



Another successful Inco Cup season wrapped up Feb. 14 and 15 at the Adanac Ski Hill in Sudbury with close to 100 racers at each event. For more on the 1997 series see pages 10 and 11.

# All systems go despite the snow

With one month to go, the winter of '96/'97 is well on its way to becoming the snowiest winter in Sudbury's recorded weather history. The massive amount of snowfall coupled with fluctuating temperatures has played havoc in some areas of the Division where the extraordinary efforts of employees have bested Mother Nature's fury and kept production moving.

"It's the worst winter I can remember and I wouldn't want to see another like it for some time," said Pat Thompson, superintendent of Transportation, the department hardest hit by the conditions.

"Our department is responsible for snow removal

in the Copper Cliff Complex and it seems as though there's been at least one storm every week this winter. It's been very, very difficult for us and it's stretched our resources considerably but our people have pitched in, there's been good co-operation and they've performed well under adverse conditions.

"We've been able to keep the roadways and walkways pretty clear. Keeping our track operations clear has posed an even greater challenge because the severe temperature swings and subsequent ice build-up has caused continual freezing of rail lines and switches.

"People are more aware of the roadways, the walk-

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# Div Shops earns ISO quality mark

Dedication and commitment to quality on the part of every employee at Divisional Shops started long before their recent ISO 9002 registration, says superintendent Randy Hiscock.

It took a year-and-a-half to implement the ISO procedures at every level of production. It also required a tremendous amount of work on the part of 220 employees, said Randy.

The ISO 9000 series of standards provides a sound base for continuous improvement and sets a benchmark for quality. It is a highly organized system which uses frequent checks to lower the possibility of non-conformity to ISO standards. The sooner a non-conformity is detected, the lower the cost becomes, explained machinist Brian Burton and welder Bob Storie. A non-conformity that makes its way out of the shop will cost twice as much as a non-conformity found at an inspection or check.

Rob Gruhl, a key player in the development of the Divisional Shops quality system, and Larry Solski, the quality system management representative, are quick

to note the importance of non-conformance reporting and subsequent action plans to continually improve the quality system.

Technical services coordinator Willy Metson stresses the importance of exchanging information among shops' employees. Everyone directly involved must be made aware of an item that has not reached proper specifications. It takes qualified people to recognize potential problems and the corrective procedures to be used, he said.

"The process is self-driven," said Randy. "It is a continual process - not one that ends with ISO registration. We all must do our part and cooperation is a must. ISO means the timely arrival of products, cost-efficiency and world-class products, and this is the goal we have reached by achieving the ISO 9002 certification.

"We are excited and very proud of our ISO registration and the significant lower cost benefits to the Ontario Division. It is now essential to maintain a solid commitment to our quality system to support the mission of both Divisional Shops and the Ontario Division."

## Seeing red



Lucy Campbell of Management Accounting waves a can of spray paint for any last-minute touch-ups required to the beard of Inco Exploration's Bob McFarlane. The pair went all out for 'Dress Red for Heart and Stroke Day' on Feb. 14 which collected \$1,230 here in Sudbury. "It was an overwhelming success," said Occupational Medicine superintendent Pam Tobin. "It was important to elevate the awareness of heart health as recent statistics indicate that the incidence of heart disease in Sudbury is 36 per cent higher than the provincial average. I would like to thank all those employees who sold stickers on Dress Red Day."



# Vent system saves cash, improves safety



Ron Stewart, ventilation technician at Stobie Mine, is impressed with the new ventilation tubing made underground. "We're having our ventilation manufactured underground. Before we had it made on surface in shops around Sudbury. But you could only ship two of them down at a time because they were three feet wide and 10 feet long. So what we can make in a day would have taken a month to get underground."

**M**iners at Stobie are breathing easier thanks to teamwork and innovation on a new ventilation system.

The new ventilation system at the mine is one of many Total Quality Improvement (TQI) team success stories in the Ontario Division.

The ventilation system is in place following the suggestion of blaster boss Marc Larose, who passed on his idea to foreman Wayne Tonelli. Wayne then formed a TQI team to study ways of improving ventilation, lowering costs, reducing maintenance and

improving the safety of installation.

Marc explained how the new system got started.

"One of my buddies works at Metal Air (in Valley East) and he brought me in to show me his product. I went in and took a look. It seemed to be good stuff, easy to put up. So I brought it up with my supervisor at the time, Wayne Tonelli, and we basically went from there."

Marc said the previous ventilation tubing often had to be repaired or replaced after blasting.

"It wasn't holding up."

Equally significant was that the old ventilation tubing had to be transported underground, it was harder to install, more time-consuming and posed more safety hazards.

"It took two guys 15 to 20 minutes to put it up because there was a lip on it. This one has no lip. It joins, you tighten up your clamps and away you go. Basically it takes five minutes to put up."

Marc especially likes that the new system is safer to install.

"It's safer because there's not as many pinch points."

The new tubing is also smoother than temporary tube coils, which were bumpy and didn't allow air to flow as freely or quickly. The temporary accordion-type tubing was used because it was quicker to assemble following a blast.

Aside from improved safety and efficiency of air flow, there's also greater expediency with the new system.

Because the new tubing is made underground there's less time spent on transportation of material, said services operator Chuck Benedetti.

"We can get this product into the field quicker."

Jack Dewit, of Metal Air, said because his company has "Any length is available, any diameter, any size."

Mr. Dewit also said he was impressed with Inco's total quality approach — a team system of getting things done he hadn't seen before.

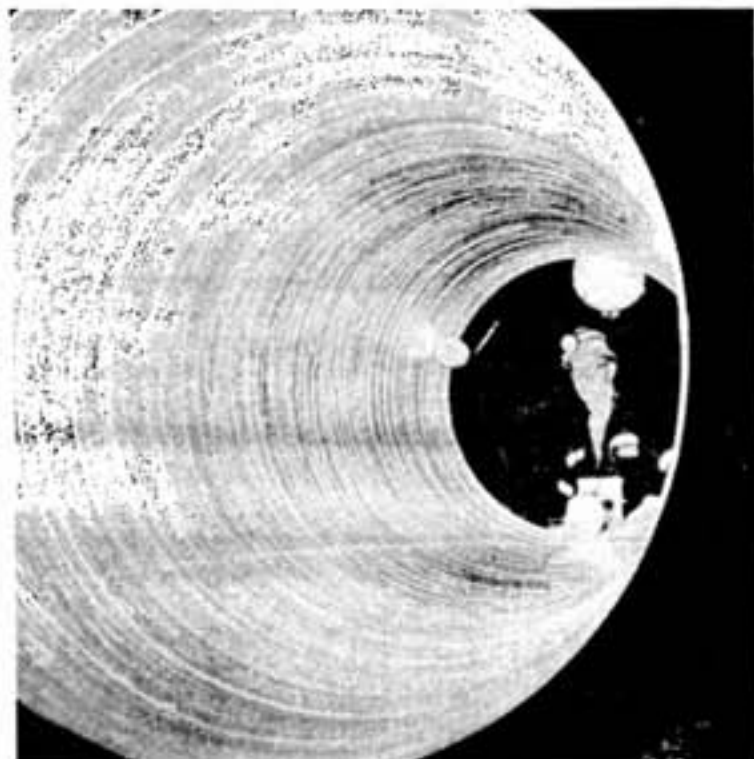
"We got a phone call from Ron Stewart (TQI team member) over at Stobie Mine and Wayne Tonelli and they invited us to attend what they called a TQI meeting, a new idea for me."

Participation by various employees in the decision-making process also stood out, Mr. Dewit said.

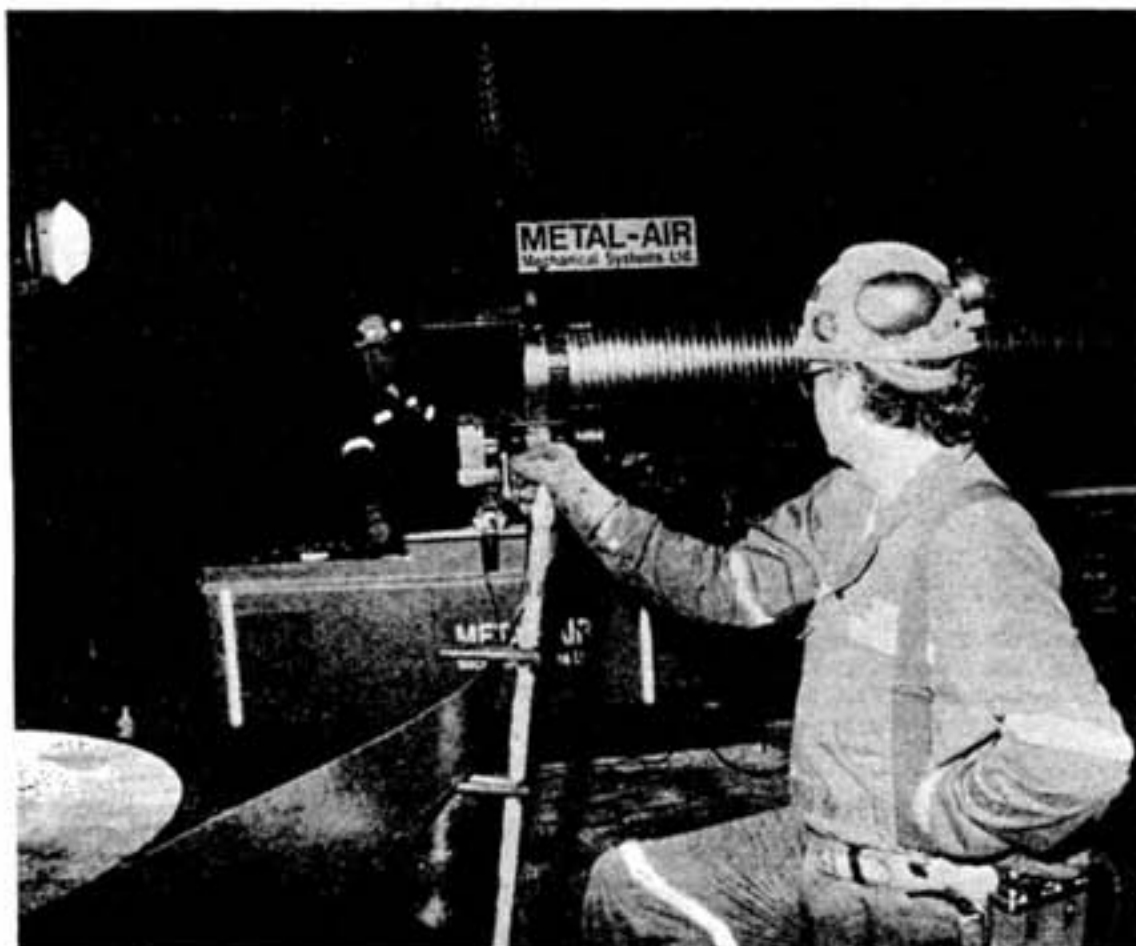
"It was different for me. Every meeting was attended by anywhere from 10 to 15 people. Everybody had something to say and everybody had different concerns."

