



The spirit of Christmas shines bright at this time of year. From all your friends at The Triangle — 'Merry Christmas and a Happy New Year'.

INCO Triangle

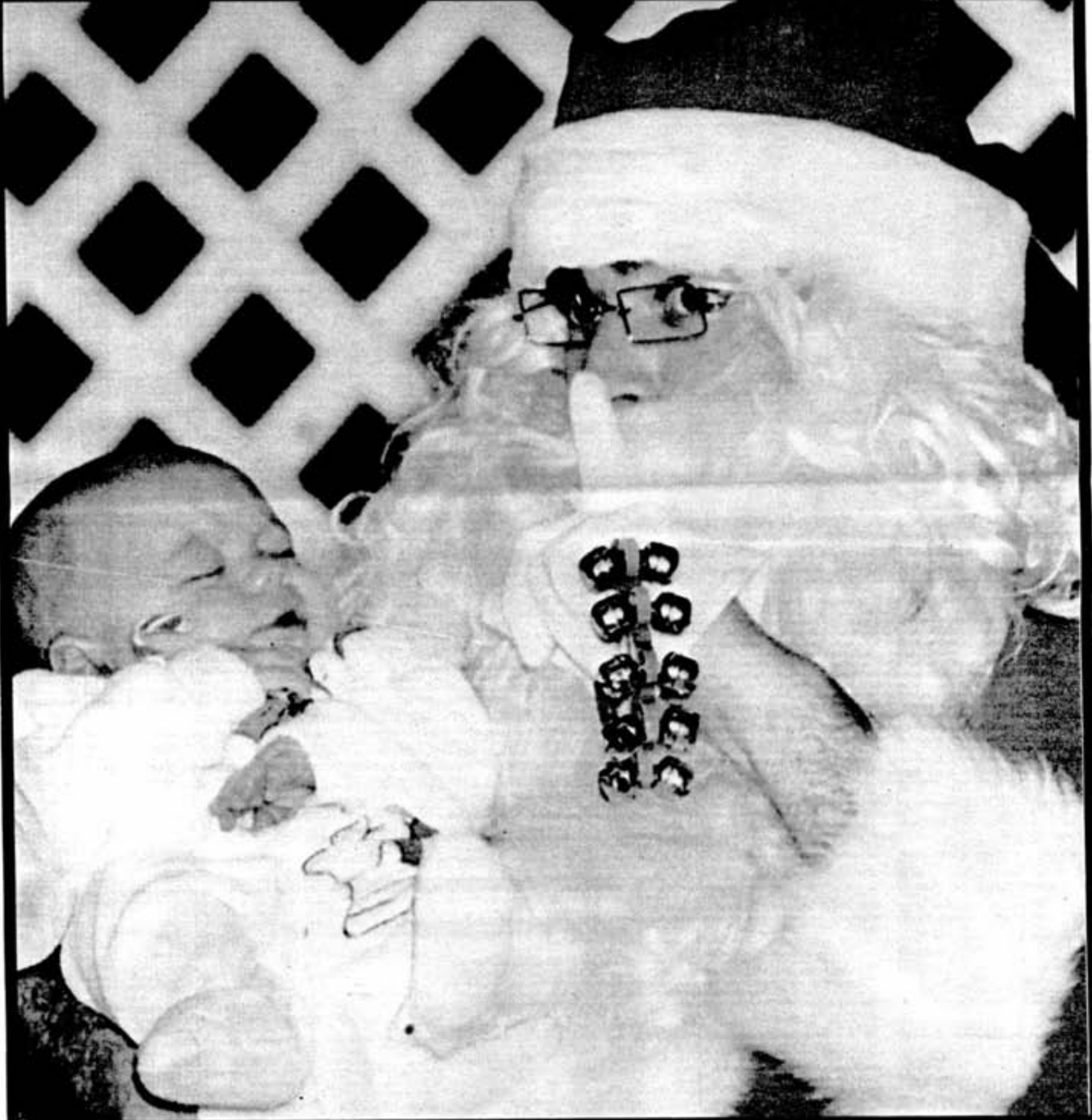
Printed on Recycled Paper

December 1996

Ontario Division

Vol. 55, No.10

Ssssh!



Three-month-old Simon Agius, candy cane in hand, finds no better resting place than the the comfortable crook of Santa's arm during the Port Colborne Refinery's Children's Christmas Party. Simon is the son of Richard Agius in Plant Services. See more 'Visions of Christmas' inside on pages 7 to 10.

Merry Christmas

Copper Cliff Mill pumping projects mean savings on energy, maintenance



This new line will allow sludge from the Copper Cliff Waste Water Treatment Plant to be pumped directly to Booster Station, enabling the shutdown of four pumps in the process, said Tom McDonald. Previously, the sludge was routed through Copper Cliff Mill before reaching Booster Station.

Ingenuity, teamwork and perseverance are pumping out savings at the Copper Cliff Mill and Tailings area.

A comprehensive review and consolidation of pumping activity at the mill has shaved close to 2,400 horsepower off the mill's power load — with sizeable savings on the energy bill.

In fact, energy consumption at the mill dropped from 4.5 kilowatt hours per ton of ore milled in 1993 to 3 kilowatt hours per ton today. With a throughput of 35,000 tons per day the latest moves have lowered the annual energy bill by more than \$950,000.

And the savings look to continue.

Pumping projects slated for early 1997 have targeted the elimination of an additional 3,300 horsepower with each unit of horsepower equalling 0.75 kilowatts.

The re-examination of the pumping system resulted from a change in the mill's role when bulk concentrate was introduced, said Tom McDonald, supervisor of Technical Services. Flotation and grinding were no longer performed at the mill, leaving it with a lot of oversized equipment it didn't need.

"At one time this plant processed all the concentrates from Clarabelle Mill — we'd do the copper/nickel separations," said Tom. "But since

bulk concentrate came into the smelter in '93 we've shut down a lot of the equipment. Today, our primary function is to receive feed from Clarabelle Mill, filter (dewater) it and send it to the smelter. We also receive tailings from Clarabelle and pump those to the tailings area.

"The change to primarily a dewatering facility, with much smaller flows, rendered a lot of our water handling systems inefficient because they are designed for larger flows.

"To address the problem we looked at all different flowstreams, put in proper pumping systems, downsized pumps, installed smaller motors and simplified our flowsheets to eliminate unnecessary pumping and make more efficient use of our energy."

Additional measures include a more stringent monitoring program on pump performance and run times, the use of high-efficiency impellers and employing gravity rather than pumping wherever possible.

"Along with our energy savings, which are quite significant, there's a tremendous saving on maintenance," said Tom. "Our high maintenance areas were traditionally those pieces of equipment operating inefficiently because we were putting a lot of energy

into doing a little bit of work. That put a lot of wear and tear on the equipment."

One of the more significant gains was the elimination of unnecessary multi-stage pumping, said mill production facilitator Jim Truskoski.

"There was a lot of double and triple-pumping all over the place," said Jim. "We had flows going from pump to pump when a single pump could have done the job."

"Before our most recent improvements, clarified water went in a 20-mile loop back to its point of origin where it was used to supply gland water pumps. Now, we take it at its point of origin and use it. We've eliminated five stages and countless miles of pumping."

Credit for the strides made at the mill belongs to many, said Jim.

"We had input from operations and maintenance with several ideas coming from different sources," he said. "It was a total team effort."

"The Copper Cliff Mill and Tailings area is more efficient today and we will continue to improve our efficiency wherever we can."



The #1 fire pump was among those shut down for significant energy and maintenance savings when Copper Cliff Mill consolidated all of its pumping activity, said Tom McDonald.

How they did it

The examination and consolidation of pumping at Copper Cliff Mill and Tailings touched all aspects of the operation.

Here are some highlights of measures taken to lessen the pumping load.

- The mill previously ran one fire pump, one clear water pump and one gland pump at 475 horsepower. Today, one fire pump operating at 125 horsepower performs all three functions and three pumps are available as spares.

- Pumping changes in the R4 Tailings Area Expansion Project are saving 650 horsepower. High-efficiency pumps and modern equipment were installed in a new pumphouse which replaced an old pumphouse and barge.

- The elimination of two neutralization pumps has benefits far beyond the 20 horsepower savings. Water, added at the Smelter's flash furnace uptake to control dust, returns to the mill as flash furnace slimes where it is neutralized and was traditionally pumped to a thickener. If the pumps broke down, the Smelter would have to cease operations. Today, gravity does the job previously handled by the pumps and the threat of a pump breaking down is gone.

