



The King ain't dead, as 248 new Quarter Century Club members found out during two nights of celebration at the Ramada Inn. See more on pages 6 to 11.

Triangle

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Seedlings 'take root' in Toronto

It's a long way from the 4,600-foot level of Creighton Mine to the cultural and political centres of Toronto.

But Inco's underground-grown tree seedlings made the trip in fine fashion earlier this month during Ontario Mining Week celebrations May 5 to 11.

On reputation alone, our trees have long been international travellers - their story soliciting interest from the likes of National Geographic, Equinox Magazine, Geo Magazine in New York, CBC's Wonder Struck, TV Ontario and ABC's The World News Tonight.

But this time was different. Some 3,500 pine seedlings, in the care of reclamation coordinator Paul Yearwood and grounds specialist Mike Peters, were physically transported to the Royal Ontario Museum (ROM) and the Ontario Legislature for distribution to politicians, visiting school children and interested members of the public.

It was during the annual Meet The Miners celebration sponsored by the Ontario Mining Association that Inco's seedlings 'took root' at the Ontario Legislature, where

politicians of all stripes - including Premier Mike Harris - met and mingled with members of the mining industry.

Sudbury MPP Rick Bartolucci, the Liberal mining critic, was happy to see the familiar trees on unfamiliar turf and encouraged his fellow MPPs to plant a bit of Sudbury at home.

"I think it does two things bringing the trees to Toronto," he said. "I think it tells in a very real way how the community gets along and how its corporate partners deal with community partners to ensure that beautification takes place. What greater gift to the guests of the Ontario Mining Association than to have a piece of Sudbury, grown 4,600 feet below the ground in Creighton Mine, planted in their front or back yards? When they look at that they'll say 'I want to come to Sudbury and see how it was all possible.'"

Another fan of the seedlings, because of the successful environmental story they represent, was Minister of Mines and Northern Development Chris Hodgson.

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Creighton 'rookies' win mine rescue

The greenhorn Greenhorns from Creighton Mine were the underdogs going into the annual District Mine Rescue competition this month.

But a lack of experience didn't stop them from coming out of the event on top of Inco's Ontario Division.

Now the team, competing in its first event together, is on its way to Windsor for the Ontario Mine Rescue Championships on May 31.

"How sweet it is," commented the team's youngest member Mark Ashcroft, 24, an engineer-in-training.

"We were the new guys. We weren't expected to win," said proud team captain Bob Chiasson.

Joining Bob and Mark on the Creighton Mine team are Mark Kenny, Hugh Currie, Grant Last, Franco Cazzola

and Mark Bardswich.

"Although we had never competed together before, we worked as a team. And it paid off in the end. It wasn't just one guy who won this event. It was six guys and a briefing officer," Bob said.

He credited general safety training at Inco and specifically Creighton Mine for getting individual team members ready.

Bob said the team learned quickly during training for the District Mine Rescue competition.

"We owe special thanks to Leo Seguin (operating shaft boss at Creighton), Doug O'Connor (Mines Technical Services at Creighton) and Bruce Hall (Ministry of Labor). They trained us."

Bruce gave the team a critical debriefing after the com-

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A smile and a seedling



The Ontario Division gave away more than 3,000 pine seedlings at its Mining Week display in the New Sudbury Centre this month, but no one was prouder of her new tree than three-year-old Deandra Robinson of Val Caron, the granddaughter of Stephen Robinson of Stobie Mine. For more on Mining Week and how Inco's pine seedlings played a role, here and in Toronto, see pages 4 and 5.

'97 QUARTER CENTURY CLUB CELEBRATIONS

Pages 6 to 11

Managing risk key to safety: Medical expert



Dr. Robert Conn, the President and Chief Executive Officer of the SMARTRISK Foundation, believes dealing with risks in life is really a three-step process. The first step is being aware of the risk, then having the ability to evaluate the risk and choosing the proper behavior to minimize the risk of being hurt.

(Editor's Note: While in Toronto for Ontario Mining Week, the Triangle was able to sit down for a face-to-face discussion on safety issues with Dr. Robert Conn, President and CEO of the SMARTRISK Foundation on Danforth Avenue. Here is a transcript of that interview.)

TRIANGLE: For the benefit of our readers Dr. Conn, could you tell us a little bit about your background and what led you to establish the SMARTRISK Foundation?

DR. CONN: My background and all my training is in children's heart surgery. In fact, I completed my training as a children's heart surgery transplant surgeon. And I guess it was during the time that I was doing my transplant training I really had a change of thought. I was fortunate enough to go to the United States to learn how to do transplants and as part of the program I spent the first three months almost on Lear jets and helicopters and planes flying throughout the southeastern United States harvesting the hearts for transplant. That's the word we use for actually going out and getting the donor heart. In retrospect, I'd never stop to think where the donor hearts were coming from and what I quickly realized is that they primarily came from young people who were very healthy one moment and brain dead the next. And that made a huge impression on me. I began to realize that these people shouldn't be dying and that it was probably far better for me to spend my time trying to keep the hearts in the people that they were born with rather than taking them out and putting them into other people.

TRIANGLE: The word risk is right in the title of your foundation and one of the things you find in industry is that a large number of injuries occur when people take

shortcuts, which could equally be termed risks. Why do people take risks when standards and procedures exist?