Members of the quality team are Chawki Jreige of the ventilation department, Rick Beaulieu, Greg Connor, Moe Filion, Doug Flintoff, Mike Guitard, Guy Larochelle, Bob Rouselle, Bob Schnieder and Denis Swant of Operating, Wayne, Chuck, Ron and Marc.

"Everybody put in a full effort," said Marc. "It's a job well done."



Nelson Fredette, machine operator with Metal-Air, can make the lengths and widths of the ventilation tubing most any size to suit differing mine conditions and needs. The new tubing meets the needs of Stobie's TQI team, which identified ways to improve air quality and safety, while keeping costs down.



Metal Air employees make the tubing at the 1,800-foot level of Stobie. But the coils of steel and the machinery that rolls and bonds it together can easily be moved to different levels of most any mine.



Blaster boss Marc Larose started the teamwork effort on Stobie's new ventilation system. From the point of passing on his ideas to his foreman, to the TQI brainstorming and planning, to getting the system in place, he said enthusiasm helped make it happen.



# Employee resolve melts winter's wrath



When the snowbanks become too big the snow has to be trucked away. The record snowfall this year has kept crews at all Ontario Division plants and mines busy cleaning roadways and walkways.

*continued from page 1*  
ways and the parking lots but it's the tracks that keep our operations going. Our crews have been busy digging out and freeing up frozen switches all winter and they deserve a lot of credit for their efforts.

"Keeping the tracks clear has been a challenging assignment this winter and one our employees have tackled relentlessly."

That same relentless spirit will be required to meet the challenges presented by the slow onset of spring, said Pat. As daytime temperatures rise and the snow starts to thaw the department expects to encounter more icing on rails and switches, particularly when temperatures drop during the night.

"It's been a tough winter for sure," said Harry Will, equipment operator with the Transportation Services crew. "But our guys have been working hard to keep things moving."

To date, 291.3 cm of snow has fallen on Sudbury, which is "quite a bit above normal," said Jack DeCorby, manager of the Sudbury weather office.

"November's snowfall was actually below normal," said Jack. "But December, January and February have produced record amounts."

"The snowiest winter to date occurred in '84/'85 when 316.6 cm fell on Sudbury," he said. "I fully expect we'll pass that. The average snowfall for March is 49 cm. If we get anywhere near that we'll set a new record."

Other than the extraordinary snowfall, it hasn't been a remarkable winter with temperatures most months at or above average, said DeCorby. Only January exceeded the normal cold by any significant amount with an average temperature of -16°C. The normal average in January is -13.2°C.

The snowfall has made life difficult for Power department crews charged with removing 'danger trees'

close to Inco power lines, said line foreman Ron O'Shell.

"Danger trees are any trees which could potentially fall over onto our lines," explained Ron. "Every winter we send a crew in there to take them down and this year they certainly have a lot of extra snow to contend with."

The tree removal crews enter the site by snow machine, then trek to the trees by snowshoe, said Ron. For safety reason the crews have to make proper retreat trails away from the fall zone. The paths have to be clear and free of debris to offer easy access out of the cutting area.

"This year our crews have gone in and broken trail only to come back after a weekend snowstorm and find the trail snowed in. In those cases there's no choice but to break trail again which makes the job more time-consuming and difficult."

In the Division as a whole, the focus in recent years on good safety practices is paying off as employees have managed to handle the dramatic weather conditions.

"We've had about five 'slip and fall' accidents over the winter which is low compared to previous years when conditions were much more normal and less treacherous," said Safety superintendent Ron Rafuse. "This has been a one of the worst winters for ice storms as well as snow and I believe people are more conscious of walking conditions and safety in general. The people responsible for clearing and sanding walkways, work areas and parking lots have done a good job."

Faced with slippery conditions, Ron said employees should wear proper footwear, stick to cleared and authorized walkways and not take shortcuts.

At the Copper Refinery, winter weather has posed a number of "aggravations but nothing leading to sustained production interrup-

tions or significant incidents," said Julian Edwards, superintendent of Safety and Quality Systems.

"The biggest obstacle has been snow removal, of course," he said. "We have a crew responsible for clearing the tracks, the walkways and the doorways and they've been extremely busy. The other problems have come in the form of frozen drains, ice blockages, flooding and snow in places it wouldn't normally be - but nothing extreme."

"It's taken extra effort to deal with the conditions but we've managed and I think that deserves some recognition for employees who've dealt with the situations."

Production assistant Reg White said the five-man Nickel Refinery yard crew has done a good job keeping the yard clean under trying circumstances.

"The snowfall presents some unique challenges," said Reg. "Snow removal is not the yard crew's only job. They're responsible for boom truck and forklift deliveries, trackmobile work and payload work. In many in-

stances this winter, however, it was impossible to do any regular work before the snow was removed."

Another unique situation presented by the snow is locating materials, said Reg. "The yard employees place everything in its proper location, but the weather kept blanketing everything in snow. A key to our snow removal success at the Nickel Refinery was employee involvement in all areas with work groups keeping their own doorways clean and employees from the Nickel Rotary Converters (NRC) area lending a hand on the payload work."

"That's the only way it can work in a large complex like this. It's impossible for a five-man yard crew to do it all."

When the snow falls, fire routes take top priority on the cleaning list, followed by walkways and so on, said Reg.

Because of the impact on the rail system caused by the massive snowfall, transporting ore to the mill has been the largest challenge facing the mines. But other issues have arisen as well.

"We've had problems at our sand plant with sand freezing up and sand pours being delayed," said Crean Hill Mine superintendent Steve Wood. "The sand gets hung up in pipes or on frozen conveyor belts."

Removing snow from the roads and yard at Crean Hill has also been a tremendous challenge.

"Coming in from the highway the region looks after a portion of the road, the township another and then we take over," said Steve. "Generally speaking, our section of road is in better shape than the other two but it still causes problems getting people and supplies in and out."

At Coleman Mine, operations have been "pretty systematic" despite the record snowfall, said general foreman Gilles Trotter.

"We ship our ore by truck to the Coleman load-out at Levack Mine and obviously our trucks have to respect any bad weather but for the most part we've had no problems," he said.

"We have one employee dedicated to removing snow, sanding and salting the walkways each morning. He's been very busy."

Removing the extra snow has posed the biggest problem at Clarabelle Mill as well, where operations are otherwise normal, said superintendent Fred Stanford.

"Our crews have done a very good job of cleaning off the roadways and walkways and sanding those areas," he said. "We haven't had a single 'slip in the parking lot' accident."



A front-end loader is just the ticket to knock a snowbank down to size. Inco crews have been busy trying to keep pace with what is likely the largest winter snowfall in Sudbury's recorded weather history.



In doorways and walkways where large equipment can't maneuver, a smaller bobcat can get the job done in a hurry.



# Computer use revolutionizes training



Computer-based training (CBT) compact discs have narration, text, graphics, still photographs and video to tell employees how jobs are done. "They will be seeing the hands-on work as it's being done," said Paul Laplante, lineman and CBT writer in the Power department.

A system of training developed by the Human Resource Development Group and its training partners in the Ontario Division could become a model for Inco divisions worldwide.

Computer-based training (CBT) may pioneer and modernize the way training is done throughout all of Inco.

"It was a pilot project. Ultimately, it's our vision to make it available at other divisions of Inco such as Thompson, Manitoba and PT Inco (Indonesia)," said Karen De Benedet, supervisor of the

Human Resource Development Group, Ontario Division.

Computer-based training is designed to improve safety, heighten productivity and reduce costs. It offers employees an informative and interactive way of learning. And it works very well. Preliminary results indicate computer-based training increases the retention of information by about 80 per cent.

The response from test groups has been overwhelmingly positive. Of 30 trainees recently surveyed, 98 per cent rated the materials as excellent or good and felt that they

were logically presented, clear and motivating. Interestingly, 41 per cent of this group had never used a computer before.

Development of computer-based training started in 1995 with the massive task of converting some 60,000 pages of training documents into computer format for use at underground and surface operations.

As we approach the turn of the century, computer-based training is seen as a powerful way to keep Inco people up to date with working procedures and safety standards and for teaching new employees.

"It's designed to augment training," said Paul Laplante, a lineman in the Power department and writer of training modules in Sudbury.

"We used to have slide shows in the 1970s. Recently, we were considering going to video as a new training tool," Paul said.

Now that employees have more access to computers and use them at work and at home daily, moving to computer training is the next logical step.

"Computer-based training modules can also be upgraded more easily and quickly. And they are transferable to any computer that can run the program," Paul said.

Modules, often in compact disc format, can run in most modern personal computers. They use graphics, animation, still photographs, video and sound to illustrate the best and safest way to do the job.

"They (viewers) will be seeing the hands-on work as it's being done," Paul said.

The computer-based training modules have been designed to new Inco computer standards so they can run over most networks and most modern personal computers.

The audio-visual modules can also be shown to a group of people in a conference room.

"Computer-based training offers users several key advantages over paper-based training," said Stan Pasierowski, training specialist in the Human Resource Development Group.

"Employees learn more going through the training information at their own pace."

Users also become active participants in their training since the modules are interactive, Stan said.

"Computer-based training is particularly useful in the mining industry," said trainer

John Boden.

"We can simulate unusual events on computers that we could never do on paper. This represents a significant safety advantage."

