



Kristyn Marshall, daughter of project engineer Dave Marshall, casts a wary eye at Santa during the Children's Christmas Party. See more on pages 8 and 9.

## \$7.3 million cut on '96 energy bill

It's always nice when the year-end bills are a little lower than expected.

So imagine how John LeMay must have felt when the 1996 energy bill for the Ontario Division came in \$7.3 million below budget.

"The biggest reason for the tremendous savings is the support and awareness of every employee in the Division," said John, a member of Inco's Energy Management team. "Every successful energy project completed over the year is a result of people thinking of ways to do things better."

The Division's 1996 energy bill was originally forecast at \$112.8 million. Savings of \$6.7 million on electricity and \$1.3 million on natural gas were offset only slightly by an in-

crease of \$0.7 million on other fuels attributed strictly to price increases.

"Inco is the most energy-efficient mining company in the world and we've reached that pinnacle on the strength of a workforce that believes good energy management is simply good business," said John. "Our energy consumption has dropped more than 30 per cent in the last 15 years and the potential exists for further reductions."

"The savings on our energy bill were not accomplished through one initiative alone. Energy conservation projects are everywhere and the savings accumulate quickly. It takes a heck of a lot of \$100,000 savings to add up to what we've achieved."

*continued on page 2*

## One year LTA-free for Maintenance

Safety is no accident for the 440 employees of Central Maintenance.

On Jan. 2 they completed a year with no lost-time accidents.

"One of the first things you've got to do is have good housekeeping," said Construction welder Rolly Boudreau.

A clean working area is a safer working area, said Rolly, who hasn't had a lost-time accident (LTA) in 19 years.

An LTA is any on-the-job injury that results in an employee missing work.

Everyone in the four areas of Central Maintenance - Power, Divisional Shops, Maintenance Services and Construction - has his or her own personal and systemic ways to keep safety in mind.

But much of working safely is common sense and being alert, Rolly said.

"You have to pay attention to what you're doing."

Taking a moment to plan a job, teamwork and using the proper safety gear every time play important roles in that common sense approach

to working safely.

"We discuss the job at the beginning with the team leader," said Construction mechanic Yvon Delay, who has gone 16 years without an LTA and believes in planning his work in advance.

Talking out a job may seem obvious but after many years of work it's something that can easily be neglected, said Non-Destructive Evaluation (NDE) inspector Ron Rinta, who's got 29 years without an LTA. (NDE is part of Maintenance Services.)

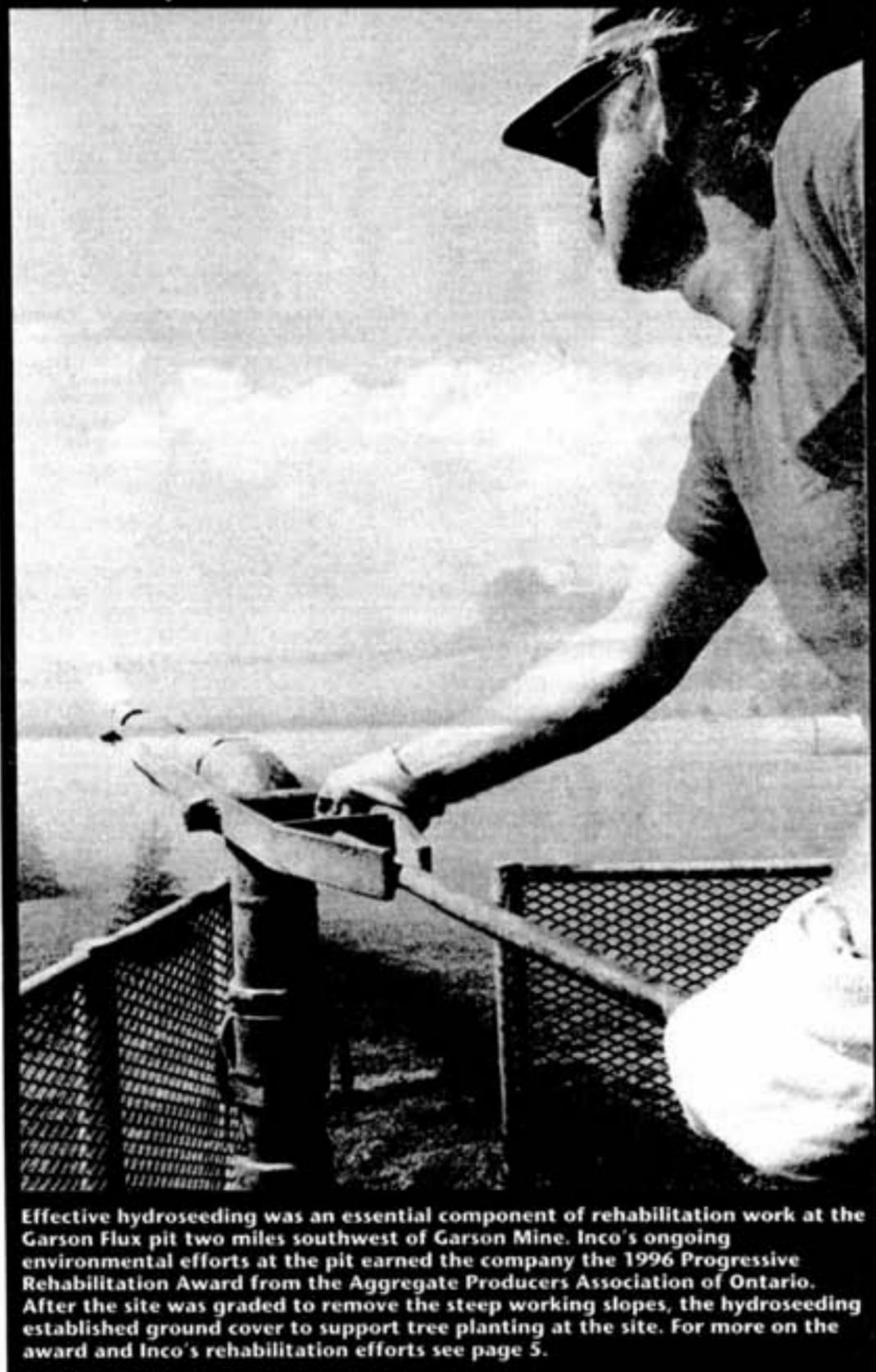
Ron said it doesn't take too long to plan a job, but that little bit of time can prevent an accident.

For employees in NDE - which evaluates hoists, cages, cranes, reactors, forklifts, slag cars and much more - the hazards of work change on each assignment because they work in virtually every sector of Ontario Division operations.

"Never take anything for granted," Ron said.

"Before I ever go do a job, I go there the day before, if pos-

### From pit to paradise



Effective hydroseeding was an essential component of rehabilitation work at the Garson Flux pit two miles southwest of Garson Mine. Inco's ongoing environmental efforts at the pit earned the company the 1996 Progressive Rehabilitation Award from the Aggregate Producers Association of Ontario. After the site was graded to remove the steep working slopes, the hydroseeding established ground cover to support tree planting at the site. For more on the award and Inco's rehabilitation efforts see page 5.

sible, just to eyeball it."

Ron said it's a practice he tries to do for every job so he has some familiarity with the place he's working in - whether it's the Smelter, the Copper and Nickel refineries or in a mine.

"I don't rush into it," even if there's some pressure to get an inspection of equipment or machinery done quickly, he said.

Ron said taking time to plan a job might mean he can go home to his family in the same condition that he came to work in.

"The current employees here haven't had a lost-time accident," said a proud NDE supervisor Miro Ejem.

Working safely is a condition of employment at Inco according to the Division's Seven Safety Principles. But

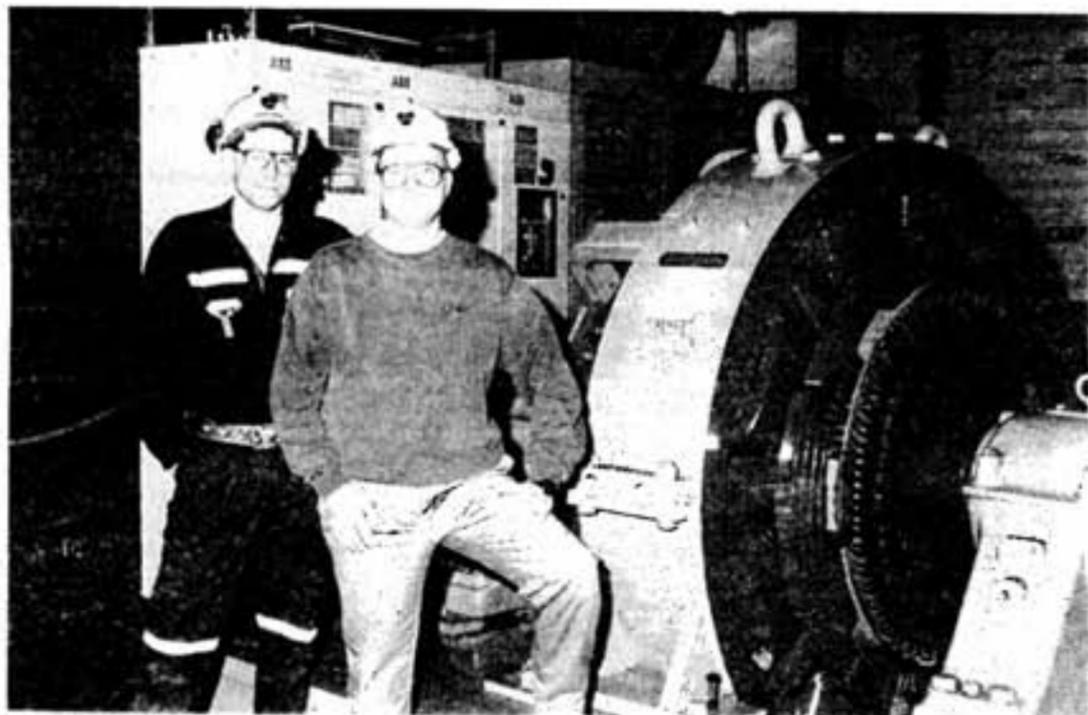
motivation for working safely also comes down to common sense, said many employees.

"You want to be able to go home at night in one piece," said Divisional Shops industrial mechanic Giovanni Leon, who has worked 37 years without an LTA.

Safety has permeated Giovanni's career at Inco in other sections as well.

*continued on page 3*

# Still room for energy savings in Division



Frood-Stobie-Garson Complex energy coordinator Ward Warren, right, and surface electrical/mechanical foreman Duncan Ross stand beside the 1,100 horsepower cage hoist motor for Stobie No. 7 shaft. The panel behind them houses the new thyristor drive package that powers the motor and slashed the mine's energy costs by \$56,000 in 1996.

becoming a Top 10 issue at Inco as people focus on their daily business," said Ward. "It may not always drive a project but is often an added benefit to be considered with significant savings realized when the project is implemented."

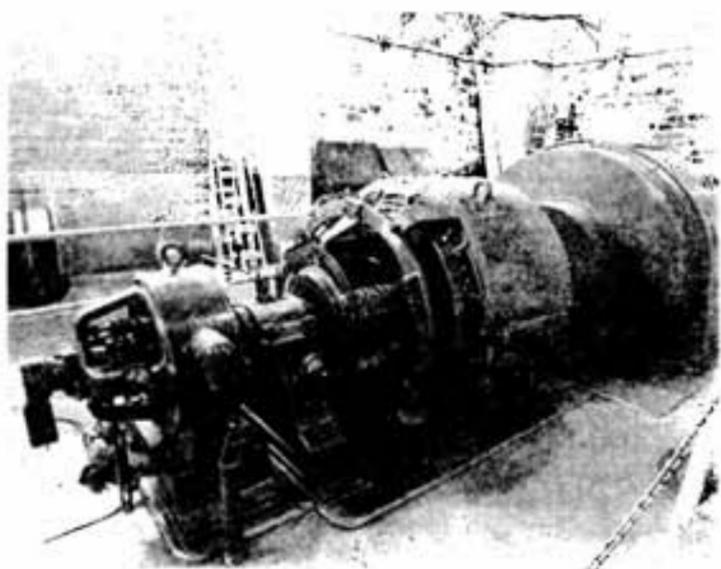
Despite the significant improvements in energy management, Ward is confident much larger gains can still be realized if the Division looks at larger scale applications like recovering waste heat.

