men-674-3330
- Pine Gate Addiction Service-675-7022

• AA, Al-Anon-675-9221

• Sudbury General Hospital Crisis Centre-674-4760



LET'S TALK SAFETY

with Ron Rafuse

High standards critical to working safely

How many of us know and understand the difference between responsibility and accountability?

The two go hand in hand and they are part of our lives both on and off the job. Each of us as adults have responsibilities and are held accountable for them.

In everyday home life with our children, they are our responsibility and by setting the rules and giving them responsibility as they get older, we, as parents, hold them accountable for their actions.

When you get a driver's license there is an exam to ensure you have been trained and know the responsibilities that are part of operating the vehicle. If you operate it unsafely you are held accountable under the laws which are in place to ensure you follow the rules. Driving safely is a condition of having a driver's license. This is no different than our fourth safety principle, **Working safely is a condition of employment.**

Being on the job carries with it responsibilities and accountability at all levels and for each person in the company. Management has the responsibility to provide the training tools and the time to ensure that work can be done the right way and is held accountable for ensuring this is done so each job can be completed the best way we know how. This is why training employees to work safely is essential.

Each person in the workplace has the responsibility to get the job done safely each and every time. This responsibility includes knowing the

standards and following them. Examples include not operating defective equipment, being qualified and authorized to operate equipment and not taking shortcuts. Each of us is accountable for working within the set limits.

We all have someone who has the responsibility of holding us accountable for what we do both on and off the job, whether it's law enforcement, supervisors or parents.

As we progress toward preventing all injuries by doing things the best way we know how the highest level of accountability is attained.

That is where each person has personal accountability at all times. This can only come with pride in how things are done. This pride is ensuring that each time we do something it is done with high personal standards, there are no shortcuts taken, the dangers that are part of the task are known and understood and the proper procedures are followed to eliminate the risk of injury to you and your co-workers.

Personal accountability also means being able to correct and advise others of how their actions can cause injuries or damage. This is a part of having team pride in the workplace and caring for each other.

It is very clear that both on and off the job and in everything we do there is always a degree of responsibility.

The best accountability is self-accountability and pride in doing things properly.

Ron Rafuse is superintendent of Safety in the Ontario Division



INCOME ideas

by Susan LeMay, CMA

"The Bank of Canada rate has dropped . . ."

This has become a familiar item on the news over the past few months. Good news? The news media applaud, but that doesn't make it good news for everyone. We are going to look at interest changes from an individual's point of view, rather than consider the overall effect on the Canadian economy. There are some of us who benefit when rates fall and others for whom the change is a loss. As well, some of us both win and lose on a fall in rates. That sounds like a contradiction, but it really isn't. As you read through the effects of falling rates on individuals, you may see yourself benefitting, losing or both.

Borrowing

When rates fall, it is cheaper to borrow money. Think about your mortgage. A \$100,000 mortgage amortized over 25 years at eight per cent means monthly payments of \$763. At six per cent the payments are \$640. That's \$120 a month you can put to other things as rates go down.

Your Mortgage

There are several strategies to consider with your mortgage. If you are locked in for some time to come at a rate higher than the current rates, then it is worth calculating the penalty you would have to pay to get your mortgage moved to the new rate. Typically, banks charge three months interest if you want to pay off a mortgage before its renewal date. How much would this be? What would your monthly payments be at the new rate? Will you save enough between now and the date your mortgage would have come due to cover the penalty you had to pay? Banks are not very enthusiastic about people doing this. It means that their interest income is reduced. You may have to insist.

If your mortgage is coming up for renewal, then consider whether to lock in for a longer period. If you think that rates have bottomed out, then it cannot get any better. If you think they'll go lower, then check into variable rate mortgages, or one that will let you lock in at a later date.

Loans

Loan strategies are similar to mortgage strategies. If you have a loan at a higher rate, it is time to investigate whether or not you pay it off with another loan at a lower rate. Most loans are repayable at any time with no penalty. On a \$15,000 loan to be repaid over five years you would save approximately \$7 per month for every percentage point the interest rate drops. It may not sound like much, but over a five-year loan that's \$420.

Interest and Saving

For the investor or saver, falling rates reduce income very quickly. If your money is in a savings account or in Savings Bonds or Investment Certificates, then your

Falling interest rates – pros and cons

income is determined by the level of interest rates. Ten thousand dollars at six per cent earns about \$600 interest per year before taxes. At four per cent, that drops to \$400. If you consider taxes at 40 per cent, then your actual income is \$360 or \$240.

Maximize Income

One strategy is to change your investment from interest bearing to dividend paying. This can increase your return and your risk. It requires more effort and attention from you to ensure that the investment continues to perform at a level that meets your needs.