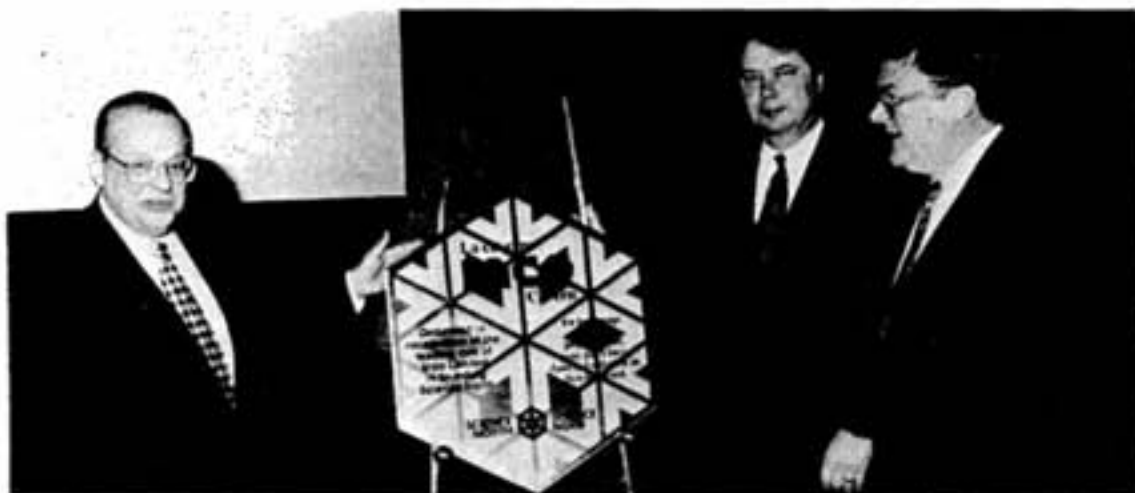
- Changes to the Booster Station flowsheet in 1997 will remove 2,000 gallons of water from the system and save 1,200 horsepower by using an existing sump line to deal with clear water from Clarabelle. Part of the milling process at Clarabelle, clear water used to arrive at Copper Cliff Mill mixed with Tailings. By changing the process so the clear water arrives alone it no longer needs to be clarified and the lower flow rate allows the mill to use one pump instead of five. This frees up a spare pumping line at Booster Station that can be used if repairs are needed, avoiding a slowdown in production at Clarabelle Mill.



Lending a Holiday hand

Mick Throssell, vice-president of Milling, Smelting and Refining, volunteered to collect donations for the Salvation Army at the City Centre this month, as did other Inco executives. The Salvation Army puts on a Christmas dinner and helps families and individuals in need during the holiday season and throughout the year.

Cavern dedication lauds Inco's role



Inco's role as the catalyst in the creation of Science North is now forever enshrined in the Inco Cavern at the popular science centre on Lake Ramsey. Inco Chairman and Chief Executive Officer Michael D. Sopko helped dedicate the cavern theatre in Inco's honor. Joining him were Science North board chair Risto Laamanen, centre, and Science North Chief Executive Officer Jim Marchbank. Inco's \$5.5 million in contributions was instrumental in creating Science North.

Inco Chairman and Chief Executive Officer Michael Sopko called upon a thought by Albert Einstein more than a half century ago to capture the uniqueness of Science North at a special ceremony formally recognizing Inco's role in founding and supporting Northern Ontario's science centre.

"The most beautiful thing we can experience is the mysterious. It is the source of all art and science," Dr. Sopko quoted at the dedication of the underground cavern theatre as The Inco Cavern. "Isn't Science North really the perfect marriage of art and science in one popular and accessible form?"

Dr. Sopko told about 100 community leaders and Science North directors who go back to the centre's pioneering early days that Inco eagerly embraced the idea of a science centre on the shores of Lake Ramsey.

"While the centre had appeal as a tourism and economic catalyst for northeastern Ontario, I believe that my predecessors saw it as a wonderful metaphor on what we, in the mining and processing industry, do in our daily lives.

"So, it's not surprising that over the years we have done whatever we can to make the idea of Science North a real presence here in the North."

A new plaque in what is now known as The Inco Cavern/La Caverne Inco recognizes Inco's \$5 million capital donation to build Science North in 1981.

Risto Laamanen, chair of Science North's Board of Trustees, described Inco as "the fabric of society" in Sudbury and said Inco's "generosity and commitment to the local community is unparalleled. Perhaps the best example of Inco's corporate spirit was its investment in Science North, the project designed to diversify and strengthen the Sudbury economy."

Recalling that the dream of a park embodying the drama of the Sudbury Basin, past and present, first surfaced in the 1960s, Dr. Sopko said it took a unique group of later champions to rally community support to make the dream real.

"Yes, it's true that our \$5 million capital donation to build the centre was the largest

single corporate donation to a community project in Canadian history," he acknowledged, adding, "We are understandably proud that we can take a leadership role in the community where we got our start 94 years ago."

The 300-seat underground Inco Cavern is an architectural showpiece, carved from solid bedrock of the Canadian Shield. It is the home of Science North's original 3-D, 70mm film and laser adventure, *Shooting Star*, and a second 3-D film, *Wilderness*.

"We are proud of our continuing involvement with Science North in the past decade," Dr. Sopko told the crowd that included several Honorary Life Members of the science centre. "Like mining, Science North continues to change and grow to become an even more dynamic and entrepreneurial force in the province."

He said it was "very moving" to stand in the theatre "carved out of the very same rock formations that we mine

Mr. Carter and the company's Vice-Chairman, the late John McCreedy, took the initiative in the 1970s to let community leaders know Inco was prepared to finance a study to define the concept of a science centre in Sudbury. Mr. Carter went a step further, approaching former Premier William Davis for a commitment of support from the province.

In 1980, Inco Chairman Charles Baird and President Don Phillips gave the Sudbury region \$200,000 to begin the studies. A year later, the company gave \$5 million toward the construction and another \$300,000 three years later.

In the decade since, Science North has run the Path of Discovery bus tour with the close support and cooperation of Inco. This exploration of Sudbury's mining heritage and Inco's nickel processing facilities is offered to bus tours and schools from May to October.

The company was a major contributor to The Mining Show, a popular multi-media

At the Big Nickel Mine, Inco's ongoing support has been invaluable. The Mine now showcases the international Inco Coin Collection and many other educational displays have been made possible by the company.

"Inco remains very much a part of our efforts to offer the best science programs and entertainment vehicles in the world," Marchbank said. "We are grateful of this ongoing support and for Inco's pioneering philosophy that created Science North."

Two of the most interested former directors at the ceremony were Grace Rumball and Jim Miller. Directors of the first official board in 1982, they still regard their Science North service as the highlight of their community careers.

Rumball, the only woman on the board, said Science North's early days were exciting and challenging.

"We knew we were on the ground floor of something historic but there were a lot of detractors but we all said that our detractors were our best

friends because they just made us more determined to do what we believed in," she said. "We all believed Science North had tremendous potential. The staff that came to work here were wonderful people and they made real sacrifices. People heard about us, they quit jobs to come and find work here. There were professional people and they were dreamers, you know. Anything was possible in those days."

Like Rumball, Jim Miller is also an Honorary Life Member of Science North.

"Science North, as a major fundraising project, had a lot of challenges in it. But with Inco's support and the initial idea being pushed by them and with the Inco personnel on the committees and providing guidance it was a tremendous experience," he said. "And we all learned from it but it was putting all the funding pieces together that was challenging. So to see it completed today and to see the cavern being named The Inco Cavern is a marvelous tribute to all that the company did in those early days."



Inco Chairman and Chief Executive Officer Michael Sopko is all smiles while unveiling a stainless steel plaque dedicating the Cavern theatre at Science North as the Inco Cavern.

INCO'S HONORARY LIFE MEMBERS

Since 1985, five Inco representatives have received Honorary Life Member Awards from Science North.

- **1985** — J. Edwin Carter was president of Inco Limited in 1979 and 1980. Under his leadership, Inco funded a \$200,000 implementation study for the construction of a science centre. Based on the recommendations of that study, Inco donated \$5 million to the project.

- **1987** — Tom Peters for his internationally recognized contributions to the field of land reclamation. Mr. Peters led research into techniques for revegetating the tailings which surround Sudbury's smelter.

- **1988** — Walter Curlook for his contribution to the advancement of metallurgy in Canada and the growth of post-secondary education in Sudbury. Mr. Curlook pioneered many of the advanced smelting and refining techniques in use at Inco today.

- **1989** — Gyula Borbely for his numerous innovations and patents in the mining industry. As a research chemist at Inco, he helped develop a major breakthrough in the destruction of cyanide.

- **1991** — Former Inco Chairman and Chief Executive Officer Donald Phillips for his work towards the realization of Science North. In April, 1980, he announced Inco's \$200,000 grant to finance a concept study and in January, 1981, he announced Inco's capital donation of \$5 million.

- **1995** — Peter Pula, superintendent of Power at Inco, for his outstanding contribution to the development of Northern Ontario's science centre. He began his volunteer service in 1982 as a member of the centre's building committee and was appointed to the Board of Trustees when the centre opened.

"I come quite often. I bring people and it's like home. One of the things I love doing is walking through that walkway, up the ramp you know. It has a special ambiance coming up the Cavern that makes me feel very good about this place."

Grace Rumball, 1990 Honorary Life Member of Science North

today" to dedicate it as The Inco Cavern.

Calling for a moment of silence for the former Inco Chairman Edwin Carter, who died earlier this month, Science North's Jim Marchbank said the linking of Inco with the cavern theatre was logical and appropriate.

"We are honoring Inco as the catalyst which made Science North possible. In 1981, Inco recognized that diversification of Sudbury's economy was the key to this community's future. Today, as a result of this company's leadership, Sudbury is Northern Ontario's top tourist destination and Science North is an attraction with an international reputation for excellence."

object theatre at the science centre. Inco also supplies the science centre with liquid nitrogen for live science shows and in the past has opened its machine shop to Science North staff building a solar telescope.

Inco staff are a source of expertise for scientists creating new exhibits and for Science North's volunteer committees. The current partnership between Science North and the Sudbury Neutrino Observatory (SNO) is yet another excellent example of a community project made possible by Inco Limited. The company also assists with staff orientation at the science centre and Big Nickel Mine by providing regular tours of its underground and surface operations.

Clarabelle celebrates 25 years

Five Inco employees have just joined their own Quarter Century Club along with the plant they work in.

Clarabelle Mill celebrated its 25th anniversary in late November with an anniversary luncheon during which a plaque honoring all of its employees was unveiled.