"We should at least look at some of the older, more wasteful systems we have," he said. "For example, why are we using cooling fans to take away heat from compressors

when the building housing the compressors requires heaters to keep it warm? Recovering waste heat to heat buildings is one area that should certainly be considered and pursued if it's found to have merit."

Other potential sources for heat recovery include mine exhaust air and the millions of gallons in used process water pumped from Division mines each day, said Ward. "It's referred to in energy circles as low-grade waste heat and there's a lot of it."

"We have to look deeper at these issues and go after things that have traditionally been accepted as a cost of doing business."



This large motor generator set, 25 feet long and nine tons, used to run 24 hours a day supplying power to the cage hoist motor at Stobie No. 7 shaft even when the cage wasn't moving. The mine realized significant energy savings when the large piece of equipment was replaced by a much smaller, solid-state power conversion system during a project to improve control of the hoist.

*continued from page 1*

An example can be found at Stobie Mine where an upgrade to the No. 7 shaft cage hoist shaved \$56,000 off the mine's 1996 energy costs.

"The project was actually completed in the third quarter of 1995 but '96 was our first full year to reap the energy savings," said senior maintenance assistant Ward Warren, energy coordinator for the Frood-Stobie-Garson Complex.

The cage project was undertaken to update and improve control of the cage hoist, said Ward. The energy savings were a huge bonus.

Control of the hoist was improved through several measures including the installation of electronic lilles (safety controls for speed and position), a new braking system and advanced control technology.

The energy savings, however, were a result of replacing the old motor generator set which ran continuously with a thyristor drive package that only draws power when the cage is moving.

"The thyristor drive package is a solid-state power conversion system that turns AC (alternating current) power to DC (direct current) power to

drive the hoist's 1,100 horsepower motor.

"The motor generator set performed the same function but was powered 24 hours a day, even when the cage wasn't moving. The thyristor turns on with a very small electrical signal and does its thing so there is no longer a continual load of power used."

The motor generator set was a 25-foot long piece of equipment weighing about nine tons, said Ward. By contrast, the thyristor conversion controls are about the size of a hockey puck, with 12 of them in a drive package.

"Energy conservation is

## LETTERS TO THE EDITOR

Dear Editor:

On behalf of the Board of Directors and members of Alpine Ontario, I would like to thank you for your generous donation to the First Annual Kate Pace Lindsay Golf Tournament that was held in Sudbury on September 15th.

The tournament was a great success and planning has already begun for next year's event being held in Sudbury on September 14, 1997. With your assistance Alpine Ontario was able to raise \$10,000 that can be used to directly benefit the development of skiers in Ontario.

Please accept our thanks for your contribution and our sincere best wishes for a joyous Holiday Season and prosperous New Year.

Sincerely,

Roger Hetu  
General Manager  
Alpine Ontario

Dear Editor:

I would like to thank you for the videos which were lent to me from the library and for the other materials given to me for use in my presentation. They were a tremendous help in my success.

(P.S. - I got 93 per cent on my presentation.)

Sincerely,

Patrick Darcy  
Grade 13, St. Charles College

Dear Editor:

Ari Rozin and I found our November 26-27 tour of the South Mine, Clarabelle Mill, Smelter and Refinery to be utterly fascinating. I am sorry that I have been tardy in writing to tell you how impressed we were by Inco's operations — their enormous scale, the ingenuity demonstrated and how so few workers can sustain so vast an output. I have never seen anything remotely close to it.

Yours sincerely,

Graham Murray  
G.P. Murray Research Limited

To All Inco Employees:

A big thank you to the Inco employees for their continued support of the United Way/Centraide Campaign.

Your generous donations have made a significant difference in the lives of blind and visually impaired people in our community.

Yours truly,

Sherry Malcho  
District Manager  
Canadian National Institute for the Blind  
Sudbury District

To All Inco Employees:

On behalf of the Sudbury Regional Palliative Care Association please accept our gratitude and deepest appreciation for your generous donation to the United Way/Centraide fundraising campaign.

As a recipient of United Way support, we as an association are able to continue to focus on our goal, which is to improve the quality of life for individuals and families facing a life-threatening terminal disease.

As a result of the United Way/Centraide's contribution, we are able to enhance and continue the supportive care to people at the most crucial time in their lives.

Sincerely,

Peggy Fera  
Director, Sudbury Regional Palliative Care Association

To All Inco Employees:

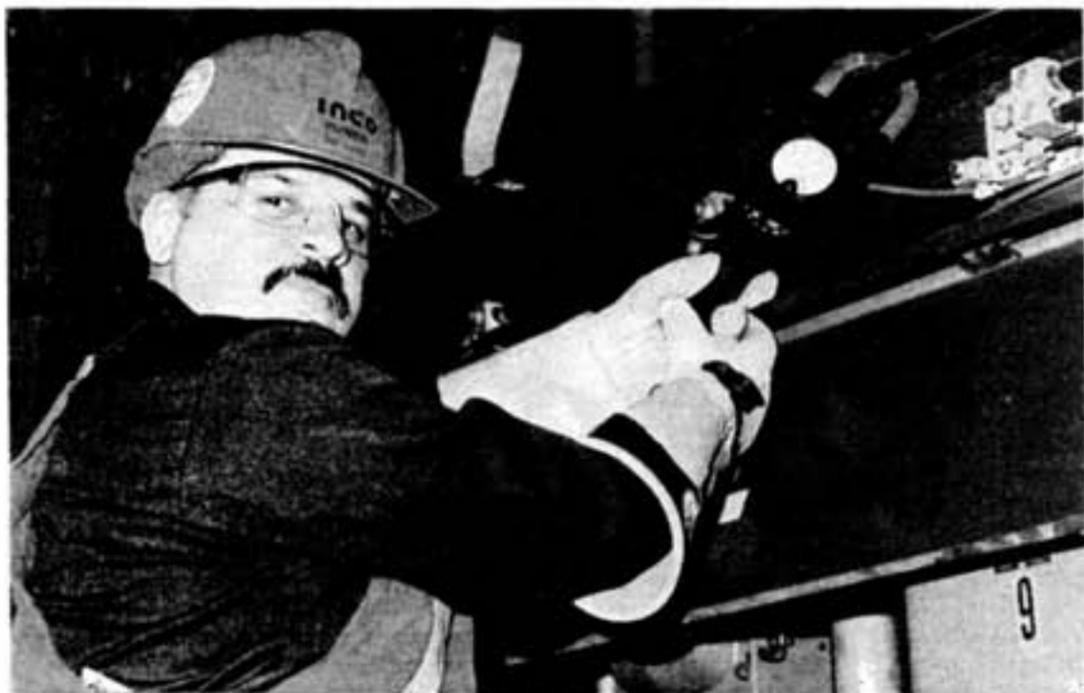
On behalf of the Board of Directors and staff at the Victorian Order of Nurses Sudbury Branch, I would like to offer a most sincere thank you for your generous support of the 1996 United Way/Centraide Campaign.

Your gifts to the campaign effort make such a difference in so many lives. Your contributions make it possible for our staff and volunteers to offer the necessary care and support for the clients we serve. Thank you for your commitment!

Sincerely,

Joanna Horne  
Executive Director

# Teamwork and commitment key to safety



"We do a lot of high-voltage testing," said power protection control serviceman Bob Tosato. But even a 120-volt outlet at home can be lethal, he noted. That's why he wears his high-voltage safety gloves.

## SEVEN SAFETY PRINCIPLES

Following the Ontario Division's Seven Safety Principles has paid off for employees in Central Maintenance who marked one year without a lost-time accident earlier this month.

- All injuries can be prevented.
- Employee involvement is essential.
- Management is responsible for preventing injuries.
- Working safely is a condition of employment.
- All operating exposures can be safeguarded.
- Training employees to work safely is essential.
- Prevention of personal injuries and incidents is good business.

*continued from page 1*

"I've been working here in the shop now for four years. But I worked in Construction before that. And I guess being in Construction you're exposed to more danger. You have to deal with big heavy lifts (and other machinery). But safety has to be in the back of our minds all the time."

Arvo Liinamaa, communications serviceman in the Power department, said "discussions such as the morning line-ups are always important to identify who'll do what on a particular job."

More talk about a job means there is a better opportunity to identify a hazard, said Arvo, who has worked 32 years without an LTA.

"If you know what the hazards are you have a better chance of avoiding them."

Bob Tosato, a protection control serviceman in the Power department, said wearing the proper safety equipment is also an important starting point in working injury-free.

"We make sure we have all the personal protective equipment that we're going to be using for that job," Bob said.

Basic safety gear — such as glasses, boots, hard hat and hearing protection — is augmented in Power with much more specialized equipment such as safety harnesses, fall arrest systems and high-voltage gloves for working on or near energized equipment or lines at voltages as high as 69,000 volts.

The gloves used by many Power workers are designed to take about 20,000 volts of electricity, if necessary.

Power contact is obviously a hazard employees strive to avoid, Bob said.

"We do a lot of high-voltage testing."

"Even your 120-volt out-



**Non-Destructive Evaluation Inspector Ron Rinta said he has learned not to take anything for granted on the job, particularly because he frequently works in many different areas.**

let at home can be lethal. So we take added protection with these gloves."

Since 1990, Central Maintenance has had a steady decline in LTAs.

Central Maintenance manager Brian McQueen credits employees working together to make safety a priority for the department reaching the impressive milestone of one year without a lost-time accident.

Employees take safety as a personal responsibility in keeping with the Division's Seven Safety Principles.

Central Maintenance safety supervisor Tom Tario said he's seen more employees take on safety as their personal responsibility.

That's happening so much now, that Tom said working safely is reaching the next logical step.

"Employees are taking responsibility for the safety



**A heavy duty equipment mechanic at Divisional Shops, Eddie Vincent, left, has more than 29 years at Inco without a lost-time accident (LTA). Fellow mechanic Don Pagnutti goes him one better with more than 30 years without an LTA.**

of their fellow employees by advising each other and discussing work for various jobs before they start a project."

There are many crews with exemplary safety records, adding to a team emphasis on safety, Tom said.

"Marc Rheume's Divisional Shops crew has worked since 1989 without an LTA and Claude Genereux's crew in Power has worked more than 10 years with no LTAs.

"There's more of a team effort toward safety."

**Industrial mechanic Yvon Delay of the Power department cuts an H-beam with a blowtorch. Yvon said talking over a job with a fellow employee is a good first step to working safely.**



# Custom probe cart improves ore detection

A team of Copper Cliff North Mine employees has found a way to improve the efficiency of probing drill holes for ore and rock.

The team members created their own custom-built probe cart.

The motorized probe cart allows geologists to cover more ground improving their efficiency while adding to the safety of the job.

And it didn't cost much. "It cost only \$3,000 for parts to be developed for the new probe cart, plus the labor of our guys," said Rick Bourget, geological technician at North Mine.

The diesel-powered cart, which advances, turns and backs up on a double track, carries 250 pounds of cable and the motor used to lower a metal-detecting probe into drill holes.

Probing the 400-foot-deep drill holes allows Inco to mine more selectively and cost-effectively as geologists pinpoint where the ore is located.