As existing modules are updated and new ones developed, computer-based training will become an invaluable resource for all Inco employees.

Stan explained: "That means maintenance mechanics in a garage at the 6,000-foot level of a mine will have access to a computer with the necessary reference tools for troubleshooting and repairing equipment. Our vision of this whole project is information on demand - anytime, anywhere."

The computer-based training project is moving forward with four full-time writers working on more modules. They'll work with seasoned departmental writers to increase production of computer-based products.

Stan said there's a lot of ground to cover, pointing out that there are 729 manuals in the Ontario Division training system. All the manuals will be converted during the next three years to a variety of multimedia computer levels.

Karen summed up the project saying, "Over the past two years, we have piloted the computer-based training concept, learned much through the production of 14 modules and are continuing to move toward our ultimate goal of making computer-based training a way of life in training in the Ontario Division. Each new day brings new challenges in the world of computers. However, we continue to work through those challenges knowing this is the only way to increase training's contribution to improved safety, productivity and costs."

## BRIEFS

### - FORKLIFT SAFETY STANDARDS COMING -

New forklift safety standards are on the way from the Ministry of Labor as a result of a high number of lost-time injuries in recent years.

From 1990 to 1995, 7,960 lost-time injuries related to forklifts occurred in this province, the Ontario Natural Resources Safety Association has reported.

Lift truck accidents claimed six lives in Ontario in 1995 alone. "Operators and their fellow workers are being injured on the job nearly every day," reported the ONRSA, a North Bay-based organization governed equally by workers and management of natural resources sector workplaces.

In 53 per cent of fatalities from 1990 to 1995 the operators were killed while 47 per cent involved the deaths of people working around a forklift.

The ONRSA said 41 per cent of the fatalities resulted from problems carrying a load and 49 per cent involved run overs, tip overs, collisions and falling from dock areas.

The Ministry of Labor is drawing up new guidelines to govern adverse conditions that fall into four categories - people, equipment, materials and environment.

The ministry intends to respond to findings of coroners' juries which have identified inadequate training of lift truck operators as a major cause of fatalities and injuries in Ontario.

The proposed ministry guidelines set out what are believed to be the key elements of an effective lift truck safety program and

minimum requirements for each element. They include: operator competence; competence to maintain, repair or modify equipment; pedestrian awareness; supervisor competence; joint health and safety committee involvement; lift truck maintenance; selection of lift trucks; hazard identification; knowledge of applicable legislation; traffic management and facility design.

Here are some tips on the safe operation of forklifts or lift trucks:

- If possible keep lift truck operations separated from pedestrian traffic and other workers;
- Ensure pallets are strong enough to support the weight of the load;
- Ensure the load is properly stacked and, where applicable, tied down;
- Keep overall height down to maintain a lower centre of gravity;
- Heavy objects should be placed toward the bottom;
- Round objects should be blocked and tied;
- Fork spacing should be adjusted to compensate for pallet width as well as load size;
- Ensure vision is not obstructed by the load;
- Use extra caution on inclines or declines;
- Monitor the adequacy and mechanical fitness of equipment;
- Don't hop into the driver's seat until you've been trained in safe lift truck operation;
- Do not permit anyone to stand or walk under the loads or ride on loads.



# Yard clean-up improves mine efficiency

By Catherine Shebeski

A major yard clean-up at South Mine has translated into better organization of supplies, cost savings and stronger safety.

South Mine yard boss Tom Smith and heavy equipment operators Ernie Lachance and Don Leith have been working to see that the South Mine yard moves underground supplies more efficiently.

All materials coming into the mine go through the warehouse and the yard, which services the underground work crews by delivering necessary supplies.

As a result of the clean-up project, the yard now has a 92

per cent recovery rate on pallets and shotcrete bags. The materials are stacked underground and brought to surface by operating crews for storage and recycling. What used to be sent to the dumpsite – or even end up in the muck stream – is now sorted and sold as part of the yard maintenance program. The same is true for steel, wood and electrical cable.

Mike Turajlich at the warehouse receives requisitions and makes sure that certain supplies, such as sheet screen, are on automatic reorder. Tom takes inventory of items in the yard, makes sure supplies are adequate and ensures requisitions are in order.

But the first step in the yard clean-up was to find out exactly what supplies were there. Outdated crusher parts and vent pipes were not wasted – they were sold as scrap metal. Underground fans were sorted and sent out for repairs and any broken fans are now serviced on a weekly basis. Tires that were obsolete were also recycled to recover costs.

New racks have been built for cylinders and batteries and the cold storage area has been completely cleaned out. It is now used to store electrical and maintenance equipment. Small tires have been designated a space and Tom had a roof built over this area so the tires will not be damaged by falling ice.

"This has been my pet project," said Tom, who has been in the mining business 33 years. "I love working in the yard."

In the South Mine yard today, every supply has its own place and a new blueprint of the yard will be created to reflect the clean-up.

Until two years ago, the South Mine yard had no radios, but now radios double as time-saving and safety devices. Tom and his crew can operate more effectively with the use of quick communications and the yard is operating at peak efficiency. Orders can be met faster and last-minute requests can be handled easier.



There's no mistaking who's the boss at South Mine, at least where the yard is concerned. "I love working in the yard," said Tom Smith, part of a team which has the yard operating at peak efficiency.



As part of the extensive clean-up effort at the South Mine yard, every item now has its own place. This roofed storage area for small tires was built to prevent the tires from being damaged by falling ice.



Improved communications between the warehouse and the yard at South Mine means items such as screening are always in adequate supply. The clean-up project has made keeping track of inventory for all supplies much more efficient.

## Digital cameras aid operations, safety



Dave Butler, maintenance planner at South Mine, checks out some shots on-line. The digital camera in use at the mine allows Inco employees to check equipment underground and study it moments later on surface. The camera provides almost an immediate look at its photos. "It's right here, right now," said Dave.

You want it now. Well, digital cameras now being used at several Inco work sites give it to you now.

Digital cameras even beat the one-hour photo services available at retail stores because there's no film to process.

These cameras, which cost about \$450, are starting to be used in regular day-to-day operations at a few mines and plants in the Ontario Division.

"It's really handy. We use digital pictures as a functional part of the mine automation program," said Kevin Talevi, maintenance technologist at

Copper Cliff South Mine.

After a photo is taken, it can be immediately downloaded onto a computer screen, simply by connecting the camera to a personal computer.

Photos can be used as the basis for running equipment remotely.

The digital photo is laid into a computer program and used as a chart for selecting functions.

Kevin explained, "On a photo you can click your mouse on part of the picture to start and stop anything you want like crushers and pumps, or to open and close valves."

The cameras also provide the most up-to-date graphics for presentations to employees.

Presentations can include the latest photographs from an ongoing project, Kevin said.

"You can use an actual photo with your report – instead of just a photocopied photo."

Claude Leclair, electrical planner at South Mine, said in the year that the digital camera has been at the mine it has slowly crept its way into many departments.

"I take it down to examine cable damage to assess what repairs are needed," he said.

The cameras are also in use at Creighton, Garson and Frood-Stobie mines.

"It's so fast. You can show people what you're talking about as soon as you come back to surface," said Ron Stewart, ventilation technician at Stobie Mine.

The cameras are not only starting to appear at more work sites, but they are also being used for an increasing number of purposes.

"The OSHE (Occupational, Safety, Health and Environment) committee uses it," said Rick Rose, preventive maintenance coordinator at South Mine.

Rick likes it for the same reason people in other jobs do.

"There's no waiting. Everything is right there."

As a representative of Steel-



Claude Leclair, electrical planner at South Mine, said using the digital camera is handy in his job as well. "I take it down to examine cable damage."

workers Local 6600 on the South Mine OSHE committee, Rick finds the camera useful for pinpointing potential safety hazards.

"If somebody turns in an 079, which is a report of an accident or potential one, an OSHE rep goes underground with the camera and takes pictures of the area for the report," he said.

The camera is then connected to a computer terminal where photos can be selected and printed on the spot.

"We can then use the photos in a safety talk before the next shift goes down to show them a potential hazard," Rick said.

"So the digital camera has also become an accident prevention tool."



You're looking at a photograph taken by a digital camera in this shot, industrial mechanic apprentice Kevin Winn removes scrap material during a rebuild of a crusher feed box at the 4,000-foot level of South Mine.



# Sports Sports Sports Sports Sports Sports Sports

## Age no obstacle for hearty hockey heroes



These Pension League hockey stars took time out from their annual luncheon to pose for a team photo. Seated from left are Severo Zanatta, Sonny Gawaiko, Bob McNeil, Bill McDonagh, Red Maier, Albert Rebellato, Gerry Forest, Bill Drury and Ken Collins. Standing from left are Eric Fenton, Vern Johnston, Bob Brawley, Gerry Ross, Gerry Funk, Edwino Santl, Dave Gobbo, Hilton Fowler, Ello Flora and Ray Campbell. Team members not shown are Frank Zanatta, Roy Santala, Silver Marcon and Al Rondina.

**H**ockey's a tough, rock'em, sock'em sport meant for young men to play.

But even Hockey Night In Canada loudmouth Don Cherry better not tell these guys they're too old.

Pensioner Hockey, originated and still dominated by Inco retirees, doesn't have a player younger than 50. But it does have a few in their 70s.

Take **Hilton Fowler**, 71, who completed 32 years with Inco in milling. He still loves to play.

Like his teammates, he doesn't take the game or his calibre of play very seriously.

"What position do I play? Lousy."

Actually, he's a defenceman and the oldest active player of the 24-member league.

Hockey is his chance to get some exercise, he said during the league's annual lunch at the Caruso Club.

"I try to get out of the rocking chair."

Self-mockery takes up as much time as ice time with this bunch.

These guys aren't quite ready for the rocking chair.

At an average age of 67, they still play twice a week.

"I'm a little bit slower now. But the new retirees aren't so slow. They give me a hard time," said Hilton.

The play isn't generally too rough, he added.

"He's the rough guy," said **Gerry Funk**, 55, a 30-year Inco man. Gerry plays centre.

"You can put 'slacker' in brackets," Hilton interrupted.