DR. CONN: We're really interested in trying to understand why people take shortcuts or why it is that they take inappropriate risk. And one of the things that we're trying to do is make people realize that rather than something being safe, it's really about managing risk. Everything we do has risk involved with it and risk taking for the most part is fun. When I say taking risk is fun I'm talking about human nature in general. I mean in the non-job setting—you know, when people are not at work and they're out looking for things to do like skiing or sailing or diving or whatever it is. So if you like doing anything, why not do it in a way that allows you to keep doing it? The first step is being aware that there's risk. The second step is learning how to evaluate that risk and then choosing behavior that minimizes your risk of being hurt. The way in which we perceive risk is often different than what the real risk is. For example, people can get in their car and drive very quickly to work a few feet behind the car in front of them. They get to work fine, go home the same way, do that repetitively and because they do it again and again with no consequence they begin to think that there's very low risk. And physics dictates that it's high risk. I think the same thing happens on the job. I think people do the same thing again and again and they may take a shortcut and get away with it and somehow it ends up in a mindset that then becomes low risk. You know you can get away with it so you keep getting away with it without fully appreciating that each time you do the activity, you're encountering a major risk and it's only a matter of statistics and time before you end up getting hurt.

TRIANGLE: Do you feel that all accidents can be prevented?

DR. CONN: I'll make two comments on that. One, I think all injuries can be prevented. One of the things that struck me when I was working in emergency departments was that every injury that came in, if you looked at it in the scientific fashion, you could determine that it was predictable. You can look at the sequence of events leading up to it and you could predict it was going to happen. And it follows logically that if you can predict something is going to happen you should be able to prevent it. At the Foundation we don't believe in the word 'accident', we think that's a word nobody should use. And the reason is when you look that word up in the dictionary you'll find it's defined as "an unavoidable act of fate." And that's all too often the attitude we have in life. You know we think that things are accidents, that they just kind of happen or they're fluke events. Well these things aren't accidents, they're predictable and it follows that if they're predictable they should be preventable.

TRIANGLE: In creating a 'safety culture' in the workplace are there incentives that go beyond the obvious incentive of going home safely at night?

DR. CONN: Yes, I think you can find creative incentives. I think going home safely is a good incentive but if you take it for granted that the person's going to realize that that's the payoff then I think you're missing something. If you want to shift people's behavior I think you have to get people thinking about what it is that's really important to them in life—and it may be totally unrelated to their job. By getting them just to think about the fact that if they manage the risks at work appropriately, they're going

to be able to do the things that they really want to do and that begins to illustrate what the payoff is. And we can't take it for granted that people just make that connection. I think sometimes it's worthwhile getting people to actually stop and talk about that and think about why it is that they're working and what it is that they want and how the payoff of working safely and managing risk is really worthwhile.

TRIANGLE: Do the demographics of the workforce play a role one way or another in workplace risk?

DR. CONN: I think you have the potential of seeing injuries in an increased frequency at both ends of the spectrum. With a young worker who may not have a lot of experience or who may not appreciate that they have a right to demand the right training or be part of a culture that makes them realize safety is important. And at the other end of the spectrum you have the older worker who has a lot of experience. And sometimes when you have a lot of experience it makes you let your guard down more because you have this belief that you know what you're doing, you've gotten away with it. There's this thing about human behavior where if we've done things repeatedly with no bad consequences we then begin to think it will never have a bad consequence and so we begin to minimize the risk. As well, as we age it's just a fact of life our abilities change. Our eyesight changes, our hearing changes, the speed at which we do things changes. That's okay, that's part of growing older. But if we don't stop and assess the risk each day based on what our skills are that day, then we run the risk of getting hurt. My big message would be that each time you're about to do something, evaluate what your skills are today, what the training is that you have, what your attitude is—attitude plays a huge role in reducing our chance of getting hurt—what type of gear you've got and then choose a behavior that minimizes your risk of being hurt.

TRIANGLE: Does luck have anything to do with safety?

DR. CONN: I don't think so. I think it's all probability. You know we often say we're lucky when we avoid being hurt in a close call, but I think it's just a sequence of events that have brought you pretty close to an event but the event hasn't happened. There's this interesting thing about human behavior and we see it with bike helmets more than anywhere else. You have people who will work on a job and wear their safety helmets and they do it and they understand they should. And then on the weekend they go out and ride their bike with their kids and they don't put on

their bike helmet. When you talk to adults like that they're very good at making sure their kids wear their bike helmets but they don't. And the thing you hear repeatedly is 'Well I've ridden my bike for 20 years, I'm going to be fine.' There seems to be this belief that if you've ridden your bike for 20 years without falling you've built up some cushion around your brain that's going to save you when you do fall. What people fail to understand is it doesn't matter how long you've ridden your bike, when you fall and your head hits the concrete you've only got a very thin skull that's protecting it.

TRIANGLE: In industry in general, safety and production are stressed constantly. Is good safety good for business?