Today, Clarabelle Mill is a fixture among operations in the Copper Cliff area. But 25 years ago it was the newest and biggest mill Inco had.

For that reason it drew many young workers from several fields to apply to work there – including many who were already working at other Inco plants in the area.

To mark the anniversary, a four-foot wide by three-foot deep wooden plaque, adorned with stainless steel sheets engraved with the names of employees from 1971 and 1996, was presented to four of five 25-year Clarabelle employees – Maurice Hubert, Eric Kallio, Paul Hillman and Murray Jewitt (Jim Sutherland was unable to attend).

The event brought back many memories of the plant's start-up, its development, its changes and the corresponding changes in the lives of those who made the mill work.

Maurice Hubert is a crane operator with 37 years at Inco – 25 of them at Clarabelle.

Before starting his quarter-century long career at the mill he used to dump ore cars into receiving bins in Copper Cliff.

"The first job posting on the board – I bid on it. It was new, that's what I wanted," recalled Maurice.

"I became a runner at Clarabelle. Some people didn't want the job because of all the walking or running."

He would check the operation of conveyor belts throughout Clarabelle. The mill is the second stop in the production of ore removed from mines in the Sudbury basin before it moves along in a concentrate form to the Copper Cliff Smelter.

"I made sure there were no hot spots and nothing obviously wrong," said Maurice.

The job of runner lived up to its name.

"From the crushing plant, to the tippie (which dumps rail cars filled with ore) to the head end of the coarse ore bin, down to the crushing plant. There were no operating elevators then. I'd do that twice a day. It was good exercise. I was in pretty good shape," he said proudly.

Today, as a crane operator, he does most of his work from a seat.

But the spry 62-year-old said he enjoys the work.

"My favorite job is the one I have now. You have to be careful. Experience counts in my job."

He plans to keep working at Clarabelle until December, 1998 – "that'll be about 40 years."

Until then, he's content to put off plans for a retirement life on Manitoulin Island for himself and his wife.

"I still like to come to work. I've been working since I was 14 (then at CP Rail). What else are you going to do?"

Eric Kallio is 12 years

younger than Maurice but has just as many years at Clarabelle, and a total of 32 at Inco.

His 25 years at Clarabelle as an instrumentation technician haven't drained him of his enthusiasm for the work.

"I'm too young to retire. I'm not a dinosaur yet. I've got a lot of work to do for Inco yet. It's very interesting and stimulating work."

Eric also appreciates the modern technology that's been added in recent years at Clarabelle. And that's what drew him to the mill in the first place.

"I was here about three weeks before it officially opened. It has gone from pneumatics utilizing vacuum tubes to solid state electronics and to microprocessors. I've seen an evolution."

Eric said he's also learned a lot at work.

"There was lots of on-the-job training. Inco's good like that."

Paul Hillman, 53, also has more seniority with Inco than Clarabelle itself.

He's spent the last 25 of his 27 years with Inco at the mill.

As a young instrumentation technician he was drawn to the idea of working at a plant equipped and designed to the latest specifications.

"It was double the capacity of the Frood-Stobie Mill," where he had been working.

He sums up his reasons for staying at Clarabelle, and with Inco, in one sentence. "Steady days, good job, good pay and a good bunch of guys to work with."

Paul said there are many good memories among the Clarabelle employees. As Clarabelle changed and developed so did its workforce.

"We socialized quite a bit then. We played sports like hockey and baseball."

As years went by the socializing changed to match the lifestyle of most employees.

"Some guy would have a birthday party for his kid and others in the shop would show up with their kids," said Paul.

Christmas parties and barbecues took over from sports and going out with the boys on a Friday night as everyone be-

Since 1971, some 200 million tons of ore have gone through Clarabelle Mill. If that ore were placed into a single pile it would surpass the 1,250-foot (381-metre) tall Superstack by about 200 feet. Loaded onto a train it would fill cars on track extending halfway around the world.

came more family oriented.

"Lots of good guys here," said electrician Murray Jewitt, 52, who had worked at Murray Mine before he came to Clarabelle in 1971 with seven years at Inco to his credit.

"It was very nice," he recalled. "It was well lit and everything was clean and new."

Murray said Clarabelle was and remains a good plant to work at.

"Everybody was excited to be here. It was fine to work here. It still is."

Another electrician, 47-year-old Jim Sutherland, has noticed the increasing respon-



Crane operator Maurice Hubert recalled, "The first job posting on the board – I bid on it. It was new, that's what I wanted."



Instrumentation technician Eric Kallio said, "I'm too young to retire. I've got a lot of work to do for Inco yet. It's very interesting and stimulating work."

sibility placed on Clarabelle now that it does all of the milling for Sudbury area mines.

Clarabelle was built to replace the then 43-year-old crushing, grinding and floatation sections of Copper Cliff Mill.

When it opened, mills at Levack, Creighton and Frood-Stobie were still in operation.

"The volume at Clarabelle has increased," said Jim, com-

and his family.

"If you worked here for 25 years and managed your resources a little, you should be in better shape than when you hired on."

While many veteran employees can see retirement in their more immediate futures, the same can't be said for Clarabelle itself.

It's got many, many more years of work ahead of it, said Fred Stanford, the 38-year-old mill superintendent.

Clarabelle has kept up to date with technology and employee training throughout its quarter century of operations and only seems to need a little fine-tuning of processes to continue improving its efficiency, said Fred.

"The idea is to make what we have work better – to improve nickel recovery."

Fred thanked those who organized the anniversary event and those who transformed the mill's shop floor into a dining room for about 150 Clarabelle employees and guests. The organizers included Sav Dagostino, Angie Gagnon, John Kanerva, Dave Lounsbury, Harvey Thibeau, Stan Wolynsky and anniversary committee chairman Dean Young.

Mick Throssell, vice-president of Milling, Smelting and Refining, who unveiled the plaque at the anniversary

WHAT'S IN A NAME?

Cow, mistress or wife? Actually it seems it is none of the above.

But they are among the several stories about who, or what, Clarabelle Mill is named after.

Regardless of the anecdote you prefer, there is no doubt the name Clarabelle goes back much farther than the mill's 25 years of operation.

The most credible story is that the name originates with Samuel J. Ritchie, the founder of the Canadian Copper Company of Ohio. The Canadian Copper Company merged with the Orford Copper Company of New Jersey to form the International Nickel Company in 1902.

In or around 1899, Canadian Copper Company general manager James McArthur named Clarabelle Mine, which had been discovered in Snider Township five years earlier.

Laurentian University professor Matt Bray, who has researched this history in depth, said McArthur named the mine after Mr. Ritchie's daughter Clara Belle.

Ritchie had been forced out of the company in 1891 and had no say in its operations afterward. Ritchie had used his shares in the company as collateral for several loans. When he failed to repay the loans he lost control of the company. He had filed several lawsuits over ownership of the Canadian Copper Company and was disliked by company brass at the time. But McArthur, who had been hired by Ritchie, was in charge when Clarabelle Mine was named.

"But you didn't dare tell anyone you were friends with Samuel Ritchie," said Bray. That may explain the lack of a definitive document or unified story as to who it was named after.

Mistresses, wives and other theories have been forwarded as the source of the name Clarabelle, said Bray.

"There were all kinds of stories about where the name came from. There was even a story that Clarabelle was the name of a cow."

But despite a lack of documentation on who, or what, Clarabelle Mine was originally named after, a letter by Ritchie expressing his pleasure at the naming of the mine and other such evidence support Bray's theory.

The name was transferred some 75 or so years later when Inco's largest mill was opened near a railway switching station also bearing the name Clarabelle.

luncheon, called it a time to look to the future while taking pride in the past.

With about 200 million tons of ore having gone through the mill since 1971, Mick said Clarabelle has seen its share of production successes.

To give an idea of what that represents, Mick said if that ore was placed into a single pile it would surpass the 1,250-foot (381-metre) tall Superstack by about 200 feet. Loaded onto a train it would fill cars on track extending halfway around the world.

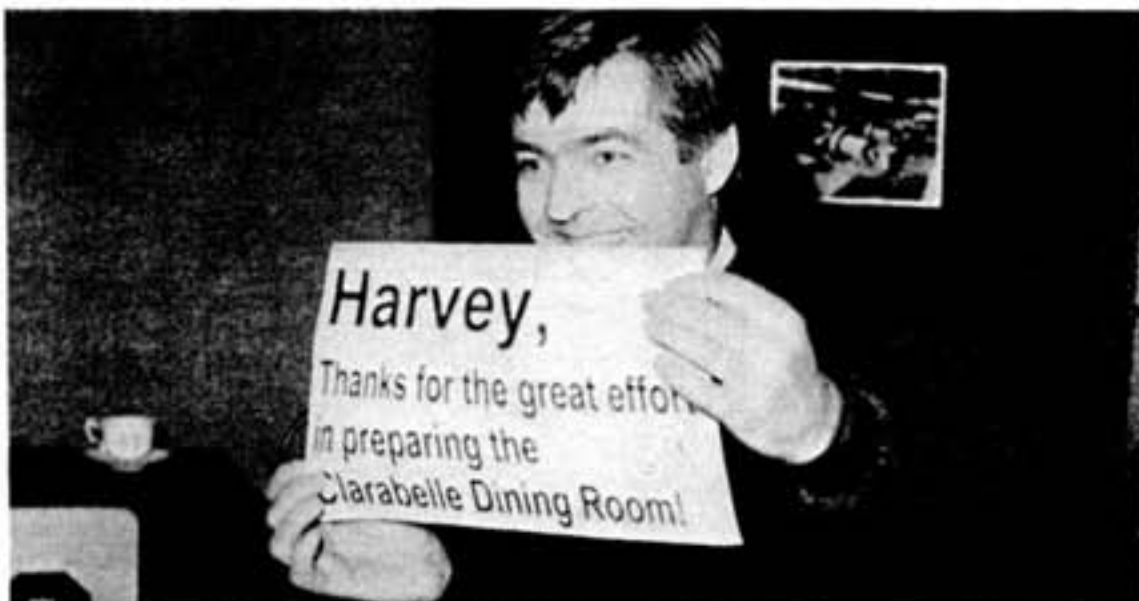
"But the challenge is the future," he added.