If you prefer to stay with interest earning then one strategy is to spread your maturity dates out so that you will have some amount coming due to be reinvested every year. This protects you from having all your money paying low rates if it all came due at a time like right now. A second strategy is to consider bonds, which have a greater risk attached to them than Guaranteed Investment Certificates or Savings Bonds. Greater risk means they have to pay a higher interest rate to attract investors.

If you can avoid it, do not lock your investments in for a long time when rates are low. For example, investigate other options before you buy an annuity from your RRSPs.

Maximize Your Economic Position

How much your investments earn is only one side of your financial picture. Your overall picture includes both investments and liabilities.

Since your money is earning much less, it is worth ensuring that as much of your debt as possible is paid off. Money earning interest at low rates might be better off being used to pay down a mortgage and it certainly would be better spent paying off credit card balances if you can be sure you won't build them up again. Why earn interest at four per cent before tax and pay interest at six per cent after tax? The difference looks like two percentage points. The real difference when the taxes at 40 per cent are considered is actually 3.6 percentage points. It is actually costing you to keep your investments and pay interest on your loans.

Taking charge in both borrowing and investing will get you the best deal. Financial institutions are competing for every dollar of loans and mortgages and for every investment dollar. They will consider different rates and terms if you insist. Asking costs nothing. But before you ask, do your homework. Check out other financial institutions for the exact same item. They all know what each of them is offering and if you do too you have more leverage.

Taking responsibility for your whole financial picture will help you maximize the gains to be had from falling interest rates and minimize the losses.

In Memoriam

Name	Date of Birth	Date of Death	Years of Service
Peter J. Boluk	07-06-20	09-14-96	42.0
Valaire Brideau	10-14-08	09-24-96	39.0
Donald Briggs	11-25-28	09-17-96	35.0
Garnet Flannery	04-15-06	09-10-96	36.3
Leonard Hodgins	10-25-16	09-26-96	45.5
Gerald Kennedy	07-19-13	09-08-96	34.0
Thomas Kiley	08-09-09	09-26-96	34.9
Rosario Labelle	02-20-13	09-26-96	33.0
Sylvester Laitila	01-01-03	09-13-96	25.3
John Laronde	12-10-20	09-25-96	40.0
William Lawson	05-05-19	09-19-96	35.2
Andre Leveque	12-26-13	09-24-96	27.0
Ronald Lipscombe	08-25-11	09-24-96	42.7
Steven Moorhouse	01-27-48	09-10-96	24.5
Weikko Pajunen	12-10-22	09-24-96	41.0
Agostino Paolucci	10-27-10	09-15-96	41.0
George Park	10-06-26	09-12-96	28.5
Rolance Richards	02-23-15	09-11-96	39.0
Oakley Shelswell	03-17-27	09-13-96	39.5
Maurice St. Denis	10-26-26	09-29-96	27.0
Frank Urso	03-13-29	09-16-96	24.5
Kalle Viitasalo	09-28-29	09-08-96	34.0

BRIEFS

Calling all Gatchell residents

All current and former residents of Gatchell are invited to the 'Meet You at the Sandpit' reunion the weekend of August 1 to 3, 1997. Plans are well underway for a fun flashback weekend in the caring little community that grew out of Sudbury's mining industry. But organizers need more names and addresses of people to contact and invite. If you can help or would like more information about next summer's event, please call (705) 673-4201, or write to Gatchell Reunion '97, 32 Irving Street, Sudbury, Ontario, P3C 1B3.

Software improves mill efficiency

Comdale Expert System software is freeing up mill floatation operators in Thompson, Manitoba to do other tasks rather than spending time on more mundane decisions.

The software decides whether more or less reagent is needed in floatation, based on information supplied by three operators.

"When the project started the three operators were interviewed. Then their knowledge was broken down into some basic rules the software could understand," said Nicolas Laine, of Mill Technical Services.

But the operator can override the Comdale system.

"Maybe it's not more xanthate (reagent) you need. Maybe it's more air, or maybe we are getting faulty readings," said operator Henry Sebastianski. "Any number of things can effect the operation." That's why operators have the final say in the process.

The system has improved efficiency at the Thompson mill. "We're using 40 per cent less xanthate in 1996 than in 1995," said superintendent Roy Perchaluk.

Roy added that the system "attains the most economical level of operation when you're looking at recovery and grade."

I heard it down at . . .

The Dry



by Jerry Rogers

you won't believe it but in the early days of television in Sudbury, families used to hunker around their tiny television sets watching slag pours in Copper Cliff and shift changes at Frood Mine.

And if it wasn't for the inspired vision of some local luminaries plus the support of Inco executives Ralph Parker and Ralph Waddington, CKSO television here in Sudbury wouldn't hold the distinction of being the first private television station in the country.

For Bill Kehoe, the very first news anchor when CKSO went on air 43 years ago, those heady days of live TV are as fresh today as they were then.

He was a 25-year-old disc jockey on CKSO radio living his life's dream when station general manager Wilf Woodill first raised television's siren call by asking him if he'd like to work in the new medium.