DR. CONN: I think safety and production have to co-exist. I mean one of the things we've heard from some of the corporations we've talked with is that it doesn't matter to them whether you get hurt on the job or off the job, it still ends up costing. It's cost in terms of lost productivity from that employee and lost investment in that person and all the training that they have and the experience that they bring to the job. So I think for any company that really cares about their bottom line, they care about the safety and the well-being of their workforce because that's a resource to them. So even from the most narrow of concerns you know they've got an interest in keeping people working and functioning well. But also from a human point of view I think anybody at a corporate or management level who has seen people hurt or have seen people killed, that has a huge impact on you. And just from a pure, human emotional point of view there's a strong desire there to keep people well. I mean you don't have to have seen many people in your career hurt or have had to tell many families that somebody's died to have a huge impact on your desire to create a safe workplace. From an employee point of view it may seem like a real imposition to have to do things that seem silly but at the end of the day I mean why are any of us going to work if it isn't to try and get something, to be able to do other things in life? And without your health there are very few things in life that are enjoyable and learning how to manage risk, although it may seem at times that it's being imposed on you, is probably the most selfish thing that you can do in the workforce. Learning how to evaluate risk, make the choices that reduce your risk of being hurt and coming home from the job safely so that you can enjoy all the things that you want to do is probably the thing that is of most importance to any individual when they think about it from their own point of view and from their family's point of view.

Creighton sets sights on provincial crown

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petition, held at the Levack Arena in mid-May, to prepare them for the provincial competition.

"The competition is quite keen," Bruce said. As usual, he said all four Inco teams - representing the Levack Complex, Frood-Stobie-Garson Complex, Copper Cliff Mines and Creighton - were close when the points were counted.

Bruce said the competition's greatest accomplishment is what participants take away from it.

"The competition gives them the confidence to step up and be leaders during a fire or other emergency."

Each team received six days of training during the last year, plus one day of training for the event itself.

Otherwise, the teams don't train specifically for the event. Everyday training at work counts for much of the accomplishments of individuals on the teams, Bruce said.

"It's a fairly spontaneous competition."

The Creighton team's unexpected victory had another unexpected outcome.

"It's the first time, that we know of, that a father and son have won this," said team member Grant Last, whose father was on the Levack Mine team in 1965 and 1966 when it won the Ontario Division event.

"I'm proud of him," said Albert Last, now retired and living in Onaping Falls.

"I'm hoping he can do what I never did - win the provincials."

And that's just what the team plans to do in Windsor, said Mark Kenny.

"Falconbridge (last year's provincial trophy winners) can drive it there," Mark said.

"But we'll drive it back."



Creighton Mine's Greenhornets showed what a new group could do if they worked as a team. Standing from left are Hugh Currie, Franco Cazzola, Mark Bardswich and Mark Ashcroft. Kneeling are Mark Kenny, Bob Chlason and Grant Last.



Albert Last, a member of Inco's Ontario Division winning mine rescue team from Levack Mine in 1965 and 1966, is hoping his son, Grant, of Creighton Mine, will win the provincials - a goal Albert always wished to attain himself.



Get those masks on quickly and properly, guys, there's smoke in this arena. Alright, it's fake smoke in a mock mine rescue exercise. But every move was watched and marked by provincial government judges in the competition held at the Levack Arena earlier this month. The Levack Complex team, last year's District champions, were first on the floor this year.



The Levack Complex team treats an injured employee during the District Mine Rescue competition earlier this month. In the mock scenario, fire and smoke permeate a single-level salt mine about 100 feet underground. A man is injured near a transformer and a tour group is also underground when the emergency occurs.



Bob Platkowski pours calcium chloride, used to purify air, into his breathing apparatus during the bench test portion of the mine rescue competition.

ANDY DEFENDS TECHNICIAN'S TITLE

Frood-Stobie Mine's Andy Scott is working on a hat trick as the top mine rescue technician in the province.

Earlier this month, Andy again won the Ontario Division title during District competitions in Levack.

He won his first provincial award as top technician at the Ontario Mine Rescue Championships in 1992 and followed up with another first place finish last year.

Andy is on his way to Windsor later this month to attempt a repeat performance at this year's provincial event.

Andy recorded a perfect score during the District Mine Rescue competition in mid-May, competing against four other Ontario Division technicians.

"The tech makes sure everything works right," Andy said, pointing out the importance of a mine rescue technician.

Andy's proven his expertise at making things work right and if everything works right on May 31 he's hoping to land a third provincial title.



Frood-Stobie Mine's Andy Scott is once again the Ontario Division's top mine rescue technician and hopes to capture his third provincial crown on May 31 in Windsor.

Toronto warms to Inco's green gifts

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"People in the mining industry have a lot to be proud of," he said. "And we, as members of the Legislature and members of the public, have a lot to be thankful for because of your contribution to our economy and our society."

"The greening of Sudbury and the reforestation - these steps mean a lot to the people of Ontario, and it shows your public commitment to not just the bottom line but to your community as well."

For the remainder of the week, the Creighton seedlings were a feature attraction among the many Mining Week exhibits on display at Toronto's venerable Royal Ontario Museum.

Although the audience was new, the reception was strikingly similar to the positive response shown by Sudburians receiving the trees, said Mike - albeit with more questions.

"We're finding out that people down here are really learning about mining and a lot of them are finding it hard to understand why a company like Inco is growing trees. So we explain our reasons for doing it."

"There's a real variety of people coming through here, from school kids to the general public just wanting to know what's going on. We've had people coming in who have camps in Muskoka and have a real interest in getting a tree that was grown underground. We also have all sorts of people who have either been through Sudbury or are from Sudbury originally and haven't been back to see the changes that have taken place."

Many of the school children touring the various Mining Week exhibits at the ROM had already studied the *Mining Matters* teaching kit and were looking to further their knowledge on earth science, minerals and mining.