"Past successes do not ensure success in the future. This can only be done by working together as a team. You have the will, the skill and the knowledge to do it. And I know you will do it."



Among the things electrician Murray Jewitt enjoys about working at Clarabelle are the employees. "Lots of good guys here."

Clarabelle superintendent Fred Stanford thanked those who organized the anniversary celebration and transformed the mill's floor into a dining room for about 150, including a special thanks to dryman Harvey Thibeau.



Instrumentation technician Paul Hillman said he was drawn to the idea of working at a modern plant 25 years ago. "It was double the capacity of the Froid-Stobie Mill," where he had been working.



Ray Bellisle, and all mill employees, was given a thick, warm 25th anniversary sweater.

Employee support paces record campaign



Inco/Steelworkers United Way Campaign co-chairs Eric Fenton, left, and Brian King and United Way regional chair Louise Paquette marked the strong support from employees, Inco's corporate donation and pensioners. But their thermometer is already out of date. The total collected now is up to a record \$355,528 - with that mark expected to grow again before month's end.

Growing support among employees and ardent work by canvassers are responsible for a record-breaking donation of more

than \$355,000 to the United Way.

That's the assessment of Brian King and Eric Fenton, co-chairs of the 1996 Inco/

Steelworkers Employees' United Way Campaign.

"People realize the need to help others will never go away," said Eric.

About 25 of the company's 35 work areas increased donations this year compared to 1995. Areas that already had high employee participation managed to maintain the support levels attained in 1995, said Brian.

Louise Paquette, who chairs the Sudbury Region's United Way Campaign, said this year's contribution is the highest collected in the campaign's 14-year history in Sudbury, bettering the previous record of \$352,203 set in 1993.

The \$355,528 total comes from several different sources.

- The employees' campaign raised \$220,000
- The pensioners campaign raised \$14,000
- Special Events (casual days, barbecues and others) raised \$1,528
- The Inco corporate donation was \$120,000.

Ontario Division president Jim Ashcroft said the campaign continues to be an important tie that helps bind Sudbury together as a community.

"We have worked together to achieve a goal for people in this community who are less fortunate than we are. This year the campaign is par-

ticularly noteworthy because we have far fewer employees than when the United Way campaign started in the early 1980s. The record-breaking total this year is a tribute to all of our employees today."

He thanked all Inco employees for their support and also remarked on the generous support of Inco pensioners, who he said "continue to make a positive contribution to the community."

Local 6500 president Dave Campbell said union members and Inco have come together to support the United Way, which directly funds 18 member agencies in the Sudbury area.

Even with the record-breaking total, he remained optimistic of future gains. "Hopefully next year we can bump it up a little more," he said.

Local 6600 vice-president Denis Dallaire said the contribution of the Inco/Steelworkers Employees' United Way Campaign is the result of a heartfelt commitment to helping others. "We're really proud of this achievement. It shows the moral fiber of the people who contributed."

'Toys R Gerry' in the service of Santa



Gerry Mongeau offers a full guarantee . . . of pleasure for his wooden toys. Off shift, the veteran smelter worker unwinds by patiently crafting wooden toys with moveable parts.

Even Santa's Sudbury toymaker needs a salesman.

Gerry Mongeau is lucky. He's got one in his house in wife Pierrette. Without her, Gerry would likely give away his lovingly created wooden cars, trucks and earthmoving equipment. After all, he gets his pleasure out of seeing the looks on the faces of children when they caress his toys constructed of intricate, moving parts.

"To me, there is a self-satisfaction when people look at my stuff and talk

about it, when they have a nice smile," says Gerry, a 58-year-old process worker at the smelter with more than 28 years service. "That's really what I like. It relaxes me, too, when I come off work and come into my workshop. In here, I'm my own boss."

Well, not quite.

Besides being in charge of the decorative touches that give Gerry's creations their final, professional veneer, Pierrette takes firm control of sales.

"I do the staining and I do my own

stuff, the Santa Clauses, the snowmen, the lights. But at the craft shows, I'm the salesperson. Gerry might just give everything away."

Gerry smiles a little sheepishly in deference of his partner and biggest booster since the self-taught, country music-loving carpenter seriously took up toymaking in the early 1990s.

What with custom orders and a round of Christmas craft shows, Gerry finds Christmas is his busiest season. Not surprisingly, when he's not at work, you can find him in his converted garage behind his Walnut Street home. There, amid power saws, drills, stains and neatly-stacked piles of wood, he can spend up to three days making a toy.

"We've really got to plan for Christmas. We have to get out stock of white pine two to three months ahead just to get my stuff ready," he says, touching up the finish on the steering wheel of a pulp truck. "I have to work eight to nine hours on my days off just to get ready."

"We get quite a few people asking for custom orders and we get a lot of repeats. Most of my work's guaranteed. Anything that should break down we'll fix. I'll tell you not too much of my stuff ever comes back."

His most popular toy is a 1931 Model T Ford but close behind are the Mercedes, '57 Chevy, Jaguar and Ford Mustang. His most expensive is a long, sleek transport at \$120.

And worth every cent of it, says Pierrette.

"Gerry puts more details in there

than anybody else around," she adds.

With little competition in the north, Gerry's been entering his work recently at an international competition in Toronto.

"I haven't won so far but I'm getting close. It all depends on what the judges are looking for. It depends on the categories and I wasn't too sure at the beginning," he explains.

Inspired by an oldtimer at the country music mecca of Branson, Missouri some years back, he expects to pursue toymaking full-time on retirement. To prepare him for that day, Pierrette puts a blank check under the family Christmas tree so that every winter he can acquire a new piece of woodworking equipment at the Toronto woodworkers' competition.

"I won't become a millionaire but," he winks, "there's a few dollars there and it's what gives me pleasure."



From white pine boards to decorative touches, a single toy can take up to three days for Gerry Mongeau to lovingly make.

O' Christmas tree



If you've waited till the last few days to get a Christmas tree you may find what you're looking for in Mike Peters' yard on Balsam Street where the First Copper Cliff Scouts are holding a Christmas Tree Sale to help finance a trip to the Canadian Jamboree in Thunder Bay next summer. Mike, a grounds supervisor in the Reclamation department (peeking out from the rear right corner of the photo), has plenty of help with the sales. His son Jesse, 11, is in front on the right, just ahead of James Fleming, 11, son of Rob Fleming of the Copper Cliff Refineries. Holding up the left side of this particular tree are Crean Hill Mine electrician Mike Lalonde in back and his son Allan, 11.



'Tis the season

Norma Bellmore of the Copper Cliff Mill bull gang reaches high to adjust an ornament on a Christmas tree inside the plant. "We have three trees," said Norma, who was largely responsible for the decorating. "There's one in the lunchroom, one outside and this one here in the plant. We're just full of cheer."

HOLIDAY SAFETY

FRESH TREES ARE BEST

Choose a fresh-cut Christmas tree. If you're not cutting it yourself, buy a tree that's not shedding its needles. Cut the trunk at an angle and install the tree in a large, deep, non-tip stand well away from fireplaces, exits and heat sources. Be sure your tree has a constant supply of water — check the level daily. Remove your tree promptly if it becomes dry. Store it well away from your home until you can dispose of it. If you use an artificial tree, be sure it's flame-retardant.

USE CANDLES WITH CAUTION

Before you light them, put candles in non-tip candle holders. Never burn candles near a Christmas tree or combustible decorations or displays. Keep candles well away from curtains and other combustibles and never put candles in windows or near exits. Don't leave candles burning unattended or within reach of small children. Extinguish candles before you leave a room or go to bed.

❄ Visions of Christmas ❄



Judging by the expression on his face, there's no place Quinton Koronovich, 4, would rather be than on Santa's lap. His father James Koronovich works for Inco Exploration.

Jacob Clark, 4, and brother Dylan, 2, attempt to settle an ownership dispute over a fire truck at the Inco Exploration Christmas party. Their father is Rodney Clark of Inco Exploration.



Tommy Restoule, 7, son of Steve Restoule of South Mine, thought a Space Jam rocket toy was the coolest thing among the long row of tables displaying children's toys.



David Bailey, 4, is a little unsure whether Santa's lap is as safe as dad's arms. Trying to ease his son's concerns is Gordon Bailey of Inco Exploration.



Aaron Lacroix, 15 months, is more interested in his Tonka Truck than he is in posing for a picture with parents Rick Lacroix of Inco Exploration and Lisa Lacroix.



Uh-oh. It looks as though Derek Balden, 3, would rather take home Santa's bells than the red fire engine being offered. Derek's father is Greg Balden of Mines Research.

Madeline King, 10, daughter of Alan King in Inco Exploration, and Julian Roque, 10, son of Inco Exploration's Joe Roque, help put the gifts in order for Santa to distribute.



A tall red robot proved the perfect gift for Jason Brisebois, 5, son of Charlene Brisebois from the Inco Exploration library.