**Red Maier**, 69, who retired as a Smelter foreman with 35 years service at Inco, plays several different positions in the league.

But he insists he's not a rover. No one will admit to being old enough to have even heard of that position.

Actually, no one on the team is too upset about being an "older adult," as the current politically-correct term describes them.

"I watch the young guys (65-year-olds) go that way and then I watch them come back again," Red said.

"My position is mainly on the boards."

But don't let the 15 and 20-year plus veterans of this two-team league fool you, **Ed Santl** warned.

"They're still tough customers," said the kid of the group - himself a 56-year-old former maintenance mechanic from the Nickel Refinery, who retired after 35 years service.

Perhaps only **Dave Gobbo**, 54, a Falconbridge Limited pensioner, is younger.

At least he's the only one who claimed to be. This is not a youth-obsessed group, despite their sport of choice.

In fact, no one wants to be the youngest guy or the goalie for that matter. (Goalies have to stand still and crouched down too long, not to mention the puck bruises.)

The guys in their 50s seem to get the most ribbing.

"Shame on you, a 71-year-old just took the puck from you."

That kind of thing.

They're all juniors to **Vern Johnston**, who claims to be 82.

He was 82 when he played the last game of his last season last March.

Vern, who retired some 20 years

ago with 40 years service in Inco Mines Maintenance, wanted to quit while he was still in top form.

Hockey has been a big part of his life and he just didn't want to quit too early, he said.

"I came here in 1937 to play hockey," he recalled.

"Vern quit because he couldn't score on a breakaway anymore," piped in Dave.

But Red said there's another reason. "His girlfriend made him quit."

Nonetheless, Vern didn't want to miss the annual lunch.

"They're a good bunch of guys," he said. And that's the reason he's played as long as he has.



North Mine retiree **Gerry Funk** lines up against Stoble pensioner **Gerry Forest** for a face-off.



Warming up prior to game time are **Eric Fenton**, formerly of Industrial Relations, **Frank Zanatta**, formerly of Matte Processing, and **Red Maier**, formerly of the Smelter.



Machine Shop pensioner **Severo Zanatta** moves the puck up ice along the boards as Stoble Mine retiree **Gerry Forest** moves in from the right to cut him off during pensioner hockey at the McClelland Arena in Copper Cliff.



# Sports Sports Sports Sports Sports Sports Sports

## Inco fathers embrace 'Team Canada'



Jonathan Laakso, Jason Caruso and Mike Mallette are the sons of three proud Inco employees. The three teenagers are members of the Onaping Falls Huskies AAA bantam hockey club which represents Canada at an international tournament in Holland in March.



Hannu Laakso of Mines Research and Mike Caruso of Divisional Shops look on from the sidelines as their sons practice for an upcoming international tournament in Holland.

"If the kids are having fun, then that's what matters," said Hannu.

His colleagues agree.

"I guess it just boils down to the fact that we're behind our kids and we're there for them and always will be there," said Mike who is eagerly awaiting this overseas adventure. "I've never been in a big plane before or gone overseas. I'm looking forward to a vacation. I've had holidays for the last nine years, but this time I'm having a vacation."

Mike will be at the arena during his son's games, of course, but plans to squeeze in some relaxation time between games. Both Mike and Hannu are confident in their sons' abilities to bring home the international trophy a second time.

Repeating last year's performance and taking home Most Valuable Player honors is the top priority for Jonathan Laakso. The 15-year-old goaltender is proud to be representing his country. "It's pretty exciting," said the rookie.

This is also the first trip overseas for 15-year-old right winger Jason Caruso. "I'm looking forward to getting a few points and I hope to get noticed in the tournament by some hockey scouts. I plan to play the best hockey I can. It's exciting to get a chance to play and represent my country. I'm confident we will bring home the cup."

with his season as far as a parent," said Rick proudly.

Hannu, a mechanic with the Mines Research department, is also extremely proud of his son Jonathan whom he says has benefited tremendously from the sport. The team members must maintain a certain academic and disciplinary standard to remain a part of the team. "He's really grown up," said the proud father.

This father is on the sidelines six nights out of seven. With two sons playing hockey, Hannu admits he spends all of his spare time at various arenas.

Mike Caruso and Hannu Laakso spend a great deal of their spare time within the walls of a hockey arena.

The pair have been driving and rushing off to hockey practices, exhibition games and tournaments since their two sons were old enough to skate and now the proud fathers spend their winter months watching their sons' progress.

Their keen interest in their sons' hockey careers has paid off. Both boys will travel to Holland this March to represent Canada in an international hockey tournament and their fathers are extremely excited and supportive of this hockey venture abroad.

The sons of Mike Caruso, Hannu Laakso and Rick Mallette, all Inco employees, are members

of the Onaping Falls AAA Bantam Huskies. The team travels to Tilburg, Holland March 17 to 24 to defend its 1996 championship title. The tournament will feature about a dozen teams from various countries, including France and Germany, with Onaping representing Canada.

Mike, a tradesman with Divisional Shops (steel fabrication shop), is planning to accompany his son Jason to the international tournament and witness the most momentous game in his son's hockey career. "He's really worked to get here. His marks are up in school and he's a better person. He's really looking forward to going. It's a chance of a lifetime."

The exposure team members receive during

the tournament will also enhance their chances of advancing further in their careers. The AAA bantam division is one of the last proving grounds for teenagers hoping to attract attention from Ontario Hockey League scouts. "To get to this level you have to be good. My son is really serious about his hockey," said Mike.

Much of the credit for the success of these hockey players goes to these fathers, who attend a minimum of 60 games a season and practices twice weekly. "It's five hours every second night for me and weekends," said Mike. "We're basically here (in a hockey arena) all the time. But I enjoy watching my son play hockey and the whole aspect of the game. These boys have been preparing for this

(type of tournament) since they were seven years old."

Rick also spends the majority of winter months confined to the local hockey arenas. But the sacrifices have been well worth the outcome. Rick says hockey has had a positive impact on his young son, Mike, who is unable to attend the Holland tourney. "It's helped in the way of team building, socializing and meeting other kids," said Rick. "It's really helped him develop."

And during the past season, Mike Mallette's hockey skills have also developed to new heights, according to his father. "He's been exceptional this year. His game has picked up and he's becoming quite a bit more confident. I'm very satisfied



**Jason Caruso**  
Position: Right wing  
Age: 15  
Height: 5'7  
Weight: 165 lbs.

"I'm going to play the best hockey I can. It's exciting to get a chance to represent my country. I'm confident we will bring home the cup."



**Mike Mallette**  
Age: 15  
Position: Right wing  
Height: 5'10  
Weight: 143 lbs.

"I hope we win again this year."

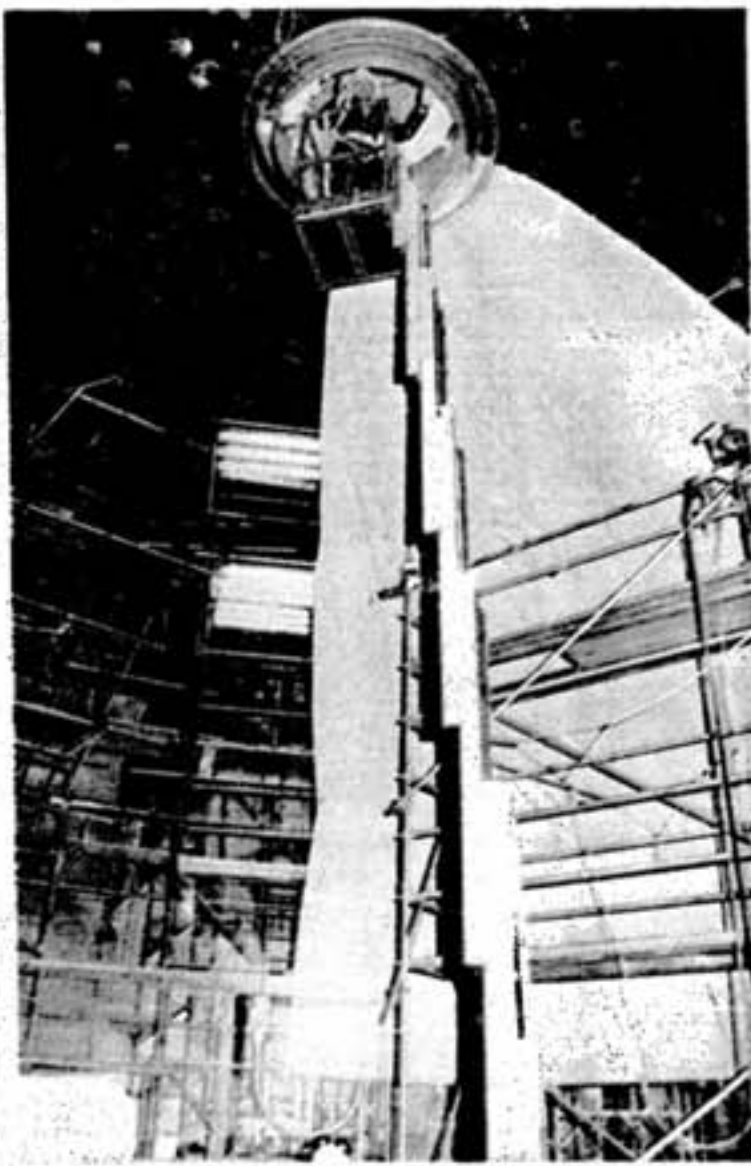


**Jonathan Laakso**  
Position: Goaltender  
Age: 15  
Height: 5'8  
Weight: 140 lbs.

"I'd like to win MVP and bring the cup back for my country."



# Sudbury Neutrino Observatory set to on the 6,800-foot le



Peter Skensved, a physicist, is on a hoist ride about 30 feet up the shaft to work close for some measurements. By the end of this year the observatory will be filled by 7,000 tonnes of ultra-pure water, which will act as a buoyancy barrier to normal

**A**nticipation is in the warm air of the 6,800-foot level of Inco's Creighton Mine.

A subterranean study of subatomic particles is expected to begin late this fall, when the \$70 million Sudbury Neutrino Observatory (SNO) begins its groundbreaking work deep within Inco's oldest operating mine.