For most of them, the opportunity to take home an underground-grown tree was an unexpected surprise.

"I think it's really neat. It's a great idea," said Leah Abitbol, 11, a Grade 6 student at Royal Orchards Public School in Thornhill. "I have a cottage so I'll probably plant it there."

Classmate Jeremy Tapp, also 11, listened attentively to an explanation of the growing process before giving the project his endorsement.

"It's a good system. The trees grow better underground - at least they start better underground - and trees are good for the environment. So the more trees you have the better it is for the environment."

Leah, Jeremy and the rest of their class were enhancing their study of the *Mining Matters* program by spending the entire week at the ROM, visiting and participating in the various Mining Week displays.

"We didn't know that Inco planted trees underground but by the end of our week here we'll know a lot more," said teacher Nadia Generoso. "The students will take the trees back and they will plant them. They're very environmentally-conscious."



Inco grounds supervisor Mike Peters explains how pine seedlings are grown underground at Creighton Mine to an interested group of Grade 6 students from Dixon Grove Junior Middle School in Etobicoke. The class was visiting the Royal Ontario Museum in Toronto, where Mike and Paul Yearwood were handing out seedlings.



Saying he had two daughters at home to give them to, Ontario Premier Mike Harris was happy to accept a pair of underground-grown pine seedlings from Inco reclamation coordinator Paul Yearwood. The Premier picked up his trees during a Meet The Miners event at the Ontario Legislature.

Reclamation coordinator Paul Yearwood explains Inco's extensive regreening program to Grade 6 teacher Anne Collins from Dixon Grove Junior Middle School in Etobicoke. The Mining Week displays at the Royal Ontario Museum in Toronto attracted numerous public and school groups.



Inco Chairman and Chief Executive Officer Mike Sopko shares a laugh with a guest at the Ontario Mining Association's Meet The Miners reception at the Ontario Legislature.



Classmates Diana Osman and Shukri Addo, both 11, of Dixon Grove Junior Middle School in Etobicoke read the planting instructions on the Inco pine seedlings they received during Ontario Mining Week at the Royal Ontario Museum.



Sudbury MPP and Liberal mining critic Rick Bartolucci asked his colleagues and others attending the Meet The Miners reception at the Ontario Legislature during Mining Week to take an Inco pine seedling and plant a piece of Sudbury in their backyards.



THEY SAID IT . . .

Chris Hodgson, Minister of Northern Development and Mines, on the future of Ontario mining:

"It's a great time to be Minister of Mines. We've had new mining operations opening up in the province of Ontario. We have exploration work that's at an all-time high. Just to give you an example in terms of dollars. There was \$67 million worth of exploration work carried out in 1993. Last year in 1996, there was \$158 million. We had 183 active mining claims in Ontario. That's an all-time record in this province."

Rick Bartolucci, Sudbury MPP and Liberal mining critic, on mining and the community:

"If the Ontario Mining Association (OMA) has a definite strength that I think could be an example for other industries to follow, it would be that they inform their community partners. And so when you look at the motto, which says Success From The Ground Up, The OMA, Inco, Falconbridge, the rest of the partners, not only believe that natural resources are important, they also believe that human resources are important, that the community is important, the best needs of the community are important and certainly we strive together to ensure that that happens."

Shelley Martel, Sudbury East MPP and former Mines Minister, on the importance of promoting the mining industry:

"There are a number of people in this province who believe that this is a sunset industry. So it really behooves all of us to look for some ways and means to get those same people to understand the importance the industry has in terms of the direct and indirect employment to the province and also the revenues that come back to the people to be spent on other things through mining revenues. And thirdly, the products that come from the mining industry that people use in their everyday lives which they forget about or don't recognize that they are using."

Seedlings a hit in New Sudbury mall

Sudbury was the site of numerous Ontario Mining Week activities as the local organizing committee worked hard to fill the week with material and events designed to heighten the industry's profiles.

The week began with a Breakfast Seminar at Cassio's featuring an update on the Falconbridge Raglan project. Other events included a Meet The Miners reception in the Inco Cavern at Science North, school presentations by members of the Sudbury Prospectors and Developers Association, job shadowing with ministry staff at the Willet Green Miller Centre and a Mining Week Science Fair - where Allyson Hirschfeld, 11, daughter of Dave Hirschfeld of North Mine placed second for her project on *The Secret Identity of Rocks and Minerals*.

The highlight of the week, however, came at the New Sudbury Centre, where Mining Week sponsors, including Inco, had displays of equipment, information and giveaways for visitors of all ages.

More than 3,000 tree seedlings were handed out and hundreds entered a draw for an Inco quartz watch - won by Giuseppe Nero of Sudbury.



James Larmer, 10, of Carl A. Nesbitt Public School, enjoys some face painting at the New Sudbury Centre during Ontario Mining Week. Classmate Steven Daoust, 10, chuckles at the application of the zinc oxide cream which acts as a sun block to UV rays.



Kim Ablitt, 13, of Carl A. Nesbitt Public School, plans to plant her Inco pine seedling in her backyard. More than 3,000 underground-grown seedlings were given away by Inco at a New Sudbury Centre display during Ontario Mining Week.



Richard Mailloux, a foreman at Crean Hill Mine, joined thousands of other visitors to Inco's Mining Week display to take home a seedling and enter the draw for an Inco watch.