Lauren Kitchener, 8, daughter of Len Kitchener of Mines Research, and mother Joy Kitchener chose the girl's favorite toy from the many gift available at the Copper Cliff Mines Children's Christmas Party at the Day's Inn.

❄️ Visions of Christmas ❄️



Tamara Rayan, 4, daughter of Dia Rayan of the Smelter, gets an autograph from Sudbury Wolves mascot Howler. The friendly wolf was on hand for the United Steelworkers of America Local 6500 Children's Christmas Party this month.

Rolly Blanchette of Creighton Mine took his nine-and-a-half-month-old son Mathew to his first Steelworkers Christmas party.



Kathleen Blanchette brought her daughter Leah, 11 months, to enjoy the Local 6500 party. Leah's dad is Sylvain Blanchette of Crean Hill Mine.



Quinton Koronovich, 4, found Santa's bells an interesting plaything. His father is James Koronovich, computer programmer with Inco Exploration.



Vicky Cralk, 2, daughter of Dwayne Cralk of Coleman Mine, was happy to visit with the man in red, as Santa's helper Diane Harris listened to what the little girl wants for Christmas.



Emily Coulomb her dad Gabriel Technologies in her mom, Jocel Santa's helper: Steelworkers Harris, stepdad Ramsay.





Visions of Christmas



Santa Claus proved as adept at reading stories as he is at distributing presents during the Inco Exploration Christmas party at Fielding Park.



Gloria Keegan carries her son Nathan, 4, while daughter Erin, 8, scouts out toys at the Steelworkers Christmas party. Their father is Peter Keegan of Divisional Shops.



et with Santa Claus as mbe, of Mining lonal, took a photo and letler, looked on. m Komarechka, y, left, and Diane of union steward Vern



For Devin McQueen, 5, son of Glen McQueen of Transportation, it was a toss-up between action or study - in this case Robocop or a microscope.



Brittaney Courschesne, 3, wanted a closer look before accepting Santa's offering. Holding her up is father Trevor Courschesne of McCreedy East Mine. Her mother is Donna Courschesne of Inco Exploration.

❄ Visions of Christmas ❄



Jessica Boczek, 5, daughter of Tony Boczek of North Mine, got her photo taken with the jolly old elf.



The Christmas party was a chance for adults and the youngest of children to celebrate Christmas. Marc Gammon of South Mine introduced his seven-week-old daughter Michelle to her first Copper Cliff Mines Children's Christmas party.



Viviane Rouleau, 10, daughter of Vern Rouleau of the Copper Refinery, spent time with her friend Amber Leroux, 2, at the Copper Refinery Athletic Association party.

Scott Dickieson, 7, and brother Jamie, 9, sons of Doug Dickieson of the Nickel Refinery, checked out a Nerf gun and mini-stereo at the Copper Cliff Copper Refinery Athletic Association Children's Christmas Party at the Caruso Club this month.



Plant protection officer Phillip Perras of the Copper Refinery had his hands full with daughters Michaela, 5 months, and Meaghan, 5.



Barbies and Walkmans were popular choices among children such as Veronique Paquette, 6, and sister Maxine, 10, daughters of Mike Paquette of the Copper Refinery.



Kyla Newson, 5, and brother Connor, 3, children of Greg Newson of Mines Research, dined on hot dogs, pop and other food at the Copper Cliff Mines Children's Christmas party.



A family that eats together stays together - even if it's doughnuts. John Gibson of Electrowinning and his sons enjoyed some snack food at the Copper Refinery Athletic Association party. His boys, from left, are Randy, 10, Beau, 12, and Jesse, 13.



Carolyn Dignard, 5, and Melanie Frappler, 8, told Santa what they'd like for Christmas. Both girls are nieces of Yvan Beauchamp of Electrowinning.



Joanna Marie Clolfi, 6, daughter of John Clolfi in Plant Services at the Port Colborne Refinery, has no qualms about displaying her affection for Santa Claus.



Andrea Meginnis, 11, daughter of Celine Meginnis in Accounting, receives an appreciative hug from Santa for all her help during the Port Colborne Refinery's Children's Christmas Party.



Santa ponders a question posed to him by Alex Labrie, 3, son of Peter Labrie of the Colbalt Refinery in Port Colborne. Looking on is Alex's brother Eric, 5.

Chairs add cheer to boy's Christmas

The Christmas lights decorating the Paradis' home illuminate the living room where a young boy sits gazing at the tastefully decorated tree.

This year, eight-year-old Ryan and his family are grateful for a unique gift received from a pile of discarded Inco office chairs.

The chairs were stockpiled in a vacant room and thought to have little purpose - until Jeannine Menard saw them.

An Accounts Payable employee, Jeannine pictured a chair that would comfortably hold her grandson Ryan who is unable to walk. With minor modifications, the chairs were able to give mobility to an otherwise immobile little boy.

The idea to convert the discarded office chairs into a chair for Ryan first struck Jeannine after her husband Aurel mentioned his desire to "do something special for his buddy." When she discovered the chairs earlier this year, she approached her Accounting supervisor, Trevor Shamas, with her idea of modifying a chair for her grandson.

"He (Trevor) was sympathetic and very interested in the finished product and gave me the chair," she recalled. "I took it home and the very same day Aurel had the chair cut down to Ryan's height... it was beautiful. I took pictures and showed Trevor. He was surprised at how fast it was done."

It wasn't long before two

additional chairs were donated for Ryan and modified to suit his needs and make mobility possible.

An additional chair was also donated to another physically challenged child.

Trevor said he was glad the chairs were of use to the family. He explained that the four-legged chairs no longer met safety standards and were replaced by five-legged office chairs.

"It came to our attention that Jeannine's grandson was not able to get around at all," he said. "I thought it was a great idea and we threw the chairs in my truck. I think it's a great way to be donating stuff. They were old, yet they were significant to someone else."

The chairs were certainly significant to Ryan and his family.

Jeannine and Ryan's mother, Terry Paradis, agreed the chairs were invaluable when Ryan's illness progressed to the degree he was unable to walk.

"It gave Ryan mobility," said Terry. "He was able to walk until the age of seven. We can now wheel him around. We're really happy with it."

In addition to providing mobility for Ryan, it is also the place he enjoys his meals. "We feed him in the chair also. He is comfortable in it and we can move him around the house," Terry explained. "It serves the same purpose as a wheelchair, yet makes him feel like the rest of us."

Before Ryan's first birthday, he was diagnosed with a mild Schie's disorder, which meant he would only live until 18 years of age or early adulthood. As his disease progressed, he was diagnosed with a severe case of Hurler's syndrome. Jeannine and her husband wanted to do something special for Ryan whose life expectancy is now age 10 - and the discarded chairs provided the means.

"You can do so much with and for your grandchildren, but with Ryan we have always been limited," said Jeannine. "Aurel, my husband, was always bothered that nothing could be done for him. Aurel wanted to do something special for his buddy, as he always called him. Apart from holding him, we never had a comfortable place to sit Ryan."

Although Ryan had a wheelchair, the pair had been seeking the proper spare parts to construct a walker for their grandson that would allow him mobility and comfort in the home. Until the discarded chairs turned up, the search had proven futile. Jeannine considers her discovery of the chairs a fortunate one. Three modified chairs lend Ryan movement at his home, his grandmother's house and his babysitter's.

"Ryan can be rolled around instead of being carried and he just loves it," said Jeannine. "I thank Trevor for answering my plea. It sure has helped my grandson in his short life."



Jeannine Menard of Accounts Payable kneels by grandson Ryan Paradis, 8, who is seated in a discontinued office chair donated by Inco. The chair was modified to provide Ryan, who can't walk on his own, with mobility.

LETTERS TO THE EDITOR

Dear Inco:

Hi there!
Colorado has been great. The first few days of skiing were at Breckenridge. When we are training gates we are at another hill called Keystone. It's a great experience because many of the World Cup skiers are there too.
The weather was beautiful but has now turned to snow for many days straight. We go to a recreation centre usually three times a week to keep our dryland training up (running, weights and plyometrics). The altitude was hard to adapt to at first but is now much better.

Thanks so much for your support. I'll try to ski my hardest every day.
Thanks again.

Jill Culbert

Northern Ontario Ski Team

Dear Inco:

Hi, it's me Kyle Koryk of the Northern Ontario Ski Division which is presently training out here in Breckenridge, Colorado.

The conditions have been great and so have the people.
I would just like to personally thank you for being a sponsor of our ski team.

Your sponsorship means a great deal to the team and we are very thankful to you. Well, the slopes are beckoning us to them, so we must go and ski, but thanks again.

Kyle Koryk

Northern Ontario Ski Team

Dear Inco:

This is Mike Galic from the Northern Ontario Ski Division and we're here in beautiful Breckenridge, Colorado training and skiing hard.
Your support is greatly appreciated.

Thanks,

Mike Galic,

Northern Ontario Ski Team

Dear Inco:

How's it going?

Colorado is great. The skiing couldn't be any better. We have definitely been keeping busy and training hard. I would like to thank you for the support of the Northern Ontario Ski Team because without it the experience of skiing in the Colorado Rockies would not be possible.

Sincerely,

Alyson Bobby

Northern Ontario Ski Team

Dear Inco:

Hi, this is Trevor Tario of the Northern Ontario Ski Division. I am out here in Breckenridge, Colorado skiing up a storm. Without supporters of our program like you, I probably wouldn't be skiing. Thank you very much.

Trevor Tario

Northern Ontario Ski Team

Dear Inco:

This is Gavan Acton from the Northern Ontario Ski Division.

I would like to thank you for your support and would like to say that we are training hard and having fun.

Thank you.