The probe cart was developed and assembled by the North Mine employee team this fall.

Their initial problem was one of weight.

Rick was hoping to reduce the weight of the push cart used to carry the probing gear.

"We used to push and pull the cart around the stope. The wheels would actually get stuck in the eight-inch bore holes," Rick explained. "By noon you'd be pooped out. There was a potential for injuries. Diesel mechanic Mike Lapierre came up with the idea to put it on a diesel crawler."

Rick admitted that he almost dismissed the idea at first.

"He was increasing the weight and I was looking for something that I could carry

without using a cart," said Rick. "But we couldn't make it light enough to use by hand. And I thought Mike's cart would be too heavy and bulky."

"But then I realized that by using a diesel-powered track, weight wouldn't be an issue."

The double track also solved another problem with the push cart, he pointed out. "The track won't fall into an eight-inch drill hole like tires did. So Mike's idea worked."

Building the prototype diesel-powered probe cart largely out of salvaged parts kept costs down, said Rick.

The new cart, with its steel protective storage trailer, went underground at North Mine in late November.

And it performed excellently, Rick said proudly.

"This diesel-powered probe cart is a pro-active solution," said Creighton Complex Total Quality Improvement coordinator Tom White.

Tom is especially proud that so many hands went into the development and realization of the project.

"It was a good example of teamwork. If there was a weak link it wouldn't have worked. Right from the mine manager, Fergus Kerr, the Research Department, Mines Technical Services, Maintenance, trades and the Total Quality Improvement group, to the builders - it came together."

Joining Tom and Rick on the team of employees which helped make the North Mine Bore Hole Probe Cart are mechanic Hannu Laakso, chief geologist Doug Goodale, welder Gerry Savard, maintenance mechanic Roger Paquette, research miner Dan Hebert, electrician Wally McBain, mechanic Mike Lapierre, drill fitter Terry Joyce, trainer John Hanlon, mechanic George Langlois and welder Marcel



Total Quality Improvement Team members at Copper Cliff North Mine who helped develop and make the probe cart are, from left, Hannu Laakso, Tom White, Gerry Savard, Wally McBain, Mike Lapierre, Roger Paquette (seated with Toronto Maple Leafs shirt on), Rick Bourget (extreme rear), George Langlois, Doug Goodale (foreground), Terry Joyce and Dan Hebert. Unavailable for the photograph were John Hanlon and Marcel 'Buck' McLennan.

'Buck' McLennan.

"It's an Inco, team-built machine," said Rick.

It has also undergone a Hazardous Operations Review, in which the North Mine team asked multiple 'what if' questions to identify and eliminate potential safety concerns.

"There's a lot of safety features on it," Rick said.

It stops moving as soon as an operator takes his or her hands off the controls, for instance. It is also equipped with an emergency stop button which turns off the motor immediately.

Rick said it's possible the success of the probe cart at North Mine will translate into applications at other Inco operations.



Rick Bourget, geological technician at Copper Cliff North Mine, hooks up the metal detector to the computer mounted on the diesel-powered double-track probe cart during a test on surface. The probe relays a reading to the computer every foot along a 400-foot drill hole, revealing whether it detects ore or rock from inside the hole.

## BRIEFS

### Latest technology at Voisey's smelter

Inco's smelter/refinery in Argentinia, Newfoundland, will boast the most modern, environmentally-friendly operations the company has in the world.

"We intend to install technology which will capture nearly all of the SO<sub>2</sub> that results from the production process," said Stewart Gendron, president of Voisey's Bay Nickel Company (VBNC) Limited.

"This means that SO<sub>2</sub> emissions will be low. SO<sub>2</sub> emissions from the smelter will be less than 10,000 tonnes per year. The capture of SO<sub>2</sub> from the smelter will be about 99 per cent."

Gendron made the comments during the announcement of the location of

VBNC's smelter/refinery, which will be on the north side of a former U.S. naval base, about 130 km west of St. John's.

Construction cannot begin until the project has received the necessary environmental permits from government. To that end, VBNC will submit a description of the smelter/refinery complex to the province of Newfoundland, which will trigger the environmental review process.

"Argentinia scored significantly higher on the criteria used in the evaluation, particularly on the economic and engineering criteria," compared to other proposed sites, Gendron explained.

"With an expected production capacity of up to 270 million pounds of nickel per year and approximately seven million pounds of cobalt, the Voisey's Bay Nickel Company's nickel and cobalt smelter/refin-

ery complex will be Inco's largest and the largest in the Western World."

It's expected that the proposed smelter/refinery will generate 3,500 direct and indirect jobs. Gendron said production is anticipated to begin in the year 2000.

### Inco enters cyberspace

Inco is taking its wealth of experience to the Internet where students and the public can answer many of their essay questions or enjoy company trivia.

Now accessing information on the world's largest nickel mining company is just a keystroke away thanks to Inco's website at <http://incoitd.com>.

"Every day, Inco operations around the world are deluged with requests for information," said Ken Cherney, manager of corporate communications and

corporate webmaster at Inco's Toronto office. "The requests come from students of all ages who are writing assignments, teachers wanting information for their courses, investors seeking detailed financial information and the news media with questions about almost anything."

Those questions can range from historical, business and/or production questions, the environment or queries such as: How tall is the Superstack? (It's 381 metres or 1,250 feet, by the way.)

"If we can keep up a website with the information people need and keep it updated, we'll be helping everyone all the way around."

Ken said he hopes the website will be a source of pride to employees as well as an important resource.

"It's exciting to think that employees in Asia, the United

Kingdom and North America can all have access to the same information at the same time."

### McCrea team members sought

If you wish to become a member of the Ontario Division team to compete in the McCrea First Aid Competition, send the following information by fax or mail to the First Aid Training Centre at North Mine:

- 1) Name and serial number.
- 2) Plant and department.
- 3) Supervisor's name and phone number.
- 4) Contact phone number for yourself.

Please submit to David Derochie (682-5426) or Debi Duval-Rosato (682-5427) before January 28, 1997.

# Pit reclamation earns industry award



The left photo shows the Garson Flux Pit prior to the slopes being shaped and graded. The right photo shows the pit rehabilitated.

Inco's rehabilitation efforts at the Garson Flux Pit have already received approval from residents and wildlife — now it's industry's turn.

On Feb. 14, the company will receive the 1996 Progressive Rehabilitation Award from the Aggregate Producers Association of Ontario (APAO) at a formal ceremony in Niagara Falls.

The award recognizes the ongoing rehabilitation of the site, two miles southwest of Garson Mine, that provided flux material for the Copper Cliff Smelter from 1930 to 1990 when operations ceased as the pit perimeter began encroaching on residential areas.

"We actually began reclamation work there as far back as 1972," said environmental analyst **Darl Bolton**. "Pit rehabilitation was an issue at the time and we started at the Garson pit because of its proximity to the town."

While the pit was operating, reclamation crews followed behind — reclaiming areas where production had ceased. The rehabilitation work involved grading the land, introducing fertilizer and grass seed and planting trees the following year when ground cover was established.

The same procedures were applied to all open working faces in 1990 when the pit ceased operating. By 1991, close to 90 acres had been revegetated and more than 42,000 tree seedlings planted at a cost of \$211,000.

Maintenance and monitor-

ing of the site continues on a regular basis.

"Today the site looks like a wetland or savannah and has generated a lot of positive comments from Garson residents," said **Darl**. "The hollow is gone and the site is flat with a gradual face. Wildlife has really flocked to the site with beavers, ducks, kingfishers, herons and birds of all types taking up residence."

Environmental coordinator **Carolyn Hunt** said the water quality of creeks within the 450-acre pit is "excellent" with minnows in abundance.

"It's really very encouraging for the introduction of sport fish down the road," she said. "The quality of water is fine and it would only require some minor habitat changes to allow fish to spawn."

The Progressive Rehabilitation Award is a very prestigious honor, said **Bert Jackson**, supervisor of Field Engineering and Surveys and a member of the APAO's Northern Committee.

A lobby organization dealing with issues such as rehabilitation, transportation and licensing, the APAO has a membership that represents about 90 per cent of aggregate material produced in Ontario, said **Bert**. In order to win the award, Inco was up against competition from aggregate producers across the province.

**Bert** has more than a passing knowledge of the Garson Flux Pit. The Field Engineering and Surveys department is responsible for inspecting all Inco

pits under a self-monitoring program introduced by the government last year.

"The Garson pit is the one that really strikes you," said **Bert**. "We've put a lot of effort into it after enduring a bit of criticism when it was operating. Other aggregate producers in Northern Ontario look at that pit as an example of a job well done."

The Progressive Rehabilitation Award is a fitting tribute to a site with a rich history. In 60 years of operations, more than 18 million tons of sand flux was produced from the pit, with reserves at the site estimated to be five million tons. The flux material is used primarily in Smelter converters to float iron slag and the company maintains a license to operate the pit in the future if necessary.

"The rehabilitation efforts which earned us the award are not unique to the Garson Flux Pit," said Reclamation and Decommissioning coordinator **Paul Yearwood**. "All Inco pits are treated in the same manner. There's ongoing rehabilitation every year. Successful rehabilitation takes many years and Inco is committed to doing its part now and in the future."

Following the final rehabilitation of the Garson site there are several options available for future land use, said **Paul**. These could potentially include the creation of residential or light industrial work areas.

Inco currently has eight pits, two of which are active with the rest held in reserve.



Hydroseeding played an important role in helping establish ground cover at the site.



Once grass had taken hold it was time to plant tree seedlings.



## One large lunchbox

Rod 'Hungry Man' Thompson has solved his lunchpail blues. The Clarabelle Mill conveyorman bought an extra-large metal lunchpail — a foot-and-a-half long, eight inches wide and eight inches high — to make sure he doesn't go hungry before the end of his 12-hour shift. "It gets me through 12 hours," with two lunches, a few snacks and root beer cans to boot. "And it fits all my Tupperware," said **Rod**, who's man enough to admit to having Tupperware. "I can eat with the best of them," added the slim 28-year Inco employee.

## BRIEFS

### Donation aids health care

Inco received a public thank you for its \$250,000 contribution to a \$32 million health research facility at the Health Sciences Centre in Winnipeg, Man.

"I think it is a positive message about Inco's commitment to Manitoba, where it has such a large investment in nickel mining and processing facilities at Thompson," said **Tom Hamson**, vice-president of Inco's Manitoba Division.

The centre, which just completed its first phase of construction, will one day house as many as 400 research and support staff in various medical and research fields.

# Tuition assistance makes learning easier



**Ted Joiner is one of many Inco employees to successfully use the Tuition Assistance Program. Ted graduated with his Master's Degree from Laurentian University this summer.**

**W**hen Ted Joiner's two sons left Sudbury bound for university, he found himself with extra time on his hands. With the help of Inco's Tuition Assistance Program he decided to take advantage of his free evenings by returning to university and earning a Master's Degree in Business Administration.

From 1990 to 1996, Ted attended night school at Laurentian University, graduating with his degree this summer. He is quick to credit Inco for the financial support extended by the company through its Tuition Assistance Program and recommends the program to other employees.

"Anyone who can organize their life to spare one evening a week can benefit from the various opportunities, whether through Laurentian University or Cambrian College. It has helped me both in terms of participation at work and my non-Inco life . . . and at home in terms of personal lifestyle and values," said Ted.

The Tuition Assistance Program provides employees with the option of expanding their education, said Pat Gallagher of Human Resources. It is open to all Inco employees interested in furthering their education.

"The company believes you never stop learning," said Pat. "It is a lifetime process."

The Tuition Assistance Program cov-

ers 100 per cent of tuition costs at a recognized college, university or educational institution for courses enhancing employees' existing employment or furthering their opportunities within the company.