Lorraine Kelly of Sudbury and son Shawn, 2, stopped by to pick up a few pine seedlings.

Kent Fong, 8, of Sudbury, was among the many New Sudbury Centre visitors to stop by Inco's booth and fill out a ballot for a chance to win an Inco watch.



BRIEFS

- CALLING ALL GOLFERS -

The annual Inco Golf Tournament is set for June 21. Prizes and a dinner at the Idylwyde Golf and Country Club are part of the annual event. For more information contact Diane Flynn at 682-5425.

- PENSIONER DAYS APPROACHING -

Inco retirees should get ready for good food, good bocce and good times. The annual Pensioner Days celebration takes place at the Caruso Club June 9 to 13. Come on out and catch up with your former co-workers.

QUARTER CENTURY 1997



Frank Javor, right, superintendent of Administration and Sulphur Products at the Copper Cliff Smelter, congratulates Smelter electrician and new Quarter Century Club member Denis Lamoureux.



Inco Construction's Adrien Savole and wife Diane appear pleased with their souvenir Quarter Century photograph.

THE TIMES THEY ARE A CHANGIN'

Elsie Moxam had no idea she was the lone female member entering the Quarter Century Club on the first night of festivities earlier this month at the Ramada Inn in Sudbury.

However, after spending her entire career at the Copper Refinery, she remembers females being in short supply 25 years ago.

"Times certainly have changed," said Elsie, who spent most of her career in Electrowinning before moving to Maintenance last year. "When I joined the company there were only about five women at the Copper Refinery and we were all on six months probation. It was very strict."

"Things are mechanized in the plant now and it's a lot cleaner working environment. There's a lot fewer people doing the work and gender doesn't seem to matter."

Elsie joined 247 other new members over two nights of celebrations on May 14 and 15. Celebrating its 47th year, the Quarter Century Club now boasts an impressive 14,163 members.

In a welcoming address to the new inductees, Ontario Division President Jim Ashcroft described the accomplishment of 25 years with one company as a truly memorable one.

"For you who join this prestigious club this evening, it's a special milestone in your lives as colleagues, parents and close friends," he said. "For us, it's a night we've reserved in your honor to celebrate your contributions and your hard work in the most productive and competitive times of our company."

Omer Seguin began his career 25 years ago at the Coniston Smelter and has spent the last nine years with Central Mills as a Booster Station operator.

In the years between, his Inco career has included stops at the Copper Cliff Smelter, Garson Mine, Stobie Mine, Frood Mine, Creighton Mine and the Nickel Refinery.

In his mind, the single largest change across the company has been technology.

"From a mining standpoint, I started with a jockleg and now that equipment is almost obsolete," he said. "By the time I left underground they were just beginning VRM (vertical retreat mining) blasting."

"Even in nine years at the mill things are changing. We used to have to open valves and start or stop pumps manually. Now, the entire process is done automatically from a computer in another building. During my time at the Smelter there were 40 guys sweeping the floor. Now, there's nobody in the aisle - it's cleaner now, we don't need them."

"Technology has allowed us to operate with far fewer people and has increased safety and production," he said.

Serge Gaboury, who spent seven years at the Smelter before returning after 16 years underground at Stobie, North Mine and Levack, said his 25 years at Inco have been "excellent" and marked by continuous change.

"The people, the workplace, the environment - everything is better," said the mold repairman and relief crusherman. "The safety has improved 100 per cent. People are more safety-conscious today."

Serge said communications across the company, particularly between management and employees, has improved dramatically along with the working environment.

"At the Smelter it's like night and day," he said. "The environment is so much better now - there's less dust and less sulphur. The work itself is more mechanized and more up-to-date. Technology has made things easier for everyone."

Communications have also seen a significant change for the better in the eyes of Mike Gillis, Levack/McCreedy West Mine general foreman.

"In the last 25 years communications have improved a great deal," he said. "Hourly people are more involved. It's a two-way street now. It's way better."

While many Quarter Century Club inductees marveled at the rapid rate of change in the company and how quickly 25 years had passed, others preferred to reminisce on their sometime inauspicious beginnings at Inco.

"I never thought I'd make it this long," said Tom Gunn, general foreman of Safety. "I came up here for one year and stayed. I came from Toronto on a bet. I was a broker at the time and I was bet that I couldn't get hired on at Inco. I guess I won that one."



Volunteer Rita Friel applies a name tag to Quarter Century Club member Ray Vincent of the Steel Fabrication Shop while wife Lillianne looks on.

QUARTER CENTURY 1997



This trio from the Copper Cliff Nickel Refinery, along with their wives, await an evening of good food and great entertainment. Seated from left are Norm and Denise Gauthier, Susan and Roger Morissette and Slobo and Judy Golubovich



Serge Gaboury of the Copper Cliff Smelter Casting Building and wife Juliette Lavole-Gaboury pose for a commemorative Quarter Century Club photograph.



Mike Paquette of Copper Refinery maintenance and wife Suzanne pose for a photo with Elsie Moxam, also of Copper Refinery maintenance, and husband Al. Elsie was the lone female member inducted into the club on the first evening of festivities.



Len Venedam, Denis Clement and Lloyd Olson await the start of the evening's proceedings in the foyer outside the Palladium Room. The television monitor with the Quarter Century logo carried a live feed of the evening's entertainment to the foyer.