Gavan Acton

Northern Ontario Ski Team

Region's needy reap food drive rewards



The Inco Employees' Food Drive is receiving a boost in support this year from pensioners who are donating cash at branches of the Sudbury Regional Credit Union and the Canadian Imperial Bank of Commerce (CIBC). From left are Ed Werner, retired after 39 years, Edgar Burton, who founded the food drive, Roy Edey, retired after 28 years, and Roger Goudreau, retired after 35 years.

The generosity of Inco employees never ceases to amaze Edgar Burton.

The soft-spoken driving force behind the highly successful Inco Employees' Food Drive, which last year at this time collected close to four tons of food, was marvelling this month at how employees responded to the recently-completed United Way campaign.

"I'm very happy that Inco employees came through for

the United Way again this year," said Edgar, a Plate Shop operator. "It's another sign that Inco people are extremely generous. It's also amazing how quickly they turn around and demonstrate that generosity again a week or two later by donating to the food drive. The people here just keep on giving."

Now in its ninth year, the employee food drive has become a staple of the Christ-

mas season at Inco. Last year, the Salvation Army distributed food from the drive to more than 300 needy Sudbury and area families.

Donation boxes were out at all sites the first week of November and the food flow is going good, reports Edgar, thanking the worker safety representatives who monitor the boxes. In addition, cash contributions to the campaign have been made by the com-

pany, the United Steelworkers of America Locals 6500 and 6600 and the Canadian Guards Association Local 105.

Prior to launching this year's drive, Edgar broadened his base of potential contributors by enlisting the support of Inco pensioners for the first time.

"I met with a large group of pensioners at the Steel Hall to see if there was any interest in participating and the sup-

port I received was overwhelming," he recalled. "There are more than 12,000 pensioners from the Ontario Division and a good number of those still live in the Sudbury area and have expressed a strong desire to be part of what we're doing."

Pensioners wishing to help out the food drive can make financial contributions at any branch of the Sudbury Regional Credit Union or the Canadian Imperial Bank of Commerce (CIBC). The money will be used for food purchases for needy families.

Ed Werner, who retired from the Welding Shop in 1991 after almost 40 years at Inco, remembers Edgar launching the food drive in 1988.

"I remember him starting it nine years ago and I never thought he'd stick with it," said Ed. "But Edgar's like a pit bull where this food drive is concerned. He's still at it and deserves a lot of credit."

Five years into retirement, Ed welcomes the opportunity to once again contribute.

"I support the drive, of course. All it takes is \$5. You don't need anything more than that. If half the pensioners in Sudbury donated \$5 it would be great. It's totally voluntary and if people can afford it they usually try to help."

Pensioner contributions to the drive will continue to be accepted at the banks for two weeks after Christmas, said Edgar, adding that employees still have time to drop off food at their workplace donation boxes as well.

Inco helps automate Rayside library

Terry MacKenzie has an infectious smile and an enthusiasm that has gained him the respect of his fellow volunteers.

An Inco surface training instructor at Clarabelle Mill, Terry was quick to smile in late October in the midst of friends, fellow volunteers and dignitaries. The 22-year employee spends much of his free time volunteering for causes close to his heart and his latest project is the modernization of the Rayside-Balfour Library in Chelmsford.

On that October evening about 30 people gathered at the library to celebrate the realization of a two-year automation project.

There was a general sense of curiosity as those attending the celebration gazed upwards at a large green cover draped over a commissioned artwork expressing thanks to area sponsors for their donations. Local artist Harold Klussman ended the mystery, unveiling a large mural that now greets information seekers in the town. The mural depicts a pot of gold with two engraved eyes - one an Egyptian eye representing the past and the other looking towards the future. Towards the bot-

tom of the mural, the names of businesses that sponsored the project were recognized. Inco was among the \$1,000 donors.

As chairman of the library board, Terry was quick to extend his appreciation to the donors. "Without the people (volunteers) and companies like Inco, this would not have been possible," he said.

The library automation project was the first of its kind for Terry and other board members. "We had never held a fundraising drive before."

The fundraising campaign began in 1994 to address a demand for technological information. Access to the information could only be realized through an automation project at a cost of nearly \$100,000. With 65 per cent being covered by provincial grant, the board was left with \$39,000 to raise on its own.

In an address to those attending the event, Terry said: "I can still hear the board members, 'What are we going to do?' This was when we put together a fundraising campaign. After hard work by staff and board members, I'm pleased to say tonight that we were able to raise the \$39,000 through the generosity of in-

dividuals, businesses and organizations in our caring community."

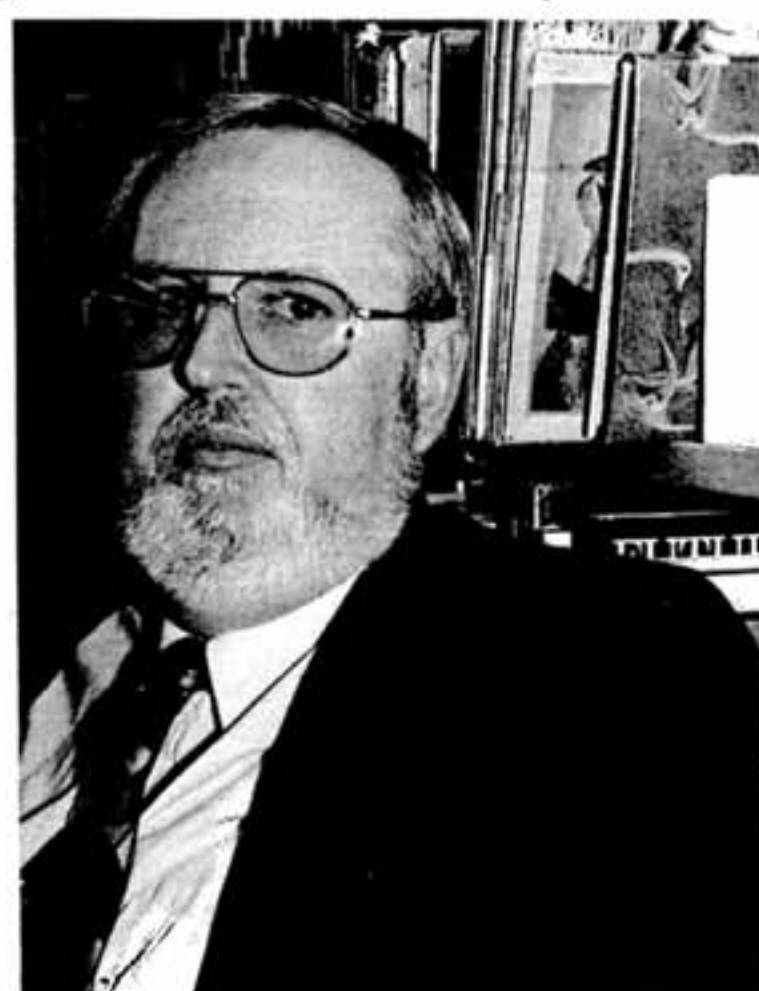
Following the formal ceremony, Terry said he was especially pleased because the board accomplished a project that would place the library ahead of its time.

"All the children or students will have access now (at the library) if they don't have a home computer. Through the neighbourhood access program, students have access to WordPerfect and the Internet."

Terry stressed the importance of students utilizing such a service. In the majority of cases, he pointed out, university and college students are no longer permitted to submit their essays and projects in long-hand, an area where the access program can assist.

Terry said volunteering has given him a great deal of satisfaction. "It occupies my mind and it's challenging," he said. "I like to help people."

Terry also chairs the Citizen's Police Advisory Committee and earned the praise of Rayside-Balfour Mayor Lionel Lalonde for his contribution to the community.



A training instructor at Clarabelle Mill and chair of the Rayside-Balfour Library Board, Terry MacKenzie helped spearhead a successful fundraising campaign to automate the library. Inco donated \$1,000.

Employee's off-the-job passion is UFOs

When Lorne Johnson cruises the streets of Sudbury, he tends to cause quite a stir.

It's not because of the car he drives, but because of the licence plate it bears: UFO KID.

Copper Refinery operator and UFO enthusiast, Lorne is quick to smile when asked about his unique licence plate.

"Some people smile, some laugh. Others will point and you can see them getting into a serious discussion for a few moments. It's quite interesting," he says.

Whatever the response, Lorne is sure to elicit a reaction. Not far from the licence plate is a colorful bumper sticker, between the spaceship stickers of course, that states: "Beam me up Scotty." And if the car does not convince people of Lorne's enthusiasm for UFOs, his upstairs workshop certainly will.

In a small upstairs room, which Lorne refers to as his "home away from home," a desk covered in papers and newspaper articles is situated under a window. A telescope is off to one side while posters of aliens, the Milky Way and the celestial sphere are plastered on the wall. A copy of Weekly World Noise lies on the desk waiting to be read, blaring the headline: "Unexplained UFO Mysteries," right

next to the story of how the bigfoot mystery was solved. Lorne points to the tabloid and chuckles, "Most of that isn't true."

In fact, Lorne says a person cannot believe 85 per cent of the information collected on UFOs, yet it's the remaining 15 per cent that has him so starstruck.

"The whole subject has a mystical part to it. It's that 15 per cent, the unknown that I find intriguing because no one knows the potential."

He admits some people are a little weary of his UFO interest, which takes up much of his spare time in research. "People are afraid of the unknown."

Lorne, who gave himself the title ufologist and researcher, became interested in extraterrestrial life after an unforgettable evening during the summer of 1972. Out on an early morning drive 20 miles east of Sudbury in a field, he and a friend observed what Lorne believes was a UFO sighting. He got out of the car and began to approach the flashing light, which illuminated the horizon. After a few steps, he turned back and drove away.