Employees hoping to further their education can receive application forms through their training supervisor, immediate supervisor or local Human Resources or Industrial Relations representative. The application must be approved by the immediate supervisor for staff employees and the training supervisor for hourly-rated employees prior to course registration.

The tuition is paid following successful completion of the course, explained Pat. Employees must absorb the cost of the course if the outcome is unsuccessful. The only governing factor on courses an employee can take is that they must be work-related.

"The employees pay up front," said Pat, adding the employee must submit course records and grade transcripts to his or her supervisor once the course is completed for reimbursement by the company.

The Tuition Assistance Program was streamlined last year to simplify the approval process.

Prior to the change, "there were a number of forms and a number of people involved," said Pat, noting that the new system has simplified the proc-

ess by eliminating various steps.

Karen DeBenedet, of Human Resource Development, echoed Pat's description of a new, improved and simplified program. "We re-engineered the Tuition Assistance Program last year and streamlined it into the various departments," she said. "Under the new system, employees receive approval much faster."

And there was no limit for Ted, who not only completed his Master's Degree last summer but obtained a Bachelor's Degree, majoring in psychology with a minor in commerce, in 1974.

Ted was hired by the company in 1966 to work underground at Stobie Mine. The following year he moved into the office and enrolled in university courses. Supervisor of business systems in the Information Systems department, Ted said his degree "certainly helped me with moving within the company. Inco gained from the experience and so did I. An individual can't help but become more disciplined."

The company also helped educate Ted's two sons Keith and Glenn, both Inco Scholarship winners. Keith graduated from Queen's University with a degree in Engineering and is now an engineer-in-training with Inco's Maintenance department. Glenn is completing his fourth year at McMaster University in Physics and Medical Health.

## 'Culture shocks' greet Aaron at Oxford

**T**he world is getting smaller for Aaron Marsaw.

Now three months into studies at Oxford University in Cambridge, England, the 23-year-old Sudburian and former Inco Scholar has made many friends from many countries.

"I have friends from Zimbabwe, Germany, India and Australia. You hear their stories about their families and their schooling. It makes the world seem smaller," Aaron said during a Christmas visit home.

The son of Wes Marsaw of Inco Exploration, Aaron is the first Laurentian University graduate to receive a prestigious three-year Rhodes Scholarship.

"Aaron's made history in Sudbury," said his proud father Wes.

"He's the first Laurentian graduate to be a Rhodes Scholar and the first blind Canadian to be a Rhodes Scholar."

Aaron's in good company. Former Ontario Premier Bob Rae, former Quebec Premier the late Robert Bourassa, and U.S. President Bill Clinton were all Rhodes Scholars.

The scholarships are named after the 19th century British empire builder Cecil Rhodes, a South African politician and industrialist for whom Rhodesia (now Zimbabwe) was named.

Aaron applied for the internationally-renowned scholarship before graduating from Laurentian University in political science and philosophy.

To get the scholarship Aaron had to meet requirements of excellence in leadership, community service, athletics and extra-curricular activities.

"I feel fortunate. I think it's a privilege. It's a generous scholarship - a chance in a lifetime," Aaron said.

And he's been making the most of it by taking in as much of the English culture as he can while preparing the start of his thesis on people displaced by industrial development. He's likely to focus his thesis on Chile where logging and mining have forced indigenous people to move away from their traditional homes.

"In Chile, mining, lumber and other industries have forced people out of their home environment. But Brazil, Mexico and Guatemala have also had their problems in dealing fairly with indigenous people."

Aaron expects he'll travel to the country he decides to focus on for his thesis.

His thesis fits in with his broad interests that mix humanities, politics and industrial development.

The thesis is part of his Masters Degree in international development, which he's working toward at Oxford's St. John's College.

The college was founded in 1555. Its lengthy history is one of the culture shocks he's learning to adapt to, having come from a country that will be a mere 130 years old on July 1 and a university that dates only as far back as the 1960s.

But he has quickly become aware of how history shapes life at Oxford.

"I can see the castle-like tops of the buildings," despite having only two-per-cent vision, said Aaron.

"There are things you have to be respectful of - like quadrangles, which get you from one end of the college to another. But students can't cross the lawns in the quadrangles - only the president and fellows (senior tutors) can cross the lawn."

It's a tradition he doesn't mind, however.

"You wouldn't dream of crossing them," he said. "The lawns are so manicured."

Where campus life at Laurentian tends to be more informal, Aaron said he's attended many black-tie affairs at Oxford since starting his studies in September.

"I've worn a tuxedo about seven times already. The first event required a white tie actually - that was matriculation (registration)."

Even that event is steeped in history, he pointed out.

"Everyone's name from the Middle Ages to present day is registered."

At dinner events, Aaron has noted that professors sit at "High Table," which



**Wes Marsaw of Inco Exploration received a coffee-table book on Oxford University from his son Aaron for Christmas. Aaron is the first Laurentian University graduate and the first blind Canadian to receive a Rhodes Scholarship. He has just completed his first three months at Oxford.**

is literally that.

As a sign of honor, the seating area and table for senior professors is elevated about a foot higher than that of surrounding tables.

But his time hasn't entirely been occupied by study and formal functions.

Aaron is into rowing on the Thames River, sometimes up at 5 a.m. to do it, and touring a bit of the countryside.

"I've made the time to socialize, visiting relatives in Surrey and I've been to a few English pubs."

When he's finished his scholarship, Aaron may study more at Oxford. But ultimately he said he'd like to work in Sudbury again someday to contribute to the community that gave him his start.

### A LIFE OF ACHIEVEMENT

Aaron Marsaw, son of former Navy serviceman and 38-year Inco employee Wes Marsaw, has been on a road of achievement much of his young life.

- He has served on the Board of Directors of the World University Services of Canada, which helps develop projects for Third World countries.
- He founded the Laurentian University Debating Club.
- He has helped raise funds for several charities, including the Canadian National Institute for the Blind.
- An Inco Scholarship winner, he's also a strong swimmer and plays classical guitar.



**Aaron Marsaw at Oxford.**

# Marleau likes Disability Management



Gasket maker Miro Czerkas explains the process to Public Works Minister Diane Marleau and Local 6500 compensation officer Bernie Young. The Modified Work Centre makes all types of gaskets for use in all areas of the Division.

Cost-effective and caring.

That was how Sudbury MP and Public Works Minister Diane Marleau described Inco's Disability Management program after a visit here before Christmas.

"I was very impressed," said Marleau, invited by Steelworkers' Local 6500 president Dave Campbell and Ontario Division president Jim Ashcroft to tour the Modified Work Centre and Reconditioning Shop — integral components of the Disability Management program.

In both areas, injured employees are back at work performing a variety of tasks from servicing breathing apparatus to repairing underground machinery. In the majority of cases the work being performed was previously contracted out at greater expense.

"Not only is the rehabilitation program at Inco extremely cost-effective, it also allows people to contribute to the company's operations by supplying or repairing items which in the past may have been discarded," said Marleau.

"This is helping the recovery process (for injured workers) by allowing people to grow and develop new skills that contribute to the company's bottom line. You have to give credit to both the union and management. Without their cooperation this program would never have been as well-received as it is or reached this point. It's quite a model."

The Disability Management program has attracted those kinds of reviews for several years now from visitors across North America eager to learn from Inco's experience.

The turning point for the program came in 1987 when Medcan — with a direct reporting relationship to the Ontario Division president — assumed responsibility for running the Occupational Medicine Department.

A committee of union and Occupational Medicine representatives was formed to meet weekly and review specific cases with a goal of returning employees to work.

The turnaround has been staggering. Days lost to injuries dropped to 10,636 in 1996 from a whopping 75,734 in 1987 and the number of lost-time-accident claims plummeted more than half to 313 from 636.

In addition, the time lost per claim dropped more than 85 days on average over the same period with savings estimated at \$40 million, said Pam Tobin, superintendent of Occupational Medicine.

The indirect human and economic costs of disability — things such as loss of production and quality, replacement costs, retraining and poor morale — far outweigh the direct costs of overtime, medical and Workers' Compensation Board (WCB) expenses and disability premiums, said Pam. Taking into account all the variables, the cost of having one employee off work is estimated at \$1,500 a day.

Inco's success at managing disabilities has also led to sizable rebates from the WCB's New Experimental Experience Rating (NEER) program — \$7.7 million in 1996 and \$7.8 million the year before.

"The company is positioned well for Bill 99 which takes effect in Ontario July 1," said Pam. "That legislation is a total revamping of

the WCB with the focus on prevention of workplace injury and illness.

"We've been doing that all along so we're well ahead of the game."

In her role as Public Works Minister, Marleau is responsible for Canada Post with more than 60,000 postal workers from coast to coast. Because of his own belief in the program, Local 6500 president Dave Campbell felt the Medcan system might benefit postal employees — so he invited the minister to see how things operated for

herself.

"I had been in discussions with the postal unions regarding Medcan and I thought our early intervention and rehabilitation programs might be attractive to them," he said.

"It's a different industry but the safety statistics and issues are similar. Lost-time, disability management and related topics are an expensive proposition no matter what the industry and we spend as much time on disability management here as we do on anything else. A great many industries across North America look to us to see how we get it done."

When Diane Marleau looked she saw proud employees doing meaningful work and saving the company money.

"The people I spoke to were very proud of the work they were doing, as well they should be," she said. "They're coming up with new ideas to produce and repair equipment and machinery of all types for Inco. When repairs come from outside the company you sometimes don't get the same degree of quality you receive from someone who has actually used the equipment."



Locksmith Rod Eastwood, seated, enjoys a laugh with Safety general foreman Tom Gunn, Ontario Division president Jim Ashcroft and Sudbury M P Diane Marleau. Rod cuts keys and repairs locks in all areas of the Sudbury operations.



Torch repairman J.P. Lefrancols shows a cutting torch to visiting Public Works Minister Diane Marleau. Modified Work Centre employees repair, resurface and rebuild all torches, regulators and valves.



Marcel 'Pic' St. Jean explains the steps in returning a fire extinguisher to use to Public Works Minister Diane Marleau. More than 4,000 extinguishers a year are repaired at the Modified Work Centre.

## MODIFIED WORK HAS 'BIG IMPACT'

"It's perfect."

That sums up Marcel St. Jean's assessment of an Ontario Division Modified Work program that has established itself as a model for other industries in North America.

Better known as 'Pic' to his co-workers, Marcel was an underground miner at Creighton before a progressive neck injury forced him off the job in 1984.

Nine months later he landed on his feet at the Modified Work Centre, where today he shares responsibility for repairing, refurbishing and refilling every fire extinguisher in the Division.

"Inco has 25,000 extinguishers in the Sudbury operations and every one of them has to come through here," said Marcel. "We used to send them outside and at one time every plant and mine had a person responsible for filling their own. Now it's all done in one location which is much more efficient."

When a spent extinguisher reaches Marcel it must be washed, emptied, pressure tested and, if necessary, sand-blasted, repainted and re-labeled before being refilled. If an extinguisher is beyond repair, it is replaced with a new one.

"We do more than 4,000 fire extinguishers a year and we're very busy," he said. "But we're saving the company a lot of money that used to go out to contractors."

Marcel took a short break from his duties before Christmas to explain his job responsibilities to visiting Public Works Minister Diane Marleau.

"It's important people see this because it has a big impact and it shows that Inco is taking care of its people," he said later.

"Governments at all levels — federal, provincial and municipal — could benefit from systems like this because its putting people back to work."



Dennis Purvis holds a piece of material used to make 'whistles' for loading drift rounds in underground blasting. Listening in as he explains the process are Modified Work Centre supervisor Yvan Denis, Steelworkers Local 6500 president Dave Campbell and Public Works Minister Diane Marleau.