"I said sure but I'd never even seen it," he said the other day from Ottawa, where he keeps active in retirement by lending his rich baritone to video narration. "Wilf told me, 'Keep your nose clean, work hard and within one year you'll be on television.' I took that with a grain of salt. But, by George, within a year, I was on the air on Day 1 in October, 1953."

The way he recalls it — and he fervently believes the book has yet to be written on private television's early days in Canada — CKSO's thinkers pitched Inco executives on television's potential to entertain Inco employees.

While the CBC boasted the country's only two television stations in Montreal and Toronto, Woodill, George Miller, Judge James Cooper and Bill Plaunt sought Inco's backing for the first private station.

"We all take TV for granted but in those days, there was really no TV. They (Woodill and company) thought of the living conditions in Sudbury, the quality of life and saw television as another plus for employees," says the veteran Capital Hill news anchor and father of seven, who retired in 1991. "At any rate, Ralph Parker and Ralph Waddington, the two Inco executives of the day, thought it was a great idea and while the company couldn't give the station a grant, they thought of sponsoring every newscast. They thought that would be a good community contribution."

The station's founders promised the community 12 hours of television a day, from noon until midnight, and the Inco news at 6:45 every night (except Sunday when it came on at 7:30 p.m.) was the daily hit. From the late Don Dunbar, editor of the Triangle, Bill culled the information to craft 30-second spots that became the first live private TV ads extolling the importance of nickel in modern life.

In the days before microwave communications, that 12-hour news fill was agonizing. With TV movies of the week a couple of decades away and Hollywood feature films black and white and scarce, it's not surprising there were huge gaps of air time open.

"We had to haul our huge camera up to the newsroom on the southwest corner of the station up on Larch Street, point out the window so people at home could watch the Inco slag pour in Copper Cliff. That was a huge entertainment draw those days," he laughs. "We also used to take the camera up to Wilf's office in the northeast corner and point it up Frood Road. We'd see the afternoon shift coming off at Frood and people would be sitting at home trying to spot Dad's car."

One of his earliest co-workers was Judy Erola, now the President of the Pharmaceutical Manufacturers Association of Canada and a member of Inco's Board of Directors, but back then Judy Jacobson, his co-anchor.

"I was absolutely thrilled in those days. Here I am on the ground floor of television. We had no experience. We learned as we went along. No one in Canada had TV experience. And we became famous throughout the country as other stations came on air and people came up here and we became a sort of training ground in those early days."

Seven years later, he moved on to what became a 31-year career with the CBC but his passion for news was born and nurtured here.

Back when slag pours were the hot news of the day

Whatever happened to . . . ?

Bill Kantymir used to joke that he went to work at the Port Colborne Refinery to rest. Into his fifth year of retirement, he jokes he's so busy he can't get any rest. Four years ago, he saw the success of a food drive for the needy in nearby Welland and St. Catharines. If it works for them, why not Port Colborne where there was no food bank or charity with that cause? Today, as a Lion's Club leader of the annual campaign, they have 200 volunteers from the club, firefighters, Sea Cadets and Canada Post poised to go door-to-door seeking donations on Nov. 9. Last year, they collected

25 tons of food. Beyond that, he's kept busy with a house trailer in the Finger Lakes area of upper New York State, some travelling and camera shows with the Canadian Photography Historical Society. Of his 34 years at the refinery, retiring as superintendent of operations, he says: "I miss the people. The job was great. Port Colborne was a unique experience" . . . Steve Rewega also took retirement in 1991 after 41 years of service as a maintenance mechanic at Clarabelle Mill. He is busy, too, by exercising — he's a former judo instructor — walking, working around the house and travelling. "The best advice I can give is you can't sit around the house watching TV. Keep active" . . . Gates Landry can attest to that. He retired in June, 1995 after 35 years at the Port Colborne Refinery as a sample room processor. "I waited too long to do this and I'm only 53 years old. I tell you it's a great life," he laughs. Fishing, hunting, yard work and trips to Vegas keep him occupied today. "I heard it from the older retirees but I didn't believe them."



Bill Kehoe and the INCO World News occupy a special niche in the history of television in Canada. Bill, now retired after a 30-year CBC career in Ottawa, was the country's second TV news anchor in the early 1950s with CKSO in Sudbury. And the 15-minute Inco nightly newscast was the first sponsored program on a privately-owned television station in Canada.

A piece of history



This steam-driven water pump from our old Sultana Mine and a steam-driven mine hoist have found a new home at Bruce Mines copper mining/tourism display off

Highway 17. A volunteer committee has restored the two pieces of mining equipment as part of a major project to commemorate Bruce Mines' mining heritage. Known as the Simpson's Shaft in the 1840s, the Bruce Mine workings are recognized as the first copper mining operation in Canada.

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