It was this sighting that spurred his interest in the field of UFOs. He began avidly researching international, na-

tional and local recorded UFO sightings. In his searches he discovered two newspaper articles recounting events leading up to two separate incidents at Inco locations.

The first UFO sighting was reported in 1967 by several welders at the Smelter in Copper Cliff. According to the article, the shop workers witnessed the UFO gliding over the property at a height of 85 feet. It had a pulsating red light on the front and a steady green light on its side. Within moments, the flying object, measuring about 50 feet in diameter, tilted at a 45-degree angle and shot up into the sky, disappearing. The second sighting occurred in the summer of 1968, again over Copper Cliff. A welder claimed to have seen a silver object, thought to have been a weather balloon at the time.

It is incidents such as these that monopolize Lorne's time as he, along with other ufologists, attempts to explain the paranormal.



Lorne Johnson is the 'UFO KID' as his personalized licence plate attests. The Copper Refinery operator is an avid UFO researcher and doesn't mind sharing his findings with others mystified by the paranormal.



Lorne Johnson sets up his telescope on starry nights hoping for a clue into the mystery of extraterrestrial life.

New Year brings new school for pitcher



Garson Mine's Lloyd Duhamel is fully behind his son Chris, 15, who leaves January to attend a school in Windsor where he can further his baseball career.

When Lloyd Duhamel isn't working as a construction leader at Garson Mine you can prob-

ably find him driving his son Chris, a hot baseball prospect, to a ballgame or practice.

"I drive him all over," said

Lloyd, who's been with Inco for seven years.

Chris, 15, a Confederation Secondary School student, has worked his way up from local baseball to national status.

In January he'll start school in Windsor so he can practice with the best in the country.

"His mother thinks he's still too young. But she knows that's what has to be done if he's going to make it in baseball," said Lloyd.

Chris is coming off a successful summer that saw him hurl 86 mile-an-hour pitches to help the junior Team Canada place fourth among 10 countries in St. Louis at the Pan-American Championships. The team's showing has placed the 1997 junior team, which Chris will be too old for, in the world championships in Taiwan.

"They won the right for the next team to go to the world's, but they'll all be too old. That's just the way it works," said Lloyd, who viewed his son's pitching in the Pan-American Championships as a great training exercise.

Chris said he learned that he can perform under pressure - and that includes making his 86 mile-an-hour pitch.

As his baseball career advances, pressure will be something he has to learn to handle. After all, his ultimate goal is make it into major league professional baseball.

He has no team favorite. He just wants to make it.

"Who cares? You're playing professional baseball," Chris said.

Success has been a long time coming for the teenager.

"When I was five we'd have games on the street," Chris recalled. "You don't learn to play baseball in a league - you learn first in the pick-up games."

At seven, he started playing little league baseball in Glace Bay, N.S., where his family was then living.

When the family moved to



Lloyd Duhamel sports the uniform he wears in the field at Garson Mine.

Hanmer, he started pitching in Valley East Minor Baseball and has played his way through pee-wee, bantam and midget.

But watching his son's pitching skills rise to such a high level, Lloyd feels Chris is really in his own league in the region. That's why he's got to leave if

he ever wants to take a shot at the major leagues.

"Chris has to become a full-time player," said Lloyd. "And he can only do that down south. He'll attend Vincent Massey High School in Windsor. The school itself has probably the best baseball program in the country."

For his part, Chris said the move will allow him to grow as a pitcher.

"It's a big deal for me to move because I'll be with guys that want to practice. In Windsor the objective is to make every player the best they can be. My plan is to work hard this winter and make Team Ontario."

Chris is setting his goals one step at a time. Down the road he hopes to make Team Canada, make it on to a good college team and turn pro.

Family support from his parents, Lloyd and Lois, and brother Kevin is important in his development as a pitcher, said Chris.

Lloyd, who is also a baseball coach, said the family is behind Chris 100 per cent.

The cost of having Chris go to school and live in Windsor from January to September will easily top \$10,000, Lloyd said. "It's all out of mom and dad's pocket."

But the gleam in Lloyd's eye quickly shows it's an expense he considers worthwhile.

"I'm proud of him - that goes without saying."

University proud of first female engineering grad



Sue Tessler, pictured above with her graduating class and other officials, was the first female graduate of Laurentian University's School of Engineering.

Sue Tessler is advancing Laurentian University's proud reputation in its School of Engineering.

As the first female graduate of Laurentian's Engineering program in 1979, Sue was recently promoted to superintendent of Process Technology at the Nickel Refinery. Her promotion has given the university some extra bragging rights.

"She's reached the most senior position of a woman in her particular field at Inco," said Lionel Rudd, senior technologist at Laurentian's School of Engineering.

Sue said Inco has many Laurentian grads working for it and the company has taken many students on work placements from several programs.

In addition, companies such as Inco, Falconbridge and Noranda have had many of their employees teach courses in the School of Engineering.

"I found it very practical," Sue recalled of her studies at Laurentian.

"There was a close link, even back then, between Laurentian and Inco. Laurentian was very focused on local industry."

Now Laurentian also has co-operative work programs with Inco to give students even more hands-on

experience, she noted.

Her schooling at Laurentian helped her get started in her 17-year career at Inco so she doesn't mind helping out her alma mater, she said.

After all, Laurentian led her to the start of a diverse career which has taken her from Central Process Technology to the Smelter and to the Nickel Refinery.

"I basically did a bit of everything over the years. I've had the opportunity to be exposed to many challenges."

Sue's career at Inco has provided her with experience in several different capacities:

- 1979 - Graduate engineer working in Central Process Technology;

- 1981 - Process Technology at the Smelter;

- 1991 - Technical assistant for Smelter operations;

- 1993 - General foreman at the Smelter;

- 1996 (April) - Quality assurance team leader for Copper Cliff Refining;

- 1996 (October) - Superintendent of Process Technology at the Nickel Refinery.



Sue Tessler
'Class of 1979'



Sue Tessler, superintendent of Process Technology at the Nickel Refinery, checks out a row of 250-kilogram drums of Inco nickel pellets.

She now is responsible for process research and development in the Nickel Refinery and oversees the quality program for products such as nickel pellets and nickel powders.

Today, being a woman in engineering isn't as exceptional as it was for Sue.

Laurentian University currently has 20 women in the School of Engineering.

"What used to be quite an unusual event is now routine," said Rudd. "And Inco and (Ontario Division president) Jim Ashcroft are responsible for that

more than any other mining company."

Rudd said Sue has proven to be a loyal alumnus of Laurentian.

"She comes to talk to classrooms and meet with students. You never have to ask her twice. She's very supportive of our School of Engineering. She's a fantastic role model."

Women engineers at Inco are hardly anything new, points out salary administrator Frank Grieve.

In the Ontario Division there are 24 female engineers with more women entering the field in recent years, he said.



FOR YOUR HEALTH

From the Occupational Medicine Dept.

What is diabetes?

Diabetes (diabetes mellitus) is a lifelong disorder in which your body cannot properly store and provide fuel to your cells. In effect, your cells starve and your body does not have enough energy.

The fuel that your body needs is called glucose. Glucose is a form of sugar produced by your digestive system from the food you eat. It is carried to the working cells by your blood.

To use glucose, your cells need insulin. Insulin is a hormone produced by your pancreas and released to your bloodstream. It is essential in moving glucose from your blood into your cells.

With diabetes, either your body does not produce enough insulin or it is unable to use the insulin it does produce. In either case, your cells do not get enough of the fuel they need. The unused glucose remains in your blood or is passed in your urine.

Type 1 Diabetes

In Type 1 diabetes (also called juvenile diabetes or insulin-dependent diabetes), the body produces little or no insulin.

Fewer than 20 per cent of people with diabetes have Type 1 diabetes. It usually occurs in people who are younger than 40. Its onset is rapid and its symptoms are severe.

Type 2 Diabetes

In Type 2 diabetes (also called maturity-onset diabetes or non-insulin-dependent diabetes), the body still produces insulin but is unable to use it.

More than 80 per cent of people with diabetes have Type 2 diabetes. It usually occurs in people who are more than 40 years old. Its onset is slow and its symptoms are often mild or even absent.

Half of all Canadians with Type 2 diabetes do not know they have it.

Who is at risk of developing diabetes?

You may be at greater risk for Type 1 diabetes if you have experienced:

- Great physical or emotional stress.
- Pancreatic disease.
- Auto-immune disease which may attack your insulin-producing system.

You may be at greater risk of Type 2 diabetes if you:

- Have a family member with diabetes.
- Are of First Nation Aboriginal, Metis or Inuit descent.
- Are of Afro-American, West Indian or Hispanic descent.
- Are more than 40 years old.
- Are overweight as an adult.
- Are eating more and exercising less.
- Had diabetes during a pregnancy.
- Have given birth to a baby weighing more than nine pounds (four kilograms).

What are the symptoms of diabetes?

- Increased hunger
- Unusual thirst
- Excessive fatigue
- Frequent urination, even at night
- Change in appetite
- Blurred vision
- Unexplained weight loss
- Irritability
- Itchiness
- Slow healing of cuts, sores or skin infections
- Tingling or numbness in hands or feet
- Excessive nausea or vomiting



Diabetes — what everyone needs to know

- Severe abdominal pain
- Sweet smelling breath

The exact mix of symptoms varies from person to person. Not everyone experiences diabetes in the same way.

If you have experienced any of the above symptoms or suspect for any reason that you may have diabetes see your doctor. Your doctor can diagnose diabetes by testing for excessive sugar in your blood.