Bob Pitura of the North Mine Reconditioning Shop shows a slushing machine to visiting Sudbury M P Diane Marleau and Ontario Division president Jim Ashcroft. The slushing machines are used underground to draw muck into the chutes and repairs are done at the Reconditioning Shop.

❄️ *Visions of Christmas* ❄️

**Editor's Note** — The Christmas of 1996 has passed into history but its visions live on in the smiles of hundreds of youngsters who attended holiday parties at plants and mines throughout the Division.

In our December issue, we brought you a snapshot of those events with a 'Visions of Christmas' centrespread.

Unfortunately, many parties were held after the December Triangle had already went to press. Here now are more 'Visions of Christmas '96' from those parties we missed the first time around.



Alme Mitchell, 16 months, clutches her Rise 'n' Shine Rabbit closely during the General Office Children's Christmas party. Alme is the granddaughter of Claude Kerr of Central Maintenance.



Just six weeks old, Cara Arsenault feels right at home in the tender cradle of Santa's arms. Cara's father is Larry Arsenault of Employee Relations.

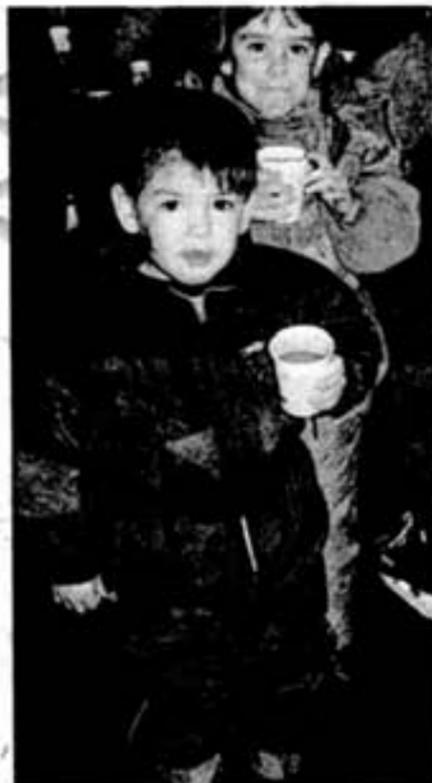


Entertainer Chuck Roberts had no trouble finding volunteer dancers for his musical performance at the General Office Christmas Party.

Amanda VandeLight, 9, was one of many have their faces painted at the Sudbury Arena during the Frood-Stobie-Garson Complex Children's Christmas Party. Amanda is the daughter of Frood Mine mechanic Ted VandeLight.



Santa Claus appears to be asking Michael Roberts, 7, exactly how large he wants his Christmas present to be during the General Engineering Children's Christmas Party. Michael is the son of project cost consultant Sandy Roberts and Oxygen Plant Industrial mechanic Gord Roberts.



Keith Petrant, 3, and sister Chantal, 5, warm up with some hot chocolate at Frood-Stobie-Garson Complex Christmas Party. Children skated away most of the afternoon at the Sudbury Arena, breaking only to talk with Santa Claus. Keith and Chantal are the grandchildren of retired Little Stobie trackman Bud Petrant.



It wasn't a Bruce Springsteen concert, but an excited Jonathon Paventi, 5, couldn't resist pumping his fist in the air to the music of Chuck Roberts at the General Office Christmas Party. Seated beside him is his decidedly calmer older sister Alexandra, 9. Their father is Mario Paventi of Mines Technical Services.



Eric Dubuc, 9, scored in the hockey shootout, one of the activities held during the Frood-Stobie-Garson Complex Children's Christmas Party at the Sudbury Arena. Eric is the son of Stobie Mine mechanic Dan Dubuc.

# ❄️ Visions of Christmas ❄️



Jessica Niemi, 5, gives Santa Claus an affectionate hug during the Nickel Refinery Children's Christmas Party at the Steelworkers' Hall. Jessica is the daughter of instrumentation technician Darrell Niemi.



Danielle Jones, 10, burned off her excess energy inside an inflatable jumping device at the Steel Hall during the Nickel Refinery Christmas Party. Danielle is the stepdaughter of NRC operator Wayne Hallett.

Little Hayden Kosmely, 2, preferred a coloring book to sitting on Santa's knee this year during the General Engineering Children's Christmas Party. Hayden is the grandson of designer Con Ryan.



Engineering designer Moe Arthur appears to be deep in concentration as he ponders the complexities of balloon art. Moe assumed the role of Santa's helper during the General Engineering Christmas Party, helping to shape balloons for the 60 or so children at the event.



Meaghan Donnelly-Perras, 5, scopes out the toy table at the Mod-stable Garson-Complex Party. Meaghan is the daughter of plant protection officer Phil Perras.



Dereck Chenard, 6, was quite pleased with the Construction Zone set he received from Santa at the Nickel Refinery Children's Christmas Party. Dereck is the son of powerhouse stationary engineer Darcy Chenard.



Astrid Brown, 13, isn't auditioning for clown school, she simply borrowed a set of 'Devil's Sticks' to test her balancing skills. Astrid is the daughter of Nickel Refinery worker safety representative Shirley Brown.



Klutzy the Clown shares some trade secrets on balloon bracelets with Erin Riutta at the General Engineering Christmas Party. Erin is the daughter of Brian Riutta, superintendent of Engineering.

# Employee food drive grows again

**B**ig hearts and strong backs. The former applies to just about everyone in the Division for helping make the 1996 Christmas Canned Food Drive another record-breaker. The latter applies to the hardy volunteers who loaded the four tons of donated food into waiting vans just days before Christmas from storage sites at the Copper Cliff Transportation trailers and the Copper Refinery.

Now in its ninth year, the food drive continues to grow in support of needy families across the Sudbury region. In addition to donated food items, the 1996 campaign received financial contributions from Inco, Locals 6500 and 6600 of the United Steelworkers, Local 105 of the Canadian Guards Association and, for the first time ever, pensioners.

All donated funds are used to purchase additional food items which are turned over to the Salvation Army in Sudbury for distribution.

"This is my fourth year here and the Inco campaign has grown every year," said Larry Bridger, public relations director with the Salvation Army.

"The employees obviously support this drive wholeheartedly and have come to expect it each year. The Inco Employees' Food Drive plays a vital role in allowing us to supply needy families with food, not only at Christmas but well into the New Year. We get into spring with our food drive and Inco is a big part of that. Without these types of drives we would have to spend a lot of money to keep our shelves stocked."

Bridger said requests for assistance in the Sudbury region are rising and he expected up to 600 families would benefit from Salvation Army food deliveries this Christmas.

That kind of need is what drives people like Ken Rose of Transportation to volunteer their time.

"I've been involved with the food drive in the past by donating items and monitoring drop-off boxes," said Ken. "But this is the first year I've been involved from the start — planning and offering ideas to make the drive successful. It's been great."

"This food is going to a good cause and because of that people really help out. The need in the community is greater than ever and in situations like that Inco people produce the best results. It really opens your eyes to people's generosity. When you look around and think of all the people this food is going to help you feel good."

"The employees, the company, the unions and the pensioners — everyone who helped out with this deserves thanks."



Ken Rose



Edgar Burton, left, and the Salvation Army's Larry Bridger are all smiles behind the mountains of food donated to the annual Inco Employees' Christmas Canned Food Drive.



Gord Critchley of the Salvation Army takes a box from Frank Thompson of Transportation outside the Transportation trailer. An assembly line of volunteers was formed to load donated food items.

**Dave Hartling, worker safety representative in Transportation, lugs a box of donated food items to the waiting Salvation Army van.**



Last year's campaign attracted between three and four tons of food, said Edgar Burton, the Plate Shop operator who founded the drive and fostered its growth. This year's collection was four tons at least.

"There's still a need out there," said Edgar, attempt-

ing to explain the campaign's consistent improvement. "Every year the campaign grows it makes us want to work that much harder. Inco employees have always had open hearts when it comes to the community and they've proven it again."

## A 'GIVING' YEAR FOR COPPER REFINERY

Employees at the Copper Refinery spent a portion of Christmas Eve loading food items onto a Salvation Army van for distribution to needy families in the region.

It was a happy task, but one that involved twice as much work as the previous year.

"It's hard to quantify the amount of food employees gave but it's at least double the amount collected in 1995," said worker safety representative Ed Dumals proudly.

1996 was a year of giving across the Ontario Division, with record totals registered in the annual United Way Campaign as well as the Christmas Canned Food Drive.

But the giving didn't stop there for Copper Refinery employees, said Ed, rhyming off a list of worthy causes tackled at the plant.

"It was a very good year and it was made possible by the generosity and buy-in of everyone here."

- In March, refinery employees gave close to \$1,650 to a plant gate collection for Anne Menard, a young mother of two with a disease called scleroderma. Anne is the daughter of Wilfrid Pomerleau, who retired from the Anode Department after 30 years at Inco. She is also the niece of Emily Dakin, who works in the Copper Refinery Acid Plant.

- In November, some \$1,400 was donated during a plant gate collection by Copper Refinery mechanic Bob Collins for his niece Angellique who required a bone marrow transplant for leukemia. Angellique's husband Lewis had to leave his job of eight years to look after the family's two children.

- In October, Copper Refinery employees virtually doubled their United Way contributions to \$12,557 from \$6,566.

- In November and December, the Christmas Canned Food Drive doubled its donations.

# Inco pioneers share wartime stories



Cathy Mulroy of Central Maintenance enjoyed the opportunity to swap stories with Pauline Nadjiwon, left, and Gladys McNall, both of whom worked at Inco during the Second World War. Pauline is shown in the middle of the war-era photo at right with her co-workers from the mill. She's seated at the end of the first table, seven seats from the left.



Violet Stevens-Wirta, left, and Cora Hyde look over historical photographs at right during a get-acquainted luncheon at the Steel Hall with Inco's female production workers of today. Violet and Cora worked the same shift at the Garson Mine rock house during the Second World War. That's Violet on the far right in the wartime photo at left. Cora is two seats away in the front row.

She came looking for a couple of months work and some Christmas money and ended up staying three years.

Pauline Nadjiwon, 77, was among the first group of women hired by Inco in 1942 under special permission from the federal government to offset the Second World War labor shortage and meet increasing nickel demand for armaments and machinery. Until then, Ontario law prohibited women from all mining industry work except clerical or domestic duties.

"All we had to do to get in was pass a physical," said Pauline. "But we really felt we were doing something. This was our way of helping because the men were away at war."

Pauline began her brief career at the Copper Cliff Mill, shoving ore down classifiers to feed the rod mills. She later moved to the floatation floor and then the reagent area where she measured chemicals for use in the separation process.

Her experiences are similar to those of the other 1,400 or so women hired at Inco's surface operations between 1942 and 1945. The work was hard, the pay was good and the jobs were temporary.

In 1945, with the war over and the men returning to their jobs from the battleground, the government rescinded its

special permission and the women were laid off.

It was 25 years later, in 1970, when provincial mining legislation was changed to allow female workers in surface plants. Another eight years passed before women were allowed underground.

Shortly before Christmas, today's generation of blue-collar women workers sat down to swap stories with their pioneer predecessors at the Steelworkers' Hall to discuss how things had changed in the 50 years since the war.

"Everything is easier for the worker today," said Violet Stevens-Wirta, 73, who hired on in 1942 at the Garson Mine rock house. "All of the jobs we used to do are automated now."

The rock house workforce was a "real mix," said Violet, just as it was at other Inco surface operations.

"Some were married, some were single, some had kids and some didn't. They came from all walks of life. With some I developed close friendships and others I never saw again."

One of those friends was Cora Hyde, 81, whose son Shane works in the Non-Destructive Evaluation area of Central Maintenance.

"I was 27 when I moved from Kirkland Lake and began working at the rock house," said Cora, who described herself as a feisty employee. "We worked three

shifts with one day off and there were 21 girls on each shift.