George Lewis, a shift foreman in Electrowinning, receives his Quarter Century pin from Copper Refinery manager Dale Krueger.



Omer Seguin, Booster Station operator with Central Mills, enjoyed the evening with wife Gisele. Reflecting on his 25 years at Inco, Omer said "technology has allowed us to operate with far fewer people and has increased safety and production."

QUARTER CENTURY 1997



Michele Marie and the Fantastic Follies dancers had the audience clapping their hands and moving their feet to some up-tempo numbers by Michael Jackson and Madonna.



Mike Hamilton performs his own less-than-traditional rendition of the Frank Sinatra classic *My Way*.

LOOKING BACK . . .

Facts and figures from the 47th Quarter Century Club celebrations:

- The 248 new members this year represent 6,000 years of excellence. Put another way, that's more than 13 million hours combined or 52,000 hours each.
- In 1972, the year this class began their careers at Inco, the company began creating an international reputation for pioneering environmental work with the completion of the 1,250-foot high superstack. Since then, with investments like the \$600 million Sulphur Dioxide Abatement Project, Inco has worked tirelessly to improve the quality of the Sudbury environment.
- 1972 was also the year when International Nickel Company of Canada adopted the new name and wordmark Inco.
- Canadians from coast to coast cheered Paul Henderson's electrifying goal with 34 seconds left to give Canada a 6-5 victory over the Soviet Union in the deciding game of the 1972 Summit Series.



Sudbury native Bud Matton moved the audience with a solo saxophone rendition of the Irish ballad *Danny Boy*.



Sam Kelso and Michele Marie brought a touch of nostalgia to the evening with a medley of songs from the '40s and '50s.

QUARTER CENTURY 1997

MUSIC MAKES MEMORIES FOR MARRIED MEMBERS

Music places a bookmark in time. With the recent passing of Inco's annual Quarter Century Club celebrations – a thank you for employees who've achieved 25 years of service – the pages of memories from the lives, the times and the music of 248 people were thumbed through.

It doesn't seem so long ago to Ed and Judy Wolski that they were among the youngest at Inco, when theirs was the music that confused and irritated their 'old' bosses.

But if *Take A Walk On The Wild Side* by Lou Reed and *Crocodile Rock* by Elton John had that effect on the 45- and 50-year-olds of 1972, Judy and Ed say they're starting to understand how they felt.

"I don't listen much to rock music anymore. I've started to listen to country," Ed confesses.

"I'd never have done that back then," he said, reflecting on his tastes 25 years ago.

Now, when *Where It's At* by Beck comes on the radio, Ed and Judy admit they aren't likely to know 'where it's at' or care to.

"I don't pay much attention to that anymore," Judy said.

Music seems to be more important when you're 19 or 20, explained the high school sweethearts from Sudbury High/Sheridan Tech.

With the first of their two boys was born 19 years ago, their attentions turned away from leisure and toward the more serious duties of paying a mortgage, car bills, loans and sending that first son, Nathan, to Cambrian College. In a few years, it'll be 15-year-old son Jonathan's turn to start post-secondary education.

But the annual Quarter Century Club dinner and dance, allowed the Wolskis to return to a time when leisure and music ranked high on the list of priorities – at least for those two nights in May. Having been hired in the same year, the Wolskis got to attend both evenings of Quarter Century fun this year with Ed inducted into the club on Wednesday and Judy a night later on Thursday.

Soon enough, the pair say they plan to make leisure more important on a daily basis.

"When I get my 30 years I'm history. I've enjoyed working for this company. It's the greatest company you could ever work for. But why not take your 30 years and out? I want to enjoy my pension as a young retiree," said Ed, a machinist in Divisional Shops, who started as a student installing air and water pipes at Stobie Mine.

Judy also said she's enjoyed working in jobs from general 'gofer' when she was fresh out of high school, to her current job as an administrative clerk in Purchasing.

"I can't believe I've been here for 25 years already," she said, echoing a sentiment heard often at the celebration.

So for those Inco employees who thought Quarter Century Club members of the early 1970s and their musical preferences for Frank Sinatra, Tony Bennett or Bobby Darin weren't too hip, time has come around.

The 20-somethings starting at Inco these days may now chuckle at the favorite tunes of this year's inductees to the Quarter Century Club.

But they shouldn't forget, *Where It's At* won't be 'where it's at' when their quarter century comes around. That bookmark has already been placed for them at the Quarter Century celebration of 2022.



It was a double Quarter Century celebration for Ed and Judy Wolski of Divisional Shops and Purchasing respectively. They haven't changed a bit since their high school graduation from Sudbury High/Sheridan Tech in 1971 (inset).



Mike Hamilton canvassed the audience to find vocal talent in the crowd. Joanne MacLeod, wife of Coleman Mine foreman Joe MacLeod, wasn't afraid to give it a try.



Brenda Gillis, left, and Anita McKee laugh at the antics of Quarter Century Club inductee Bruce McKee, operating shaft boss at Levack/McCreedy West Mine.



These two couples were celebrating their quarter century at Inco and the fact that they will soon become newlyweds. Pictured from left are Lorne Chisholm, a production miner at North Mine, and his fiancée Linda Martel, along with Bill McNab, also a production miner at North Mine, and his fiancée Anita Leclair.