How is diabetes treated?

The exact treatment mix depends on the kind of diabetes you have.

Medication

Type 1 diabetes always requires insulin by injection.

Type 2 diabetes very often is controlled by meal planning and exercise. Some people with Type 2 diabetes require medication that helps boost insulin production or makes it more efficient. Others may need to take insulin but always in conjunction with meal planning and exercise.

Meal Planning

Careful planning of the kinds of foods you eat and when you eat helps to regulate the amount of sugar in your blood.

Exercise

Regular exercise helps you use insulin better and improves overall health.

Weight Loss

Loss of weight is especially important for the control of Type 2 diabetes. Reduced weight increases the likelihood that cells can recognize insulin in the body.

Glucose Monitoring

People with diabetes may learn to monitor their own blood levels in order to better regulate their condition.

Education

All people with diabetes need to learn about their condition and the changes in lifestyle they need to make in order to stay healthy.

Remember:

- Diabetes doubles the chance of heart attack or stroke.
- Diabetes is a leading cause of adult blindness.
- Diabetes is a leading cause of amputations.
- Diabetes increases the risk of kidney disease.

More than a million Canadians have diabetes. And every year 60,000 new cases are diagnosed.

With awareness and information, the risk associated with diabetes can be reduced.

A lifelong commitment to good health practices and careful management of the disease are the keys to reduced risk and improved quality of life.

For more information contact:

The Canadian Diabetes Association
1040 Lorne St., Unit #5
Sudbury, Ont. P3C 4R9 670-1995

The Diabetes Education And Care Program
105-2009 Long Lake Road
Sudbury, Ont. P3E 6C3 522-5020

Inco Occupational Medicine Dept., 682-5179

In Memoriam

Name	Date of Birth	Date of Death	Years of Service
Stephen Benoit	02-22-29	11-25-96	37
Henry Berezowsky	04-20-23	11-23-96	34
Enio Bertulli	11-03-13	11-09-96	43.3
William Brennan	05-07-30	11-06-96	38
Chester Carrocci	03-07-21	11-14-96	27.5
Ernest Charbonneau	02-24-38	11-02-96	17.5
George Curry	12-27-16	11-01-96	37.2
William Foster	08-12-32	11-30-96	31.4
Antanas Gatautis	09-18-18	11-14-96	28
George Grisdale	02-24-13	11-18-96	27.5
Henry Haddow	03-13-14	11-10-96	39
Hubert Haley	03-11-25	11-21-96	28
Werner Hanninen	08-20-13	11-28-96	27
James Hodgins	06-07-16	11-22-96	25.6
George Inkster	02-03-15	11-28-96	34
Kazimierz Kulczycki	12-10-20	11-04-96	30
Joseph Langlois	11-25-36	11-11-96	21.5
Dorina Legault	08-17-28	11-25-96	22.5

Name	Date of Birth	Date of Death	Years of Service
Samuel Mason	06-16-22	11-12-96	30.5
Alexander McLaren	06-17-32	11-16-96	32
Lucien Montpellier	08-31-23	11-06-96	32
Mervin Moyle	05-29-28	11-29-96	31.5
Raphael Moyle	03-30-39	11-20-96	25
William Palandra	02-11-06	11-21-96	35.2
Douglas Pero	07-09-28	11-19-96	27
William Quenville	09-07-29	11-13-96	34
Kostas Ramonas	10-06-14	11-05-96	20.5
Roland Rickard	02-08-18	11-18-96	27
Elphege Rousseau	04-04-29	11-21-96	34.5
Frank Sarazin	02-27-91	11-04-96	32
Josef Skatula	08-15-31	11-29-96	37.5
Metro Skraba	09-15-14	11-14-96	37
Edward Thompson	08-19-21	11-27-96	38
Arthur Turbitt	01-12-08	11-24-96	21.6
Fermino Zadra	10-13-25	11-16-96	33.5
Andrew Zarubinski	05-30-04	11-08-96	33.3



INCOME

ideas by Susan LeMay, CMA

Silver Bells . . . Deck the Halls . . . Fa, la, la, la . . . 'Tis the season of gifts and giving, Peace on Earth, Goodwill to Men.

We have gifts to buy, visiting to do and traditions to share. We are not thinking of investments or other financial facts and factors. There is fun to be had, people to meet and traditions to share. But financial considerations can play a part as you finish your preparations.

Christmas giving

In the tradition of the season, we share with those we don't even know as well as with those we love. Throughout the year, we share with others through our donations to charitable organizations and appeals. The opportunities for sharing increase during the Christmas season as food banks, the Lions' Club Christmas Telethon, the Salvation Army, Catholic Charities and other organizations make a heroic effort to bring the gifts of Christmas to everyone.

There are several ways to make donations. You can donate time, goods or money. Money is the donation with which you can create a tax credit for your 1996 tax return most easily.

December marks the end of the taxation year for individuals. It is time to ensure that we have made all the charitable donations we intend to make for the year. Donations must be made before the end of the year so we can claim a tax credit when we file our tax returns in April. There is an opportunity to maximize the tax credit and so increase the amount available for donation to favored charities.

Maximizing tax credits for charitable donations

Revenue Canada allows a tax credit for donations up to 50 per cent of net income.

The rules for claiming credits for donations to registered charities are simple.

- 1) Always be sure to get an income tax receipt.
- 2) Be sure you keep these receipts and include them with your tax return.

How does this credit work? If you donate \$250 during the year, you will reduce your total income tax payable by approximately \$65. Your \$250 donation actually costs you \$185. An additional donation of \$250 in December,

costs you only an additional \$138.

I like to ensure that I get tax receipts because I then have more money to donate. In this example, \$500 in donations costs \$323.

'Financially correct' Christmas gift suggestions

We hear lots of emphasis on being 'correct'. Why not consider 'financially correct' Christmas gifts?

Do all the young children on your list own piggy banks? If they don't, this could be the gift to give. If they do, why not slip some coin sleeves in among the gifts. Help your favorite children begin to plan for the financial future.

Oh yes, and remember the Scottish superstition that you only give a wallet with money in it so it will never be empty. It applies to piggy banks too. Later in the year, you could become the one who takes a young child to the bank to open an account and then make deposits. Many banks have special programs for young customers.

An older child might enjoy exploring the workings of investments and the stock market. I am often amazed at how much children can and do learn about such things. They are not afraid to ask the questions we think are too dumb.

If you are unsure about different investment options or the workings of the stock markets, you might make learning them a joint activity and find that you have given both of you a gift that keeps giving all year.

For the adults on your list, there is a huge variety of books on financial planning, choosing investments and making choices. There are books aimed at every level of knowledge, from those that answer the very basic questions about things like compound interest, to those that offer guidance in the areas of futures, options, warrants and everything between.

You could also give subscriptions to magazines or weekly newspapers like the Financial Post with timely articles and a fresh approach to perk up each new edition.

For those of us who have not completed our Christmas shopping we will all promise to be more organized next year, but in the meantime, the best advice is to shop sanely.

My wish for everyone is a wonderful Christmas season and a prosperous 1997.

LET'S TALK SAFETY

with Ron Rafuse

Ensure safety comes first in New Year

The year 1996 is close to being history and when that happens nothing can change the events that took place over that period.

I am sure many changes took place both on and off the job in all of our lives. Some of us can reflect on the year with pleasant memories, others with sad memories.

The saddest memories faced by families is the suffering or loss of a family member because of an accident. The 1996 'Getting To Zero' workshops have been completed and we were able to see that by applying our safety principles and using our safety tools — together with a team approach to looking out for each other — we can reduce injury in the workplace.

Led by management, the Division has worked hard over the past two years to re-focus itself on safety and work on changing the culture to where it is unacceptable to have accidents.

Each of us must also work at continuing this culture off the job. Statistics have proven that there are four times as many accidents away from work as on the job.

In the winter of 1996, 41 people in Ontario lost their lives on snowmobiles and 78 per cent of those fatalities were alcohol-related.

Every week in the Sudbury region people are charged with driving impaired. These are all people who took a chance. The lucky ones got caught — the unlucky one got killed.

The New Year brings with it a time for resolutions and the start of a clean slate. It is a time to think back to all the shortcuts you took in safety, the near-misses you may not have talked about and the times you got away lucky. We can also all think about those who didn't.

The coming year needs to be one of continuing change in our safety culture where we decide not to take shortcuts on safety and follow all rules and procedures in the workplace. Then we can take pride in safely producing the best nickel, copper and cobalt products in the world.

As each of us practices safety, it becomes a way of life. Every time you decide to take a shortcut, break a rule or not follow a procedure — stop yourself!

Ask yourself what you are gaining by doing this and if it is worth endangering yourself or someone else.

The Christmas season is a joyful time of year and time for families to be together. While we enjoy the festive season we should not lose sight of safety in our daily lives and as the New Year comes in we should make it

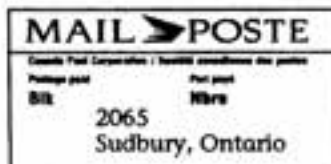
a year to follow the lessons learned in the 'Getting To Zero' workshops.

If each of us resolves not to have any injuries next year it will lead to a team effort in improving safety everywhere.

Remember our first safety principle *All injuries can be prevented*. This can only be achieved through teamwork — which brings us to our second safety principle *Employee involvement is essential*.

To each of you and your families, have a very joyous Christmas and a Happy New Year. Please remember, we all have the tools and the training for a safe year in 1997.

Ron Rafuse is superintendent of Safety in the Ontario Division



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

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