"Our job was to pick the good ore off the belt and drop it down chutes to rail cars 2,000 feet below. There were two belts running all the time with three women facing each other on either side of the belt."

The work was hard and steady, said Cora. But the women quickly got used to it.

"We didn't walk, we ran," she said. "They kept us very busy. The men were fighting overseas and women were working all over the country. It was our contribution to the war effort."

Cora and Violet continue to live in Garson today and the friendship forged 50 years ago came bubbling to the surface as they shared rock house recollections over lunch at the Steel Hall.

"I recall the women walking out on one occasion," said Cora, her eyes twinkling at the memory. "We swept up when the belts were not running and had cleaned the floor as clean as humanly possible. The belts still weren't running so the superintendent at that time spread sawdust on the floor to give us something to sweep."

"We walked out, said we were on strike and came back the next day."

Violet remembers a close call on the picking belt that led to safety improvements for

everyone on the job.

"There was no heat in the rock house but the belt got warm," she explained. "When the belt stopped we would sit on it to keep warm."

"On one occasion I didn't jump off fast enough and the leg of my coveralls got caught in the belt. Thankfully the other women held me back from the belt and kept me from injuring myself while someone ran to press the emergency stop button."

"As a result of that incident the company put a string along the entire length of the belt where anyone could reach it to immediately stop the belt no matter where they were standing."

It was those types of stories — offering a rare glimpse into another era — that enthralled and amazed current female employees like Cathy Mulroy.

"The whole experience of sharing stories has been wonderful," said Cathy, a surface instructor with Central Maintenance. "I heard stories about how the unions started and working in the mill where it got so foggy they had to make chalk marks on the floatation floor to find their way back. It's all fascinating stuff."

For Violet and Cora, it was always understood the jobs

## FEMALE EXPERIENCE AT INCO MAY LEAD TO BOOK

The coming together of blue collar working women from two generations evolved from a project started three years ago to chronicle the experiences of women hired at Inco since 1974.

"Between 1974 and 1976 there were 102 women hired at Inco's surface operations and we wanted to document their history," explained Laurentian University professor Jennifer Keck. "As we got deeper into the project the subject of women at Inco during the Second World War was raised and we were urged to include them in our study."

"The focus of the overall project now is to look at the history of hourly-rated positions held by females during the war era and the current period," said Keck, who is joined on the project by fellow professors Mary Powell and Mercedes Steedman, along with the Women's Committee of Local 6500 of the United Steelworkers of America. Inco Limited has helped fund the research and given the scholars access to archival records.

The encounters with women who worked during the war years has lent so much additional information to the project that the group is considering publishing all of its findings for broader public consumption.

were temporary but that didn't make leaving any easier.

"We really enjoyed the work," said Violet, "in part because we knew there was no other work and money was scarce in those days. We were glad to be able to help, but I would have stayed if I could."

Cora said she would have stayed at Inco as well had the opportunity offered itself.

"We were earning 48 cents an hour to start and that jumped to 72 cents an hour which was good pay for the time. But they didn't need us any longer when the men came back."

The contributions of women hired during the war years at Inco helped boost nickel production by 50 per cent over the pre-war years. When the lay-off announcement was made, R.L. Beattie, then vice-president and general manager of the company, paid tribute to the women for their efforts.

"Production of nickel and copper in sufficient quantities to assure an Allied victory would have been impossible had the women not stepped into the employment breach early in 1942, when labor was critically short and the need of our products on the battlefronts was steadily increasing."

# Inco Cup grads eye new challenges



The Northern Ontario Division Ski Team members, standing from left, are head coach Kip Harrington, Gavan Acton, Michael Galic and Kyle Kotyk. Kneeling from left are Jill Culbert, Trevor Tario and Alyson Bobby. All are wearing Inco Cup toques. Photos courtesy of Tony Galic

When the racing ends, the training begins. So goes the cycle for today's competitive ski racers.

These six members of the Northern Ontario Division Ski Team, ranging in age from 16 to 18, are dedicated to their sport 12 months a year. And each has used the Inco Cup as a stepping stone and training ground to take their talents to the next level.

The Division team is one step removed from the Inco Cup and one step away from the Ontario team. Racers compete in Ontario and Quebec and ski under the Federation Internationale de Ski (FIS) the world governing body for the sport.

In existence for more than 50 years, the Northern Ontario Division Ski Team has a rich history with an alumni that includes 1993 World Downhill Champion Kate Pace of North Bay, 1994 Canadian Men's Downhill Champion John Mealey of Sault Ste. Marie and Kathy Kreiner of Timmins, who captured Giant Slalom gold at the 1976 Olympics.

Champions all—who honed their skills at an early age on the distinguished Inco Cup circuit, the longest running corporate sponsorship of any sporting event in North America.

These luminaries provide the inspiration for today's crop of up-and-comers, including Trevor Tario, son of Tom and Pauline Tario of Central Maintenance and Occupational Medicine respectively.

"Being a member of the Division team requires a great deal of commitment and sacrifice on the part of the racers," said Tom, who sits as the Alpine Chair for the Northern Ontario Ski Division.

"The Division team is a stepping stone to the provincial team and two steps away from the national team. It's a very high calibre of racing."

Because of Trevor's involvement—this is his second year on the team—Tom knows the sacrifices firsthand.

The racing season ends in April and dryland training—weights and running—begins immediately. In August, a summer ski camp is held in New Zealand. A fall camp follows in Colorado in November. As racers get closer to making the provincial team, an earlier summer camp is held in June at Whistler, B.C.

"They leave school in November and don't return until April," said Tom. "They're on the road four weeks at a time, home five or six days and gone again. They sacrifice school for this. They're very dedicated individuals."

But in many ways the benefits more than make up for the sacrifices, provided the racer and the parents are totally committed, said Tom.

"The biggest advantage I can see our son gaining is life skills—being away from home, budgeting and fending for himself," he said. "And he loves to ski—you have to at that level. When it's no longer fun it's time to quit."

Trevor, 16, is happy to sacrifice a more common teenage lifestyle in order to pursue his dreams. Like his father, he believes the competitive ski racing experience builds character.

"You learn how to take care of yourself," said the Whitefish teen. "Being on the road you have to take on responsibility. When in a certain location for a long period of time we stay in condos and have to cook our own meals."

"I like traveling, seeing new places and seeing new things," he said. "I like being outdoors and I've got quite a few friends in skiing so it's not that hard on my social life."

Michael Galic, 18, of Sudbury is the only other regional representative on the Northern Ontario team. He has his own reasons for committing to racing.

"It's just enjoyment," he said matter-of-factly. "The satisfaction of getting somewhere in a sport, succeeding at something you like and meeting new challenges."

## Gavan Acton

Age: 17  
Home: Sault Ste. Marie.



In his third year on the Division Team, Gavan first strapped on skis when he was two. His goal is to make the Canadian National Team and his favorite event is the giant slalom. The highlight of his career was placing eighth in that event last month in Quebec against competitors from the Canadian Junior team and the Ontario Team. "I've skied the Inco Cup circuit since I was 12 and I love it," he said. "If time permits I hope to compete in the third Inco Cup race this year in the Sault."

## Trevor Tario

Age: 16  
Home: Whitefish



In his second year on the Division Team, Trevor's goal is to make the Canadian National Team and compete at the Olympics. His favorite event is the slalom and his favorite World Cup skier is Thomas Sykora of Austria. Trevor began skiing at age 3 and hasn't looked back. The highlight of his career took place two years ago in Panorama, B.C. when he placed ninth at the Canadian Juvenile Championships. "I began skiing Inco Cup races at 12 or 13," said Trevor. "I think it was an excellent stepping stone for what I'm competing for now."

## Michael Galic

Age: 18  
Home: Sudbury



In his third year on the Division Team, Michael hopes to take his career to the next level by making the Provincial Team. He began skiing at age 8 and counts competing in the downhill at Mont Ste. Anne in Quebec among the highlights of his racing career. His favorite event is the giant slalom and his favorite World Cup skier is Jure Kosir of Slovenia. "I spent two years skiing Inco Cup," said Michael. "It was a very competitive circuit. There were a lot of racers and a lot of competition. It was very good training."

## Alyson Bobby

Age: 16  
Home: Timmins



A second-year member of the Division Team, Alyson has her sights set on one day making the Canadian National Team. Skiing for 12 years, Alyson says she really has no favorite event and enjoys competing in all four disciplines—super giant slalom, giant slalom, slalom and downhill. Her favorite World Cup skier is Picabo Street of the United States. The highlight of her career came two years ago when a fine showing at the Ontario Juvenile Championships qualified her for the Canadians where she placed ninth in the slalom. "I skied Inco Cup for three years and it was really very good," she said. "The Inco Cup races helped prepare me for the jump to the Division team."

## Jill Culbert

Age: 17  
Home: North Bay



A skier since age 4, Jill began racing at age 7 and is now in her second year on the Division Team. Her goal is to make the Ontario Team and from there the Canadian National Team. Her favorite event is the giant slalom but the highlight of her career came last year when she qualified for the Canadian Women's Championships in Quebec in the downhill and super giant slalom and ended up skiing directly ahead of former world champion Kate Pace. Not surprisingly, Jill lists Pace as her favorite skier and a large influence on her career. Both are from North Bay and know each other as friends away from the hill as well as on it. Ski racing runs in the Culbert family. Her brother Cam, 19, is a member of the National Junior Team and her oldest brother Gord spent two years on the Ontario Team. All three skied Inco Cup. "I enjoyed the Inco Cup," said Jill. "There was good coaching and good competition. It definitely prepares you for moving to a higher level."

## Kyle Kotyk

Age: 17  
Home: Sault Ste. Marie



A second-year Division Team member, Kyle hopes to work his way through the rankings and eventually make the Canadian National Team. He began racing competitively in Grade 6 and began skiing two years earlier. His favorite event is the slalom and his favorite skiers are Thomas Grandi of the Canadian National Team in the giant slalom and Mario Reiter of Austria in the slalom. The highlight of Kyle's career was making it to the Canadian Juvenile Championships in Newfoundland three years ago. "I skied Inco Cup for four years and it was a really good experience," he said. "I had a lot of fun but you had to work hard to earn the respect of everyone on your team."

# Traveling show touts engineering careers



McMaster University's Bob Loree has Lo-Ellen students Matt Stewart, 16, and Jessica Natale, 14, place balloons in nitrogen in an experiment to show how the balloons would re-inflate after being taken out of the gas.



McMaster's Bob Loree had no trouble finding volunteers for his classroom experiments, which caught the interest of Lo-Ellen Park Secondary School students. Andrea Heron, 13, and Shaun Barry, 16, were happy to help him out.

With the help of Sudbury's mining community, hundreds of regional high school students have seen the potential a career in engineering can offer.

"I'll consider it. I think it would be pretty cool to go into as a girl," commented 13-year-old Andrea Heron after seeing the McMaster University Engineering FIREBALL Show at Lo-Ellen Park Secondary School.

The show, one of several performed in Sudbury late last year with local industry sponsorship, highlighted the diversity of engineering careers to students so they could gear more of their high school studies in that direction.

McMaster University's Bob Loree, special advisor to the dean of engineering, said getting more girls interested in the once male-dominated field is one of the goals of the FIREBALL Show, named after McMaster's engineering fireball logo.

But the show aims generally to attract more students of both sexes to the profession, which will have a shortage of graduates in the next several years, said Loree.

The university hasn't had any trouble attracting enough students to fill its classes — not by a long shot.

"We took 430 engineering students last year. About 1,600 had applied."

But Loree said McMaster wants to stay on top of the demand curve for new engineers.

"The demand for engineers is going to greatly increase. We want to expand our enrollment in the next few years to meet the demands of industry. Our goals are to make more people aware of engineering, entice more people to consider it as a career and to consider McMaster."