QUARTER CENTURY 1997



Bob Lighthead, a Copper Refinery foreman with 29 years at Inco, celebrated his wife Marina's induction into the Quarter Century Club along with Pam Tobin, superintendent of Occupational Medicine. Pam presented Marina with her 25-year brooch.



Malton, Hamilton . . . and Kelly? The Ontario Division's vice-president of Mining John Kelly did his own shtick with the Quarter Century comics appearing at the event for the fifth straight year.



Bill Weller of South Mine got a close-up view of the show as singer-dancer Michele Marie came to his table.



Curt Osborne, an electrician at Stobie Mine, demonstrates his best Caribbean dancing moves on stage after he was chosen by the Follies dancers to participate in one of their numbers.



Once the evening's sit-down entertainment was over, Christine Pauzé and Tom Hewlett got Quarter Century Club members on their feet for some dancing.



Comedy, songs and dance routines, including a trip to the Pacific Islands, made the Quarter Century Club celebrations a night to remember for all new members.

QUARTER CENTURY 1997

PORT CLUB WELCOMES EIGHT

The Port Colborne Refinery welcomed eight new members into the Quarter Century Club ranks this year with an intimate dinner at Niagara-on-the-Lake.

Following dinner, the new members and their guests took in a performance of the comedy *Will Any Gentleman?* at the Shaw Festival.

Joining the Quarter Century Club from Port Colborne this year are industrial tradesmen Paul Conn and Rod Bennett, Fern Plouffe and Ron Baer of Plant Services, Graham Priest of Instrumentation, cobalt operator Merv Lacharity, environmental supervisor Dave Reed and industrial mechanic Mario D'uva.



New Quarter Century Club member Graham Priest, with wife Bonnie, receives his 25-year pin from Mick Throssell, Vice-President of Milling, Smelting and Refining.



Operations and Maintenance superintendent Chris Browne, left, along with wife Holly, join new Quarter Century Inductee Mario D'uva and wife Joanne for dinner.



New members Paul Conn and Rod Bennett enjoy the evening's dinner with wives Jennifer and Hilda.



Nell Dekoning of Plant Engineering and wife Gail of Accounting share a smile with Quarter Century Club member Dave Reed and wife Wendy.

Ontario Division Vice-President of Milling, Smelting and Refining Mick Throssell and wife Heather had an opportunity to enjoy dinner with new Quarter Century member Merv Lacharity and wife Josie.



Compressor maintenance saves cash



Machinist Andy Bazinet scrapes a babbitt bearing from the #3 high pressure oxygen compressor at the Oxygen Plant. The compressor is currently undergoing a major overhaul.

The mechanical maintenance crew at the Oxygen Plant knows that performing the same tasks with fewer people requires working smarter.

And its efforts are paying off nicely in prolonged equipment life and subsequent savings.

The most recent example is the overhaul of three high pressure oxygen compressors which feed oxygen to the top-blown rotary converters at the Nickel Refinery and the

Electrowinning area of the Copper Refinery.

The maintenance crews used to try and do all three of the 600 psi compressors during the July summer shutdown. But with shutdown periods shortening and manpower numbers decreasing, the overhaul work is now done on the fly — with no interruption in production.

"If everything runs absolutely perfect we can just get by on two compressors," said



Machinist Pete Dowdall looks into the open side of the dismantled #3 high pressure oxygen compressor.

Al Higgins, superintendent of Utilities at the Copper Cliff Smelter. "This allows us to take out one at a time but we have to get the job done fast."

Already, the maintenance crew has done minor overhauls on the #1 and #2 compressors and is nearing completion of a major overhaul on #3 compressor.

"A good scenario is two minor overhauls and one major overhaul a year on a rotating basis," said machinist Andy Bazinet. "The #3 compressor has not had a major overhaul since 1992 but we'll be going at it until it's ready to go back on line."

A minor overhaul takes just more than a week and involves servicing the intercoolers (located between each stage of compression) and the valves, calibrating the instrumentation and cleaning the oil cooler.

A major overhaul takes at least four weeks and involves taking each crankshaft and main bearing apart, polishing the shaft and determining whether the bearings need replacing.

The overhaul work is done by a core group of one ma-

chinist and two mechanics who are able to draw on support from the Divisional Shops Machine Shop and electrical and instrumentation help from the Oxygen Plant.

This is the first time recently that the intercoolers have been physically removed and overhauled separately — with some very impressive results.

"For the last four years we used an acid wash to clean the intercoolers while they were on-line," said Andy. "The acid wash worked but we were never able to adequately flush the cleaning liquid from the system. Now, we open the intercoolers up and send them for a high-pressure wash. It takes a little longer but it's definitely an improvement and the results are very positive."

Those results include a temperature shift of 20° to 40°F better than before the intercooler overhauls, said Al.

"One of the key measurements of efficiency is temperature," he said. "You expect the temperature to rise when you compress air but you want to keep that rise as low as possible. Keeping the temperature shift down

makes more efficient use of energy, stabilizes the load on the machine, prolongs the life of the unit and ultimately saves money."

Corey King, 23, an instrumentation technology student at Cambrian College on a four-month work term at the Oxygen Plant, knows how important temperature is and put that knowledge to use during his time working on the compressor overhauls.

"Typically, I'd be involved in calibrating temperature switches and oil pressure switches," he said. "The proper calibration of the temperature switch is very important. If the calibrations are too low, you're not servicing the customer properly. If the calibrations are too high, the compressor could be damaged and shut down prematurely."