Neutrinos are emitted in massive numbers from the core of our sun and other stars. Once in operation, the observatory will help demystify the elusive neutrino and unlock the mysteries of our universe in the process.

"As human beings we have an interest in pushing back frontiers," said Dr. Doug Hallman, professor of physics at Laurentian University and communications director for SNO. "Through SNO's observations we can come up with more explanations as to how our universe works. The data will tell us more about how neutrinos are constituted."

Because of the intricacies of the project, a tremendous amount of planning has gone into every phase of construction and every reasonable precaution is being taken to make sure the experiment achieves the best scientific results.

For the past two years, SNO has operated under 'clean room' conditions in an attempt to eliminate as many potential contaminants as possible.

That means visitors, contractors and employees of SNO have a few formalities to follow.

After walking one kilometre from the base of Creighton's No. 9 Shaft, workers entering the facility must shower to rid themselves of any dust on their bodies.

Following the shower, clean socks, safety boots, safety glasses, soft-plastic overalls, a hairnet and hard hat are supplied to everyone.

Only then are they ready to enter the SNO clean rooms.

All camera equipment and other gear must be specially packaged for the trip underground and cleaned before being allowed into the observatory.

At the entrance to the designated clean-room environment visitors pass through an air-shower chamber about half the size of half an ordinary building elevator. Several jets blow warm air on the individual(s) inside the chamber for about 30 seconds.

Inside the observatory, a tremendous amount of work is underway in anticipation of a start-up date later this year.

"After six years of preparations, there's still a lot of work to be done," said Leland Horsley, a bonding technician with SNO.

But one significant phase has just been completed.

The top half of the acrylic vessel was raised to the upper section of SNO's cavity in the mine and transferred to its 10 suspension ropes.

A 36-foot wide sphere that will house heavy water, the completed vessel will be constructed of four-by-six foot

panels, two inches thick – each of which has to be perfectly aligned and bonded to the next. Painstaking attention to every detail is critical.

An air bubble in a bond of any of the 120 curved panels making up the upper and lower halves of the acrylic vessel could affect its integrity.

With the upper half complete and hoisted into place, work on the lower half is underway.

It's a time-consuming process.

"Each layer of panels takes about one month to do," said Dr. Hallman.

When it's done, the acrylic vessel will be centred in the 33-metre high cavity, where 67,000 tonnes of rock have been blasted and removed.

The vessel will hold 1,000 tonnes of heavy water on loan from Atomic Energy of Canada Limited. It will be surrounded by regular water acting as a barrier against normal background radiation from surrounding rock. The vessel will essentially float in the surrounding water inside the mine cavity, which has a polyurethane, waterproof lining.

Heavy water has an extra neutron in each hydrogen atom making it well-suited for the observation of neutrinos.

When a neutrino strikes the nucleus of an atom a tiny flash of light is emitted and it is those interactions or collisions – not the neutrino itself – which the Sud-

bury experiment is designed to detect. The extra neutrons in heavy water will make those collisions more frequent. Even so, with trillions of neutrinos passing through the vessel each day, a mere 20 bursts of light are anticipated daily.

Both the heavy water and the regular water will be filtered for impurities to produce the cleanest water in the world, said David Bailey, SNO water system operator.

"We want to remove as many of the minerals as possible," he said. "Any particulate matter can clog up the system."

Ultra-pure water is also essential to ensure the lowest possible interference with the neutrino signals.

All of SNO's materials and equipment during the last six years have been taken underground in special containers and trammed to the observatory.

The heavy water will come essentially the same way, in special rail cars.

Much care will go into the transport of that precious cargo, said Mr. Bailey.

"We can't lose a drop. It's just on loan."

With all the logistical problems inherent in constructing a state-of-the-art laboratory 6,800 feet underground (the first of its kind in the world), why not seek a more accessible site – say on surface?

To observe the tiny neutrino signals, the observatory needed to be impervious to cosmic rays of the solar system, said Dr.



Laurentian University physicist Peter Skensved is also the communications director for SNO. He is in order to be clean enough to regular shower then a warm doesn't enter the 'clean-room'

Hallman.

At a depth of 6,800 feet underground the interference will be at a minimum.

And since Inco already had a shaft deep enough, Dr. Hallman said SNO was fortunate to be allowed to set up shop at Creighton.

"When Inco agreed to support this – that was a turning point in the plan-



# unlock scientific secrets by year's end

## of Creighton Mine

n's University, took  
ing him to get in  
e top of the dome.  
ill hold 1,000  
ater be surrounded  
lar water as a  
ound radiation.

### All you wanted to know about neutrinos but were afraid to ask.

Neutrinos are subatomic particles emitted in massive numbers from the core of our sun and other stars. Neutrinos are one of three basic building blocks of nature that can't be broken down any further. The other two are electrons and quarks.

Exploding stars also produce neutrinos. In 1987, such a supernova led to a neutrino burst seen by two laboratories.

Two hundred trillion trillion trillion neutrinos are created at the sun's core each second.

Neutrinos are travelling through your body right now.

Moving at the speed of light, neutrinos rarely interact with matter. Of the billions passing through a person's body every day only one or two will stop inside a body in a lifetime.

Earth receives about 100 billion neutrinos in a square inch each second, mostly from the sun.

A typical neutrino, absorbed in the heavy water of the SNO detector, will produce a light flash which will reach about 30 of the 2,000 light detectors (photo tubes) at the observatory.

About 3,000 to 10,000 useful neutrino events will be measured each year at SNO.

Neutrinos are thought to have no mass or electrical charge. In some ways they are similar to particles in a ray of light - photons.

Neutrinos were proven to exist in experiments conducted some 37 years ago.



isor Doug Hallman, who is  
or SNO, took two showers in  
he observatory. First a  
ower to ensure any dust  
onment of SNO.



Hutty Whitney, a  
contractor working at  
SNO, is reflected in the  
massive acrylic vessel as  
he looks over some of the  
latest work done.

As a SNO bonding  
technician, Leland  
Horsley of Capreol gets  
to see every section of  
the acrylic vessel. His  
duties include checking  
the bonding of the  
panels that make up the  
transparent sphere.



ning of the observatory.  
We're really indebted to Inco  
in many ways."

He said it would have cost  
more than \$100 million to  
develop a shaft to a similar  
depth for the experiment.

The effort involved in  
planning and constructing  
the observatory has been tre-  
mendous.

But scientists are con-

vinced it's well worth it.

The scientific payoff and  
impact on humanity's un-  
derstanding of the universe  
could be huge.

SNO has excellent poten-  
tial for making the most ac-  
curate measurements of  
numbers and types of neu-  
trinos coming from our sun.  
It will check a theory that  
neutrinos could change from

one type to another on their  
way from the sun.

It will also search for a  
mass for the neutrinos, cur-  
rently thought to have no  
mass. It will help determine  
whether neutrinos form a  
part of 'dark matter', unseen  
material which astronomers  
believe makes up most of  
the universe. Dark matter  
has never been observed, but

is believed to exist based on  
the behavior of stars and gal-  
axies in our universe.

With that connection to  
dark matter, neutrinos could  
serve as a sort of cosmic  
doomsday clock.

It sounds a bit far-fetched,  
but it's well within the realm  
of possibility.

If neutrinos have a mass,  
they could slow the current

expansion of the universe  
and reverse it, causing a col-  
lapse.

But don't withdraw your  
mutual funds yet. A univer-  
sal collapse would not be  
possible for many trillions  
of years.

Still, it's one of the inter-  
esting questions for the ex-  
perts at SNO and for people  
around the world.











# LETTERS

TO THE EDITOR



**Editor's Note** - Now in its 23rd year, the Inco Cup is the premier alpine race series in Northern Ontario, attracting youth from across the province. This year's races attracted an average of 96 skiers at stops in Timmins, North Bay, Sault Ste. Marie and Sudbury. Twelve races were held during the four events - six slalom, three giant slalom, two super giant slalom and one dual slalom. The series attracted media and advertised coverage in such far-off centres as Ottawa, Kitchener, Northern Michigan and Thunder Bay. Here is a sampling of letters received from participants.

Dear Editor,

I would really like to thank you for sponsoring the races and I would also like to thank you for all the support you have given us. I have been racing for three years and you have always been there to support me. Ski racing is a great sport and if there weren't great people like you to help us out, young racers in North Bay wouldn't be able to get a chance to do this exciting sport. I really enjoy your races and I would just like to say thanks again.

Sincerely,  
Owen Nicholl  
North Bay Ski Team

Dear Editor,

Thank you so much for sponsoring our races. It is greatly appreciated by racers, coaches and officials. Because of your sponsorship we have been holding races in Timmins, Sudbury, Sault Ste. Marie, Ottawa and North Bay. The races have been successful throughout the years. I am 13 years old and I race for the North Bay Ski Team. This is my first year. I am doing very well so far. With your help we've gotten hats and other neat stuff. My team and I are very thankful. You've been a lot of help.

Sincerely,  
Gillian Johnson  
North Bay Ski Team

Dear Editor,

I am 13 years old and on the North Bay Ski Team. It is my first year on the team and I'm having a lot of fun. I am improving my skiing, going places I normally wouldn't and meeting new people. I am getting really good at organizing my time. I keep up well in school and am very busy. My paper route helps me earn a little money to pay for some of the costs of my skiing.

This has been my first year being billeted and I've had some really nice billets and wonderful places to stay at. I think it is really nice how people you've never even met before let you stay at their home. At my billet's in Timmins one of their kids took us skiing. My billets in Sault Ste. Marie had a chalet one km from the hill. One night we even went tubing at the Ski Hill.

Thank you very much for helping to make this possible with your sponsorship. Please continue to sponsor the Inco Cup Series in the future.

Sincerely,  
Dustin Wall,  
North Bay Ski Team

Dear Editor,

For the past three years I've been racing for Inco. And without your support I don't think it would be possible to have as many races as we do now. On behalf of myself and the Timmins Ski Racers, I would like to thank you for your support and sponsorship. Your support is much appreciated as we continue to have a great time.