Loree stirred up some interest and excitement at schools such as St. Charles College, Chelmsford Valley District Composite and Lo-Ellen Park Secondary with his

hands-on experiments.

Lo-Ellen students Matt Stewart, 16, and Jessica Natale, 14, learned that balloons placed in nitrogen would compress and only re-inflate after being taken out of the gas. Loree said such engineering principles can be used to fortify containers of various materials.

"Engineering is pretty cool," remarked Matt afterward.

A smoke bomb, dynamic video and audio show, more experiments and even a stunt or two by Loree were all part of the one-hour show.

Lo-Ellen student Ken Grant, 14, walked away unharmed after being hit twice by a hammer swung by Loree.

Loree showed how distributing the force of the impacts over a plank of wood, and cushion, minimized the effect of the energy.

Taking that premise a bit further, Loree used himself as a guinea pig in another display when he laid down on a bed of nails, which a student of the Hamilton university had made for him. He, too, managed to walk away without even a scratch.

Students left the session impressed not only with his experiments and stunts, but with the videotaped testimonials of engineering graduates who've gone on to successful careers.



This won't hurt a bit. And indeed it didn't. As Lo-Ellen student Ken Grant, 14, walked away none the worse for wear after being hit twice by Bob Loree's hammer. The McMaster University representative showed how distributing the force of the impact over a plank of wood minimized its effect.

McMaster offers programs in chemical, civil, computer, electrical, physics, manufacturing, materials and me-



There's wasn't much McMaster University's Bob Loree wouldn't do to get more students interested in engineering as a career choice. His efforts during the FIREBALL show included lying down on a bed of nails, which a student of the Hamilton university had made for him. Loree didn't even get a scratch showing how distribution of force or weight, even on nails, can decrease the effect of that force.

chanical engineering.

"I think it's interesting with all the options open to you," said Victoria Gammon, 16.

"I've thought about manufacturing mountain bikes," added Jason Parrington, 17.

Sponsors of the Sudbury leg of the provincial FIREBALL tour were Tracks and Wheels Equipment Brokers Inc., Sling-Choker Manufacturing Limited, Mining Technologies

International Inc., BLM Mining Services Inc., Tamrock Canada Ltd., Atlas Copco Construction and Mining N.A., Redpath McIntosh Engineering Ltd., Kohn-Crippen Consultants Ltd., Mansour Mining Inc., Falconbridge Limited and Inco Limited.

The FIREBALL Show travels the province annually making about 100 presentations to some 30,000 teenagers.

## BRIEFS

— Thompson marks 40 years —

More than 15,000 Manitobans call Thompson home — 40 years after Inco's Manitoba Division was born.

On Dec. 3, 1956, Inco and the Province of Manitoba entered into an agreement that would let the company build and develop a fully-integrated nickel mining and processing complex — not to mention a town and its infrastructure.

The town would come to be named after John F. Thompson, the Inco chairman who was completing 50 years of service with the company in 1956.

Work on the \$175 million venture, the largest private sector capital investment of its day, started almost immediately.

In 1961, Premier Duff Roblin cut a nickel ribbon to mark the official start of production. Since then, more than three billion pounds of nickel has been shipped to markets around the world.

Inco built roads, sidewalks, sewers, water treatment facilities, hospitals, schools and more in what was planned to be a town of 8,000. Inco deeded each component of infrastructure to the town, which was officially proclaimed a city by Queen Elizabeth in 1970.

About 1,800 Inco employees and their families currently reside in Thompson.



## Start 1997 with sound financial plan

1997, a new year and an opportunity to start fresh. This is the year to . . . Well, I'd like to help make it the year to implement a good financial plan, or perhaps improve your already existing plan. There is always at least one good reason for not starting something like this. No time or no money to invest, or not wealthy enough to need a financial plan. Those are the most common reasons we have for not even considering a financial plan. How can I implement a plan when I need all my take-home pay just to meet my expenses?

### A Financial Plan - What is it and who needs it?

Everyone of us needs to do financial planning and we are never too old or too young to begin. What exactly do I mean when I say implement a financial plan? Or to phrase it another way, 'What's in it for you?' Save money until you retire and then spend it? Not at all.

A financial plan is just that, a plan of what you are going to do with your resources. You could just let the current necessities eat it all up or you can take charge of it and ensure that you decide where you want to spend the money you work hard to earn. A financial plan can mean that you can avoid loans for large purchases like cars or boats, or the trip of a lifetime. It can also mean you will feel secure about your economic future. What you do with the very pleasant results of a financial plan is entirely up to you.

What's required for a plan? First thing is the will to start and then the determination to stick with it. Let's look at how most of us do our financial planning.

First we pay the bills like the rent or mortgage, the phone, insurance, then we buy the groceries, gas for the car and new boots for the children. Then we take ourselves out for an evening and, finally, if there is anything left after all this, we put it into some kind of savings. If your house is like mine, there often isn't anything left. Why

not? You earn a good living, why is there nothing left for saving? The answer is in the question. The saving is at the wrong end of the list. It should be at the beginning.

### Pay Yourself First

The simplest piece of financial planning advice is the best one. Pay yourself first. Every book written on the subject includes this statement. What is the first bite out of everyone of our paycheques? Taxes. We don't miss the money because we never see it. You can use this same technique to work for you. Set up a savings plan that takes money automatically from your account every cheque. Think of all the businesses that will set you up on equal monthly payments taken directly out of your account — hydro, cable TV, insurance — and ask yourself why. They want to ensure that you learn to live with their charges. You can do the same thing for yourself.

How much should you pay yourself? The goal most often suggested is 10 per cent of your gross pay. If that number leaves you gasping that you couldn't possibly do it, you are not alone. Where would you possibly find that kind of money? Maybe you won't find it all at once. There is nothing the matter with starting at a lower amount and then increasing it. Based on experience, I can only recommend that you pick a minimum amount and don't go below that. Start with a level where you will have success.

You could do as one person I know has. When she got a raise, she started saving the difference between what her paycheques had been and what they are now. She confesses to being very surprised at how quickly the savings grew. Another person I know quit smoking several years ago, and still saves the weekly cost of the cigarettes every week. Where do you have savings in your lifestyle? Identifying these is sometimes difficult, but if you can do it and then start to pay yourself that money you will have made a good beginning.

## LET'S TALK SAFETY

with Ron Rafuse

## Commit to safety in New Year

What does safety really mean to each of us?

We always say we want this done safely and that the most important thing on the job is safety and that safety is number one. We need to really understand what safety is and realize that in the workplace safety and production cannot be separated.

There is no choosing between safety and production. The reason any company stays in business is to make a profit. But to continue to stay in business there is only one way to operate and that is safe production at competitive costs.

Let's look at what the dictionary says about the word safety.

*"It is the condition of being safe from hurt, injury or loss."*

How do we do this?

We do this by developing a safety culture of guidelines to work within.

By now each of us has been through the **Getting To Zero** safety workshops where we saw firsthand that consistent use of the seven safety principles can prevent injury and accident.

Last month we talked about shortcuts in the workplace and the percentage of people who admit to taking shortcuts on safety.

We can all relate to people we know on the job who were well noted by those who worked with them as 'shortcut-takers' when it came to safety. Most of us can relate to these same people off the job who take all types of shortcuts to get things done around the home — things such as poor ladder safety or improper blocking of vehicles while working under them.

No matter what we do on or off the job, safety must be the only way to get the job done. Remember, it is *"the condition of being safe from hurt or injury"*. Why would anyone want to work any other way?

As 1997 begins it is important that each and every one of us put into practice

the intensive safety training we have had over the past two years.

Think about the things learned in the one-day workshops and how they can be applied to the way we work both on and off the job.

Remember the 1995 workshop **Actions Employees Can Take**. We learned 90 per cent of all accidents are caused by the actions of people and how to correct these because they are in the control of each of us.

The **Getting To Zero** workshop we just completed taught us the tools that are available for use to make the workplace safe. Now tie these into the seven safety principles and think about the fact that we can prevent all injuries in the workplace by training and providing the tools and the time to do the work the best way we know how to prevent hurt, injury or loss.

Management is responsible for ensuring that standards, procedures and rules are upheld and enforced, so that working safely is the only way to do the job and it becomes a condition of employment.

I would like to remind everyone of the seven safety principles and if we commit to them 1997 has to be a safe year. It takes each of us to make safety happen at everything we do. So remember these principles and how each of us was taught to apply them through the workshops.

- All injuries can be prevented.
- Employee involvement is essential.
- Management is responsible for preventing injuries.
- Working safely is a condition of employment.
- All operating exposures can be safeguarded.
- Training employees to work safely is essential.
- Prevention of personal injuries and incidents is good business.

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

## Pensioners stay active in retirement

continued from page 16

at Laurentian before returning to his safety and training job with another Sudbury firm. He says he had all the metals and pins out in late October and has been back skiing eight times since. "It was quite an ordeal," he adds, confessing to an urge to hit the big hills again. "I'm ready to go. Now I know when it gets icy, I just don't ski anymore." Beyond that, he says, retirement is "excellent, excellent." . . . Six years after retiring, Mike Churan is still so busy he wishes he had another eight hours a day to handle all the activities on his plate. Sixty-three when he went on pension after 40 years at Inco, latterly as a scooptram operator at Stobie, Mike still does house repairs and helps his realtor son in Val Caron. Of his Inco years, he says, "They went fast. But I'd do it all over again." His best advice to young pups coming up is to avoid smoking and watch the booze. "I never drank and I quit smoking when I went on the scooptram 30 years ago." . . . With his wife still working for a few more years, former Froid development miner Vincent Spencer stays around Sudbury during winter. He kind of misses the job that he held until 1994 for 23 years. "Well, in a way I miss it. Generally, you're used to seeing lots of people, especially in development. But I see the guys pretty often as it is at coffee or they'll drop in here in Garson . . . Daniel Goedhuis would likely still be working if he didn't have the heart ailment that led him to retire in 1991 as an in-the-hole blaster at

Stobie with 24 years service. He keeps a trailer up at Fairbanks Lake for summer visits and likes to keep up on the news from the mine. "I still call my old partner, Dick Breton. I'm always glad to talk to him. We had good old times together." . . . Retirement is fine if you're prepared for it, says Elio Zuliani, who went on pension in 1994 as a boom truck operator with 30 years in the Transportation Department. "I was prepared. I was a single man for a long time. I've only been married eight years so it was a whole different case for me," he says. "But still you've got to be mentally and financially prepared. If a person going on pension has to struggle financially, it makes no sense to retire." . . . Jack Rivet and his significant other, Bonnie Violino, left Inco in 1994 with a combined 64 years of service. "Retirement," says Jack, the former supervisor of Equipment Rentals with Transportation, from their new Lake Penage chalet, "is everything it's cracked up to be." Bonnie, a former supervisor of Traffic with Purchasing and Warehousing, was in Vancouver visiting friends when we called but Jack says they keep busy fishing and snowmachining in winter, golfing, boating and fishing in summer. "As far as retirement goes, it's a good reward for all the years I spent with CP Rail and Inco, in total 42 years. Forty-two years is long enough," he says after coming in from his daily four-kilometre walk. "We're really enjoying it. I'm wondering now how I had any time to work. We're not bored."

# EVAH

## FOR YOUR HEALTH

From the Occupational Medicine Dept.

# Test your nutrition knowledge

Here is a quiz to test your knowledge of various foods and their fat and calorie content. A few items of related food interest are also included.

- Which seafood has the most calories per ounce?
  - tuna
  - shrimp
  - lobster
  - scallops
- True or false: A teaspoon of honey has the same number of calories as a teaspoon of sugar?
- Which food has the greatest percentage of calories from fat?
  - brownie
  - a three-ounce hamburger
  - one cup of ice-cream
  - one cup of almonds
- Which food has the most fibre?
  - half a cup of cooked lima beans
  - three cups of popcorn
  - half a cup of raw lettuce
  - one small apple
- True or false: It is not possible to overdose on vitamins?
- Match each with their recommended proportions of daily caloric intake:
 

a) protein	1) 60 per cent
b) complex carbohydrate	2) 10 per cent
c) saturated fats	3) 20 per cent
d) unsaturated fats	4) 10 per cent
- Which has the least amount of caffeine per ounce?
  - drip coffee
  - black tea
  - Pepsi
  - milk chocolate
- Which three are the best sources of dietary fibre?
  - spaghetti
  - rye bread
  - apples
  - lima beans
- To carry the label sodium-free, a food must have \_\_\_ mg of sodium per serving.
  - less than five
  - five to 10
  - 10 to 15
  - less than 20



- Which has fewer grams of fat: frozen yogurt or frozen tofu?
- Match the ready-to-eat cereal with its sugar content.
 

a) Cheerios	1) 44 per cent
b) All Bran	2) 10 per cent
c) Frosted Flakes	3) 2.2 per cent
d) Rice Krispies	4) 20 per cent
- True or false: All vegetable oils are low in saturated fat?

### Answers

- a) Tuna. One ounce of tuna has 41 calories, lobster and shrimp both have 26 and scallops have 23 calories.
- False. A teaspoon of honey has 22 calories and sugar has 16 calories.
- d) Almonds. A cup of almonds gets 82 per cent of its calories from fat. A three-ounce hamburger has 63 per cent, a brownie has 57 per cent and a cup of ice cream has 49 per cent.
- d) A small apple contains 3.9 grams of fibre.
- false. Some vitamins can be toxic in excess amounts. Always follow the dose as recommended.
- Protein = 10 per cent. Complex carbohydrates = 60 per cent. Saturated fats = 10 per cent. Unsaturated fats = 20 per cent.
- c) One ounce of Pepsi has 3 mg of caffeine, milk chocolate has 6 mg, black tea contains 4 to 9 mg of caffeine and drip coffee has 22 to 30 mg.
- b), c) and d). A slice of rye bread has 2.7 grams of fibre. A small apple has 3.9 grams, and half a cup of cooked lima beans has 1.4 grams. Half a cup of cooked spaghetti has just 0.8 grams of fibre.
- a) Less than five.
- Frozen yogurt. It has one gram of fat per four-ounce serving, while tofu has 12.
- Cheerios = 2.2 per cent. All Bran = 20 per cent. Frosted Flakes = 44 per cent. Rice Krispies = 10 per cent.
- False. Palm and coconut oil are highly saturated.

# In Memoriam

Name	Date of Birth	Date of Death	Years of Service	Name	Date of Birth	Date of Death	Years of Service
Maurice Arcand	11-04-22	12-19-96	24.0	Florant Lamothe	10-03-28	12-30-96	35.0
Lawrence Aubertin	08-12-37	12-04-96	34.0	William Linnick	02-14-1900	10-21-96	21.0
Evzen Baranek	08-03-13	12-27-96	20.8	Arthur Milner	07-16-11	12-08-96	32.5
Donald Barr	06-23-42	12-13-96	31.5	George Morrison	02-22-11	12-16-96	37.9
Gordon Beckett	06-26-13	12-12-96	40.0	Harry Murdock	05-14-22	12-24-96	36.0
Ross Billard	03-09-30	12-26-96	33.4	Walter Murphy	12-09-09	12-26-96	23.0
Michel Brisson	03-29-51	12-19-96	26.5	John Oystnick	11-08-13	12-26-96	29.0
Hector Brunet	07-20-30	12-09-96	29.0	George Perch	05-15-25	12-16-96	37.0
Morden (Gus) Carthew	10-20-13	12-16-96	41.0	Tauno Ponne	01-24-16	12-26-96	36.0
Lucien A. Charron	06-15-19	12-07-96	36.5	Leo Quenneville	07-30-33	12-30-96	40.5
Antonio Danis	09-07-14	12-18-96	31.5	Kenneth Ricker	03-30-27	12-03-96	25.0
Carl Davison	10-04-09	12-05-96	36.0	Leon Skowronski	04-18-22	12-09-96	31.5
Joseph Gorecki	02-07-15	12-27-96	26.5	Gerard St. Pierre	10-21-17	12-28-96	22.6
Norman Harper	09-12-12	12-06-96	35.0	Tadeusz Szatkowski	04-15-22	12-19-96	35.0
Romeo Houle	06-12-21	12-24-96	40.0	John Tallevi	01-16-11	12-09-96	39.7
Lloyd G. King	03-07-08	12-07-96	40.8	Gerard Tremblay	10-29-09	12-11-96	31.5
Stefan Knoll	11-10-24	12-12-96	33.0	Gerald Wright	10-22-24	12-09-96	29.0
Peter Laberge	08-12-18	12-25-96	43.0	Wlady Wykurz	08-17-20	12-10-96	30.5

I heard it down at . . .

# The Dry



by Jerry Rogers

Cathy Tweedy, Gail DeKoning, George DeRuyte and a handful of other Port Colborne Refinery staff will donate a little more than \$500 this year to three Port Colborne area charities.

Not much, you might think, by headline-grabbing standards. Just \$10 a week for each of them to come to work on Fridays wearing blue jeans.

The money will go to three charities they individually work with throughout the year, Huntington's Disease, the Canadian Breast Cancer Foundation and Guide Dogs for the Blind. But to Cathy, Gail, George and the others, every little bit counts.

As examples - and we can find them everywhere these days throughout Inco plants, mines and offices - they illustrate the generosity and sense of caring their community has come to anticipate from this close-knit family.

"So many other companies do the dress down thing on Fridays that we decided in the Accounting department that we wanted to do it, too," says Cathy, a cost analyst whose own life has been touched by cancer. So part of the annual collection will go to the annual breast cancer walk held in October. "Cancer is something very scary and I personally know both girls running the walk. One's had a breast removed and the other is battling cancer. So rather than having to canvass people every year - and let's face it, people like to dress down - this is a good way to help out."

Gail, a contract administrator, had an uncle die from Huntington's, a neurological disease she had never heard of before his death more than a decade ago.

"He went in for a hip operation and never recovered," says Gail, who volunteers for the Huntington's group in her spare time.

George, who is the refinery's Accounting supervisor, works for the annual Wainfleet 100-kilometre bike ride that raises money to buy guide dogs for the area's blind.

"We started dressing down in our small department and it's grown to seven or eight others on staff," he said. "And the money we raise is an additional little boost for these groups."

Like that of the Accounting department in Copper Cliff on their regular dress down days, the atmosphere on Friday in the refinery is noticeably different, Gail says.

"It seems to change. It's not like a work atmosphere. People are still working. Sometimes even harder. It's just that it's more easygoing."

Another good example of Inco people helping out is the recent \$6,000 donation from Inco employees to the Port Colborne Firefighter Defibrillation Fund. The defibrillator is a life-saving tool that can restart a heart attack victim's heart through an electrical shock.

After employees learned of the need for the defibrillator, the company agreed to match employee donations dollar for dollar, says George.

"It was a great effort by employees to fundraise for this critical emergency health service," he adds. "And the donation was made in the memory of Osmo Laine, a precious metal refinery operator who died last summer from a heart attack."

## Awards, Moves and Etc.

For the second consecutive year Canada's 4 x 100 men's relay squad, which defeated the Americans on their home turf at the Olympics, is the runaway winner as Canada's team of the year. And Sudbury's Robert Esmie, who sported an Inco cap during the international post-race interviews, couldn't be prouder. "It's nice to see track is back on top," he says from Vancouver where he's training for the winter indoor track season. "It's taken a lot of hard work to get there and we hope to maintain it. For me, winning in Atlanta was a great thing that we did for the country and now to beat out a winter sport (hockey) two years in a row is really quite an accomplishment." With his eyes set on the 60-metre record this winter at Canadian indoor meets, Robert says he and his teammates Donovan Bailey, Bruny Surin, Glenroy Gilbert and Carlton Chambers will defend this summer the world championship that they first won in Sweden two years ago. "I'm going to have a Blast Off season this year and I've designed a body suit I'll race in," he adds. "I'm doing really well with my new coach Mike Murray and we should be running two to three major races this summer. You can catch Robert in action later this month on TSN when the network telecasts the Nu Skin IDN Hamilton Indoor Games. He and Surin, the

## Port employees are winners in community

two-time defending world sprint champ indoors, will go head to head in the 60-metres. Robert says he'd love to see some Sudburians down to Hamilton to catch the action live . . . Speaking of runners, Kurt Gelbhaar, Inco's super pensioner, has May marked down on his calendar. That's when he hopes to avenge his second place loss to Jim Gregory of Collingwood at last September's World Duathlon in Serrara, Italy. Kurt, who's a fixture at the Cambrian gym on Lorne Street in Sudbury during winter, blames a muscle cramp in his right leg for his disappointing loss to Gregory in the event that drew 600 athletes from 32 countries. "I lost on the biking. He's a better biker than I am," says Kurt, who races in Inco colors. "We'll meet again in May somewhere down south. I'm looking forward to it." The duathlon is really a walk in the park for Kurt - a 10-kilometre run followed by a 40-kilometre bike race cooling down to a 15-kilometre run. A stope leader at Creighton until retiring in 1983, the 73-year-old makes us shake our heads at his training regimen that consists of a daily 10-mile run, an hour on the stationary bike and another on the stepper - topped off with a mile swim four times a week . . . Three months after touring Inco's Creighton Mine with other urban MPs, Tom Wappel, the Liberal MP from Scarborough West, is still impressed with the Inco people he met and what he saw underground. In his fall newsletter, Wappel tells constituents mining in Canada is a \$20 billion industry supporting 1,000,000 Canadians and 150 communities. Of his Inco trip, he

writes: "I found the opportunity fascinating and the experience has clearly given me a better understanding of all aspects of mining." . . . The notion of an MP's visit to Canadian mines came from the indefatigable Eileen Wykes, until Dec. 31 the head of the popular Keep Mining in Canada campaign. After three-and-a-half years with the campaign, Eileen says it was time "to pass the torch on." While campaign sponsor, The Mining Association of Canada, lines up a replacement, Eileen is taking care of her elderly mother. "I will work on other projects in the future but for now it's one thing at a time, one day at a time."

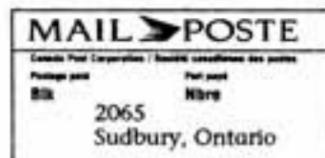
## Whatever happened to...?

Norm Lessard can thank his rugged physique and athletic regimen for saving his life after a disastrous fall skiing last spring in British Columbia. The former general foreman for training at Stobie, Norm was on the last run on the last day of his vacation on his favorite steep slope when he broke onto an icy knoll and spotted six other skiers standing cross-way on the slope. Diverting to avoid hitting them, he went airborne, got blown sideways, crashed and slid 200 feet down the slope before slamming into what he calls "a four-log tree." In other words, he smashed his pelvis into a B.C. Douglas fir and suffered serious internal injuries. Norm, who retired in 1993 after 32 years with the company, spent six weeks in hospital in Vancouver and

continued on page 14



For a small community and from a small workforce, Inco's \$6,000 employee/company donation for the Port Colborne Firefighter Defibrillation Fund shows a lot of heart. Refinery manager Del Fraipoint, left, and Jay Ayres, right, president of USWA Local 6200, recently presented the check to George Sesto, Port Colborne Fire Department chief, Mike Bendia, Fire Department defibrillator coordinator, and Mike Newman of the Niagara Regional Base Hospital fundraising campaign.



Ma WAYNE E LAFRAMBOISE  
R R #1  
WORTHINGTON, OH  
POM JHO

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