Thanks from me, for your support,  
Evan Huisson  
Timmins Ski Racers

Dear Editor,

This year has been great! Your support over the years has been much appreciated. The year went very well for racing and competition. Without Inco, our circuit would not have any good races, and well organized ones at that. I've always had fun at these races and I'm sure that is the way everyone else feels too. Your support has allowed the different racing teams to come together and test and improve the racing skills of each individual. Thanks a lot for all the help. Hopefully the years to come will be as fun as the past years.

Sincerely,  
Tamara Collins  
Timmins Ski Racers

Dear Editor,

It is with great appreciation that I thank all the hard working members of Inco who have sponsored me so faithfully. I can take great pride in knowing that such a company sponsors the sport of alpine ski racing in Northern Ontario. Not only is your support encouraging for the racers but also their families who, thanks to this support, may witness the dreams and aspirations of these racers come true.

Sincerely,  
Erick Koroschetz  
Timmins Ski Racers

Dear Editor,

This year I decided to join the North Bay Ski Racing Club to compete at the Inco Cup level. I had heard much about the competition and the races, the travelling and just about everything else and I thought it was going to be a fun experience and that I'd meet a lot of new people.

I soon found out it was so much fun getting to travel around Ontario with a team to all the different hills.

So far, I have had nothing but great experiences competing at the Inco Cup level and I'm looking forward to the remainder of the season and the next.

I'd just like to take this opportunity to thank you, Inco, for supporting the races and letting us, the racers, enjoy the great sport of skiing.

Sincerely,  
Nick Grant  
North Bay Ski Team

Dear Editor,

My name is Ben Bisson and I am a part of the Timmins Ski Racers. I am a J2 racer that really enjoys skiing on the Inco circuit. I have really found that the Inco races are well organized. I think that it is great of you to sponsor all the races for so many years.

I hope you will continue your sponsorship for many years to come.

Sincerely,  
Ben Bisson  
Timmins Ski Racers

Dear Editor,

Thank you very much for sponsoring this series. I'm glad that there are nice people at Inco willing to put their time into making the races happen. I don't know if there would be a series if we didn't have such a great sponsor. So, thanks for helping kids like me try to complete their dream of racing.

Sincerely,  
Steph Clement  
North Bay Ski Team

Dear Editor,

I would like to take this opportunity to thank you for your continuing support over the years and hopefully in the future. This is my third year racing in Inco Cups and I have enjoyed every minute of it. Without this series I, and my teammates, would have no chance to race against other clubs which really brings out the competitive spirit.

I would like to thank and congratulate you once again on this great race series you run.

Sincerely,  
Mathew Lloyd  
North Bay Ski Team

Dear Editor,

I would like to thank you very much for supporting our downhill ski racers this ski season and also the ones in the past. This year there have already been a couple of Inco races and I've raced them all. Everytime I look forward to another race sponsored by Inco. I especially enjoy all of your races compared to all the others. I look forward to the final weekend and all other races in the future.

Thanks again,  
Jennifer Mach  
Timmins Ski Racers

Dear Editor,

My name is Michael Chute and I am on the North Bay Ski racers. I would like to thank you for the wonderful ongoing sponsorship you have provided the racers with. We could not have ran any of the races without your help.

So, again, I thank you.

Sincerely,  
Michael Chute  
North Bay Ski Team



## BRIEFS

**CENTRAL MILLS  
GOES BOWLING**

Central Mills will hold its annual Bowling Tournament at Plaza Bowl on May 3 at 7 p.m. The first 24 teams of six will be entered at a cost of \$15 per person. For more information contact **Ted Wilson** at 682-8633, **Susan Benoit** at 682-6761 or 522-7806 or **Angie Gagnon** at 682-5730.

**LADIES CURLING MARKS  
50 YEARS**

The Copper Cliff Afternoon Ladies Curling Club is celebrating its 50th anniversary and invites all charter members to a closing banquet in late April (date not yet announced). Any charter members wishing to attend should contact **Lois Walli** at 705-692-4900, **Wanda Brush** at 682-4861 or write to the Copper Cliff Curling Club, Copper Cliff, Ont., P0M 1N0.

**CURLOOK ENTERS  
HALL OF FAME**

Former Inco Executive Vice-Chairman **Walter Curlook** has been inducted into the Canadian Mining Hall of Fame.

Walter was honored for his contributions to mining, metallurgy, research and de-

velopment and environmental protection.

Walter's greatest impact in the mining industry was his direction of the \$600-million sulphur-dioxide abatement program completed a few years ago at Inco's Sudbury operations, the Canadian Mining Hall of Fame noted.

Originally from Coniston, Walter also oversaw the development of Inco's fluid bed roasting process, which brought about improvements in the carbonyl process.

The Canadian Mining Hall of Fame inducted six other pioneers at its annual dinner in Toronto bringing the total to 76 members.

The Canadian Mining Hall of Fame was established in 1987 to recognize exceptional accomplishments in the Canadian mining industry.

**ENVIRONMENTAL  
COMMITMENT**

The Voisey's Bay Nickel Company (VBN) has been studying a lot more than ore deposits in Labrador.

Since the mine/mill project was registered for environmental review in the fall of 1996, a variety of issues were researched including what animals are present at what times of the year, what metals are present in the flesh of animals, vegetation, ma-

rine life, as well as cultural and historical locations and socio-economic impacts.

"Protecting the environment is key to the mining industry," said **Bill Napier**, vice-president of Environment, Health and Safety with VBN.

Prior to mining and mining-related construction, an environmental assessment must be completed to ensure the protection of air, forests, lakes, rivers, animals and people in the area.

The Environmental Assessment and Review Process is multi-stepped and requires input from varied areas of expertise and the general public.

Before the mine/mill is approved, it will go through a public hearing process. Approval for the mine/mill project is expected in the spring of 1998, with construction to follow immediately.

**ABORIGINAL RESEARCH  
PARTNERS**

Aboriginal participation continues to increase as the VBN project progresses.

"The archaeological research at Voisey's Bay is an excellent example of how good cooperation can be achieved between mining companies and Aboriginal groups when parties are com-

mitted to protecting our historic resources in Labrador," said **Valeri Pilgrim**, a spokesperson for the Labrador Inuit Association (LIA).

A detailed archaeological survey was done around the Voisey's Bay mine site, encompassing VBN, the LIA and the Mushuau Innu Band Council.

The primary focus of the survey was to identify and characterize the archaeological resources that could potentially be affected by the construction and operation of the mine/mill.

The survey included a two-week training program, with the participation of 26 Inuit and Innu researchers.

Sites identified and sampled covered 250 square kilometres. Research revealed the discovery of 125 archaeological sites, 15 of which pre-date European contact. Another 75 sites contain remains or evidence of Innu, Inuit or settlers' activities.

**INCO FORECASTING GROWTH**

Over the next five years, Inco will increase world nickel production by 86 per cent.

Overall cash costs will be 89 cents U.S. and total annual capacity will be 750 million pounds.

These forecasts were made

by Inco Chairman and Chief Executive Officer **Mike Sopko** in Toronto, at a meeting with financial analysts.

**Peter Salathiel**, who retired recently as Executive Vice-President of Marketing, said the future of nickel is tied to the stainless steel industry that accounts for about two-thirds of nickel consumption.

He estimated stainless steel production at 15.7 million tonnes in 1997, up a million tonnes from 1996. That will require one million and 25 thousand tonnes of nickel.

He said Russian production should not increase significantly over the next three or four years and so the supply/demand fundamentals look good for the next two years.

One possible area of growth is with nickel batteries for electric vehicles, he said.

"If one per cent of North American vehicles were powered by a nickel battery system that would take about 25 to 30 million pounds of nickel a year," he said. Battery powders are value-added nickel products, which draw a higher price than commodity nickel from the London Metal Exchange.

# Canadian ball hero starred at Inco

continued from page 16

those days all the Inco teams - Frood, Garson, Creighton, Coniston - were importing players, but you had to do some work, too.

"It was good ball, close to semi-pro. We had a number of players down from the pros, guys like **Bill Fine**, he'd been with Philadelphia and the great **Connie Mack**. Frood had a fellow, a first baseman name of **Lefty Esbaugh**, he'd been with Detroit.

"Babe jumped to the Toronto Maple Leafs from Creighton in '39 and then with the Athletics (of the American League). He was a good pitcher... fast, a good breaking ball, a good hop. We also had another pitcher called **Bill Tennant** from Smith Falls. Bill and Babe alternated. When one was pitching the other played first base and they were good hitters as well.

"Babe had the good breaking curve ball. Bill was a little faster but he was wild. Babe was a good guy to catch. His only trouble was he had too good a control, too many down the middle. But they got rid of that when he got into the pros."

After notching a 17-14 record with Philadelphia in 1942, Babe joined the Royal Canadian Air Force. A tail-gunner on a Halifax bomber, he was shot down on his 26<sup>th</sup> mission over the Baltic Sea and was taken prisoner until May of 1945. He went on and posted a 19-9 record in 1947 but by the summer of 1950, in a 1 1/3 inning appearance with the Boston Red Sox, his major league glory was over. He was inducted into the Canadian Hall of Fame in 1993.

"I always felt sorry for Babe," Mac was saying. "I knew he had a lot of bad years after the war. I always thought he was real fine fellow."

As for himself, he celebrates 64 years of marriage to his wife **Mildred** next month and looks upon his Inco experience warmly.

"I heard one good saying from my days at Inco. The head accountant in Copper Cliff brought out the comptroller from New York and introduced me this way, 'Here's Mr. McGowan. He came to play ball and stayed to work.'"

**Whatever happened to . . . ?**

When he thought of retiring six years ago, **George Walli** had his sights firmly fixed on gunsmithing as a hobby to occupy his time. George, a senior analyst with Central Process Technology with 34 years of service in 1991, has done all of that and more. For 2 1/2 years, he's been building a camp out of logs on Manitoulin Island. That means cutting and peeling the logs and erecting a 30 foot by 30 foot structure that's "livable," says George. Still, his focus is on gunsmithing. "I build them, shoot them, target practice, hunt. I do the odd jobs for guys. I make everything from black powder right through flintlock, caplock and modern ones, everything from the 17<sup>th</sup> century up. Believe me, you've got to have a hobby to take up your time. My time just flies," he says. "Retirement sure beats carrying a lunchpail. Sure, I'd go back into mining if I had to do it all over again, maybe engineering." . . . **Bill Koivu** remains convinced that you have to be prepared psychologically and financially for retirement before making that fateful decision. He followed his own advice. He was 65 and with

44 years of service with Inco, the last 20 working in plant protection before he decided to go in 1991. "You have to be prepared to go. If you go too soon and have to live on a small pension and get another job or if time starts to get the best of you, you'd have been better off at work," he says, adding he still cross-country skis, works out at the gym three times a week, golfs and sings in two choirs, the recent Sudbury Shrine group and the Finnish Male Choir of which he's been a member for 27 years. He also puts in the occasional stint as an Inco tour guide. "Inco was certainly good to me. I've got nothing to complain about. We went through thick and thin. But it definitely improved over the years." He stayed as long as he did because he got immersed in the new technology of computers and because he enjoyed plant protection. "It was very challenging to learn the computer. But just going to work, meeting the fellows, being busy and meeting people, it was a good life." . . . Another veteran with equally long service, **Orville Davidson** offers young people starting out today the advice of "working hard and working steady." From the Smelter to Creighton to the Smelter, Stobie and Maintenance, he logged 45 years before bowing out in 1992 as a first class mechanic. "Right now, things are hard out there so I tell everybody to stay in school," he says. A Korean War vet, he returned to Korea in 1995 with a group of Canadian veterans, met some old soldiers he knew from his youth and was welcomed back by ordinary Koreans. He keeps busy around the house and visiting his children. "Everybody's got their own way (of spending retirement). My idea was to relax, take it easy." . . . **Marcel Aspirot** left his Gaspé home at the age of 17 to spend the next decade-and-a-half earning a living in the woods. He came to Inco in April, 1966, stayed 26 years and looks upon his time as the good years. A skiptender at Stobie when he left in 1991, Marcel misses his old co-workers but still sees some of them at the shopping centers. "They (the new guys) better watch out. They make more salary today but there's more taxes. I hope they get a good pension," he says . . . **Bruce Hofford** is as busy in retirement as he was working as an industrial engineer with Mines Research at Crean Hill. He retired with 33.5 years of service in 1991. A canoeist, he does a lot of remote, multi-day fishing expeditions north of Algoma, Thunder Bay and Moosonee. "I don't miss work. Who'd miss work? I miss the people. You have to keep busy. If you don't, you'll disappear pretty quickly. Retirement's good if you're suited for it. Some people may not adapt to retiring as quickly and as well as others. But everybody I talk to seems to be enjoying themselves," he says. "I enjoyed working for Inco. It was a good outfit to work with, a good outfit for me." . . . **Bruce Liefso** spent 39.5 years as a production miner at Inco and would do it all over again if he had the chance. "Sure, I'd do it again. I worked two or three years on construction and you knew what work was. When you came to Inco and worked in production you were pretty well your own boss. I would say if a young guy could get on at Inco today, you'd be damn lucky. Nowadays, even with a good education, you'd be lucky to get on. Mining's changed a lot," he says. He was at Frood when he retired in 1991 and while his wife's been ailing, he's feeling well. "I don't do much of anything right now but you'd wonder when you had time to go to work."



## Savings funds properly key to financial plan



### INCOME ideas

by Susan LeMay, CMA

Last time we talked about a start on financial planning by paying yourself first. Once you've made that commitment, more decisions have to be made.

#### Where to Put Your Money

If you are going to make the effort of finding ways to pay yourself first, then you want to be sure that your money is going to be where you want it and available when it is needed. January and February have seen a deluge of advertisements by mutual funds and financial institutions offering great investments for your money. The considerations here are what you plan to do with the money and when. Your choices range from money market funds to term deposits and Guaranteed Investment Certificates to mutual funds. Just be aware of what each has to offer in terms of return and liquidity.

As you move further along in a financial plan, you will find that you will use all of these choices as part of your strategy.

#### Short Term Planning

This is the first stage in any plan. What are the immediate goals? The first one is to ensure that your debt level is manageable. The first thing to go is the credit card balances because they charge the highest interest. Then look at any loans. Your mortgage is likely longer term and reducing it will be part of longer term strategy. Pay down your credit card balances with the first of those payments to yourself. If credit card use is your downfall then consider putting the cards away where they cannot be easily retrieved for impulse purchases. The safety deposit box if you have one is a good place.

The second short term goal is to establish an emergency fund. The rule of thumb here is to work yourself up to an emergency fund of three months of living expenses. To do this, you will have to list your monthly expenditures to ensure that the amount you set is realistic. Don't be surprised at how much you spend each month on essentials like mortgage or rent, transportation and food. You may find places to save so you can pay yourself first as you do this exercise. That would be terrific, but is not essential.

It is easy to know where to put the money that pays down debt. It goes to your creditors. Then when you begin to build an emergency fund, you also have to decide where to invest. There are two considerations in an emergency fund. The money needs to be easily accessible. You also want it to be earning some income as an investment. The safest, most accessible choice is a savings account. You pay for safety and liquidity with lower interest rates. Right now interest rates are very low, so bank accounts pay next to nothing. Another choice is term deposits. They are able to be cashed at a specific time and you may need emergency funds before they come due, or as a penalty for cashing in early you may forgo the interest. Money market funds are another choice. These could be described as a cross between savings accounts and term deposits. They have the higher interest rate of the term deposit as well as the liquidity of a savings account.

#### The Financial Planning Pyramid

Your emergency fund is the base of your plan. Financial planning is a bit like building pyramids. You put down a good strong low risk base to build on. Then you begin to diversify, make investments in less liquid higher return and higher risk instruments. From savings accounts and Canada Savings Bonds you move to term deposits and other bonds. In these investments, your initial capital invested is very safe and your interest income is almost assured. You build up value slowly.

When you are ready, you move to equity investments. You buy a part of a company by purchasing its shares, or you buy parts of many companies if you purchase mutual fund units. You are in business in a sense, and with that comes the risks of ownership. The lenders and bond holders will be paid first and you will be paid if there is anything left. The risk varies with the company or the fund. Blue chip stocks usually keep their value.

Many people never build any more of the pyramid than this. The next level is investment in high risk companies and some of us choose not to do this. The rewards are great but there is also the possibility of losing your whole investment.

Next month we will consider the longer range goals and strategies that round out a financial plan.

## LET'S TALK SAFETY

with Ron Rafuse

## Take safety wherever you go

This is the time of year that most of us have had our fill of winter weather and the continuous cold and snow that grips the region through January and February.

Some of you have prepared to take a break from it all and head south to warm climates for a short, action-filled break. So, when you are preparing to leave, remember to put together a checklist of what you need to do for safety protection. Make sure to include extended medical insurance and extra strong sunblock - many people have spent their whole vacation, after the first hot day, in bed with severe sunburns. If you know someone who has gone away for winter vacations for many years, spend some time with them and learn from their experiences. You can have a safe vacation and return home with no sad tales or pain.

By now, you have guessed the thrust of the article. You cannot escape safety. It is part of everything we do. Safety goes hand-in-hand in work, play, and on and off the job. If the rules of safety are not followed, injury, pain and suffering will be the result.

As older employees in the company have years of job experience, they should be the leaders in safety and examples to younger and new employees. This is no different than parents teaching, guiding and training their children about safety at home. We all know that the best way to teach is by example, and younger people look to seasoned employees for examples and guidance on ways to work safely. So, ask yourself - is there any way you would want to work other than safely?

Management at Inco does not condone or want anyone in the workplace to work any other way but safely. This is why we have rules, procedures, training, safety departments, OSHE committees,

work safety representatives and other measures to ensure work is done safely. Each person in the workplace must make safety a personal goal and start to look after each other.

Supervisors' roles are to assign work to employees who are properly trained, ensure they have the tools and the time to get the job done safely and then to act if the persons doing the work are not following the rules, standards and training while performing their duties. There is really no excuse to work unsafely or to take on any task without being trained or qualified. It is not expected nor can it be allowed. Whether you are a supervisor or a person doing the work, we all have a duty to see that it is done safely. Remember, 90 per cent of incidents and injuries are the result of people's actions. The workplace is not safe unless the people in the workplace make it safe. The workplace is filled with machinery, equipment, tools, chemicals, blasting agents and so on. If they are not looked after properly and handled or operated properly by trained people, then accidents and incidents will happen. So, we can see that it is possible to prevent all injuries.

This all leads to establishing a change in the culture of safety and we must continue to move in this direction. Our culture finds it unacceptable to work unsafely or take shortcuts. Unsafe work will not be tolerated. To sum up what safety culture means, the Ontario Division will provide the tools, training and time to do the work the best way we know how.

Shortcuts will not be tolerated and we will continue to look for better ways to work.

This approach needs the commitment of each individual. How can you as an employee not be committed to working safely?

Ron Rafuse is superintendent of Safety in the Ontario Division





FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Brenda Corcoran (RN)  
and Lisa Nykilchuk (RN - LUSN)

As a health care consumer, you must be conscious and knowledgeable about your health care services.

To make your visit with your family physician more efficient and productive you should pay heed to the following measures:

- Compile a written list of all medication(s) you are taking. Take this list with you and present it to the physician. Medication cards are available at most walk-in clinics, pharmacies and the Sudbury and District Health Unit. However, a simple piece of paper with the correct information printed in a clear, legible manner will serve the purpose.

- Compose a list of all concerns associated with your current illness. Try to ensure the information is as accurate and complete as possible. For example, identify and record the location of any pain and rate the intensity of your pain on a scale of one to 10 with 10 being the most intense pain ever experienced. You should also describe the quality of pain, be it pinching, gnawing, cramping, crushing or burning. Determine if the onset of pain occurs at certain times of the day or with certain activities and whether it is sudden or gradual. Be sure to record anything that provides temporary pain relief.

- If you are visiting your family doctor for more than one reason, you may want to establish a written list of all your questions and concerns to ensure that



all your inquiries are addressed.

- While seated in the waiting room of your physician's office, read the available pamphlets, brochures and magazines containing valuable health-related information.

- Make sure you update your family physician about your family's medical history as well as your own. By providing your physician with up-to-date medical information, you will enable your physician to order pertinent health screening tests and provide you with illness prevention and health promotion education.

- If you are hearing impaired, you may want to bring someone along with you or ask the physician to write instructions down on a piece of paper that you can take home with you. It is essential that you clearly understand the information/instructions you receive from your family doctor so that health care measures can be implemented safely.

- Your current job status is also of concern to your family physician. It is important for your family doctor to know what the essential duties and responsibilities of your job entail as you may benefit from additional or specific health care services.

Implementing the above suggestions will make your visit with your family physician more efficient and beneficial to both you and your doctor.

## In Memoriam

	Date of Birth	Date of Death	Years of Service
Branko Adamovich	08-21-19	01-20-97	32.5
Russell Ashmore	08-12-06	01-20-97	32.4
William Bell	04-04-11	01-11-97	41
Albert J. Bertrand	04-30-41	01-20-97	28.5
Eric Blais	08-31-26	01-21-97	41.5
Leonard Bolton	11-23-06	01-07-97	35
Walter E. Brankley	08-12-11	01-10-97	39
Irvin Fitchett	05-24-17	01-18-97	27.5
Fraser Hickey	02-13-43	01-10-97	32.5
Eldon Furlotte	07-10-30	01-13-97	33
Royal A. Gignac	05-19-49	01-18-97	29.5
John Gudr	03-20-22	01-09-97	32.5
Graham Henderson	00-00-16	02-25-96	41
Aleksy Hunder	01-17-18	01-15-97	33.5
Franklin H. Jenkins	02-14-24	01-12-97	43
Eric F. Kelly	12-26-28	01-04-97	36.5
Floyd Koerner	00-00-23	01-01-97	37
Ovilia Lafond	01-24-13	01-23-97	20
Jerome Lalonde	11-13-29	01-06-97	31.5
Edwin Lang	08-12-19	01-15-97	37.5

	Date of Birth	Date of Death	Years of Service
Melville A. Luck	03-14-11	01-16-97	41
Oninas Malley	09-22-22	01-12-97	33
Jack B. McConnell	10-06-47	01-09-97	25
Jose Novoa	10-18-56	01-02-96	20
John Oystreck	11-08-13	12-26-96	29
Richard H. Pearson	01-07-11	01-05-97	35.5
Reima Rasinaho	12-04-35	01-26-97	36.5
Amedeo Rebellato	03-17-21	01-14-97	37
Yvon J. Savoie	01-19-34	01-05-97	36
Karl Schimpf	00-00-15	12-28-96	23.5
Frederik Schuurman	12-24-45	01-03-97	26
Robert Skelton	01-27-14	01-27-97	24
David F. Thorton	03-10-12	01-03-97	19.5
Ivan Topolskov	11-10-11	07-00-96	17.5
Laurier Turpin	05-01-39	01-23-97	15
Luigi Vizza	01-25-29	01-30-97	28
William Walker	11-28-34	01-03-97	37
Theima Walmsley	04-13-13	01-02-97	29
Raymond Williams	05-22-12	01-18-97	41.5

## Fun and fitness keep darts duo going



Pensioners Tom Taylor, left, and John Miatello enjoy a good game of darts as a way to get some light exercise and meet friends.

Darts is a game you play for life, say pensioners Tom Taylor and John Miatello. "I've been at it since '43. I was 17," said Tom, 70, who retired from Maintenance at Froid-Stobie with 28 years service.

John, 71, who retired from Transportation with 42 years service, can't claim as many years playing darts.

Unlike Tom's 53 years in the sport, John has a mere 39 years throwing the feathered projectiles.

Their 92 years of experience came in handy when they won the 111 Larch Seniors darts championship and qualified to play in the Ontario Senior Games, called Actifest '96, in Richmond Hill.

They won their division at Actifest but lost out in the medal-qualifying rounds. Still, their record was pretty good since they won 26 of 38 games.

They've spent this winter practicing to make it to the provincial championships next year.

But as serious as they are about practicing and playing well, getting out and having fun is what it's all about, John said.

Besides being a good social game that gets senior citizens together, it's also a bit of exercise for those who may not be as active as they used to be during their working years, Tom said.

"For seniors, it's good exercise. You've got to walk eight feet to the board and back again after every throw.

"After 10 games, you've walked a mile."

Competing in the Actifest was also a heartening experience, Tom added.

"It's such a joy to see so many active seniors."



## I heard it down at . . .



## The Dry

by Jerry Rogers

682-5204

Inco Chairman and Chief Executive Officer Mike Sopko delivered the kind of rallying speech to the 13<sup>th</sup> Mine Operators Conference that miners like to hear . . . that Canadian mining is still a major driver of the Canadian economy.

The keynote speaker at the four-day conference in Sudbury late last month, Dr. Sopko told the more than 500 delegates the country's mining industry is thriving today. The number of mines in Canada alone grew to 310 last year from a low of about 280 in 1993.

"This industry has come a long way in the past decade," he said. "We faced tough times and we made tough decisions. We have cut costs, increased our production, introduced new technologies to boost productivity and improve safety and . . . successfully engineered a made-in-Canada investment boom in global exploration."

For the record – and Triangle will have complete coverage of the conference in the next issue – he reminded all of us in the industry of mining's importance.

- It is a \$23-billion industry in Canada.
- It is the mainstay for about 156 Canadian communities and directly employs 340,000 Canadians. In Ontario itself, the direct and spin-off contributions of mining created an estimated \$6.6 billion in personal and corporate income, roughly 106,800 jobs and \$1.5 billion in government revenues.
- At more than \$1,000 a week, the mining business is the highest-paying industry in Canada – its salaries almost double the average wage for all industries combined.
- Almost 80 per cent of what Canadian mines produce is exported and contributes \$15 billion to the country's trade surplus.
- As a world leader in environmentally safe and clean mining practices, Canadian mining does all this while using a small fraction of the Canadian landscape – only 300,000 of Canada's one billion hectares. In other words, just 3/100 of one per cent.
- Canadian mining companies spend more than \$100 million annually on research and development and \$300 million in environmental controls.
- Canada – and Sudbury – is a world leader in high-tech mining and 85 per cent of our mining workforce uses advanced technology today.

## In praise of Inco people

This is the winter Newfoundlanders and Labradorians go west to see what Inco's all about. While their goal is to view the state-of-the-art Smelter and our superb mining operations and to seek out business ties in the community, they're heading home to the Rock blown away by the esprit de corps of Inco employees.

Since last fall, the Division's plants and mines have seen a parade of eastern politicians, business leaders and academics come and go. And almost to a person, the easterners have left impressed by the size and diversity of the Ontario Division and extolling the virtues of Inco people.

Bonnie Hickey, the Liberal MP for St. John's East, and Perry Canning, the Member of the House of Assembly for Labrador West, aren't easily awed . . . that is, until their recent visits.

Ms. Hickey, a veteran Liberal party organizer until her upset victory in the 1993 federal election, spent three intense days at Inco as a participant in Parliament's Business and Labour Trust program. In Sudbury, she was joined by Marian Tucker of the Bell Island Mine Development Committee which is located in her St. John's riding.

"I came here to see the Smelter and it was all I'd thought it'd be, the size and the number of people who work there you don't even see. But that wasn't what impressed me. What impressed me is the morale of the people. It's the people that struck me, their attitude, their pride. From the top to the bottom, from Mr. Sopko to Wayne (Tonelli) who drove us underground (at Stobie). There was absolutely no difference. I came out of Inco thinking

## Inco chairman spells out mining's impact on Canadian economy

they all must own a part of it."

The combination of Inco culture and Newfoundlanders' respect for each other spells success in Canada's most eastern province, she feels.

Perry Canning came as part of the Labrador West delegation to Sudbury, a group of municipal and business leaders from the iron ore towns of Wabush and Labrador City.

Noting the cleanliness of the Smelter and Nickel Refinery, he was clearly impressed, he said, by "the level of recognition of employees' input and the kind of spirit there seems to be with management to ensure that employees have a role in really participating."

After so many tough years with the highest unemployment in Canada, Newfoundland has high expectations for Voisey's Bay Nickel and for the Hibernia offshore petroleum industry.

"It's a great time for our province," Canning adds. "Not only do we have this great opportunity with nickel we have a great opportunity with the offshore oil. We have some great opportunities that will unfold with forestry and some great opportunities for hydro power in Labrador. So this is going to be our century."



The passage of time hasn't dimmed the vivid memories Inco's pioneer women hold of their days working in our surface plants during the Second World War. Their stories also bridge the decades and, in a recent luncheon, they reached out to touch today's women in the Ontario Division. The two generations are, from the left in the front row, Gladys McNabb, Pauline Nadjiwon, Vi Ceppetelli, Marie Desloges, Anita Barazzuol, Shirley Ethier, Violet Stevens-Wirta, Estelle Latta, Sylvia Selhani, Marie Canapini and Cora Hyde. In the second row, from the left, are Myrtle Gervais, Elaine Gratton, Therese Mallette, Carol Lachance, Norma Bellmore, Cathy Desgagnier, Vonda Jack, Cathy Mulroy and Rita McCuaig. In the back row are Patricia Whitehead, Sue Vallier, Laurene Wiens, Carol Vachon, Barbara Preyma and Betty Wickie.

## The catcher and the war hero

Six decades after last catching former Philadelphia Athletics ace Phil Marchildon in the old Nickel Belt League, Clare "Mac" McGowan can still see the fresh-faced pitcher from Penetanguishene standing on the mound for the Creighton Cubs.

"I caught Phil for three years, I guess it was '36, '37 and '38. I worked at Creighton in the time office. Phil was a good young fellow, a good pitcher. He never let going to the pros go to his head," Mac was saying the other night from his winter home in Daytona Beach, Florida. It was the first he'd heard that "Babe" Marchildon, the Canadian Baseball Hall of Famer and prisoner of war in the Second World War, had died earlier this year.

A right-hander, Marchildon came north to work for Inco as a cagetender and to play ball in the competitive senior league, his last two years pitching and hitting the Cubs to the Monel Cup.

"I went to Creighton in '35," Mac recalls from the winter home he's headed to since retiring in 1973 from Levack with 38 years of service. "In

continued on page 13



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Letters and comments are welcomed and should be addressed to the Editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5429