"The guys have put a lot of time and effort into this project and everything's been on schedule, everything's started properly and everything's been running fine."

The ability of the crew to function together has been vital to the project's success, said machinist Pete Dowdall.

"This is a self-motivated team," he said. "Everybody has to be on board for a job like this. Different people work on different parts of the job and one can't survive without the other. You could never do this alone."

In the end, the ongoing maintenance program being carried out now will pay dividends for those involved later on, said Andy.

"In the long run I know it's going to pay off for me because if I go to work on this later on it will be in better shape," he said, referring to compressor #3.

"It's like looking after your car. If something goes wrong you fix it now before it becomes a big problem."

In the Dry presents more 'northern nuggets'

continued from page 16
special effects — all produced by students in Cambrian College's theatre production program," Oryst notes. . . . And, finally, Owl Magazine, the Discovery magazine for kids, features mining in its May issue. Inco greening, mining automation and the work with bat caves in old mine shafts are given the gossamer treatment in the magazine.

Trash talkin' 3

Side by each. Beside each other.

Shack wacky. Cabin fever. She was rolled hard and put away wet. Gal who's had a hard life.

Shoot a cannon through 'er. Empty. "I went to the mall yesterday and you could shoot a cannon through 'er."

Sleeping with one eye open. Sleeping in a strange

bed.

Sliders. Bikers. Slinging the lead. Goofing off.

Son of a biscuit basket. Same as "son of a beehive." Or S.O.B.

Spit of. As in he's "the spit of his old man."

Starvation Army. Aka Billy Booth's Road Show. Or the Salvation Army.

Strong as a 2 x 4 and just as smart. A dull fellow.

T to T. The perfect work schedule: Tuesday to Thursday, 10 to two.

Tail chewed. Criticism. Tapdance. That's what you do when you haven't got your facts right.

Tearing hurry. Fast. Telcon. Talking on the phone.

Tighter than a crocodile's

arse and that's airtight. Same as "tighter than a mouse's ear."

Tor. Any visit a torst makes to Inco operations.

Tough nuggies. Tough luck.

Track stew. Coming home skunked after deer hunting.

Trawna. The Big Smoke;

"There are two ways of spreading light: to be the candle or the mirror that reflects it."

— American novelist Edith Wharton

aka Toronto.

Tree pig. Game warden.

Trim. A haircut.

Up the hill.

Outback town.

Usetavit. Accustomed.

Use your guts for garters. Not a pleasant prospect.

Valley. Out in the valley; anywhere from Val Caron to Dowling.

VERPs. The smelter's hiccups.

Virgin ground. Unexplored.

VIPs. Aka "the suits."

Wallet relationship. As in,

you pay, I play.

Walking the dog. Goofing off.

Whiskers. Workers with lots of experience. Also 'grey beards' and 'white hairs.'

When the sun shines, you've got to get under the rays. Praise.

Who'll ride Big Sid? So named after a prize bull that was the hit of a travelling show to the Sudbury Arena in the 1940s. Ever afterward, it came to stand for success in anything.

Wikky. Wikwimekong.

Wild. Description of a fun-lovin' guy or gal. Like, "He came from a good family but he was wild, wilder than a

hawk."

Win-win. Better than a loss-loss.

Woodshed meeting. A dressing down.

Woofers. The Sudbury Wolves.

X. Common Sudbury signature. Just kidding, folks.

Xspar. To end.

Yahoo. A loud, unruly person from outback town.

Yes sir, no sir, three bags full. You're the boss, whatever you say.

Yick. To talk.

Yipper snappers. Same as a "wet diaper" or unruly kid.

Youse. Sometimes, to use; others, you.

Za. Pizza.

Zs. Sleep, as in "I'm going to catch some Zs before we head out for some Za."

Zero. Our annual temperature. It also means a not very bright fellow.

Zipperhead. A biker.

Teamwork and safety keep power flowing

Every time you turn on a light switch or plug in a kettle for hot coffee you rely on electricity without giving it a second thought.

At Inco, a reliable electricity supply is critical to our operations – and the Power department works quietly and efficiently behind the scenes to provide just that.

"We have a steady stream of work," said line foreman Claude Mailloux, who oversees the crews responsible for much of the ongoing maintenance that keeps the system functioning. "Every week a problem arises that we have to deal with and people in our plants and mines don't even realize it because we don't interrupt their power supply."

Contributing to that steady stream of work is an enormous and intricate infrastructure that forms the backbone of Inco's power system.

The Power department has 13 generators that generate, on average, 56 megawatts from five hydraulic generating stations. By generating 20 per cent of the electrical energy used in the Sudbury operations, the department saves \$16 million in purchased energy payments to Ontario Hydro a year.

There are approximately 230 kilometres of 69,000-volt distribution lines through our Sudbury operations – extending from Garson on the east, to Naim Falls on the west and north to Levack.

The 69 kilovolt power is fed into 48 substations throughout the area. In addition, there are four major 69 kilovolt switchstations – one each at High Falls, Crean Hill, Creighton and South Mine.

The need for maintenance doesn't end there.

The Transportation department has about 80 miles of trolley line powered by 600 volt direct current (DC). This DC power is converted from alternating current (AC) rectifiers at five different locations. Four of the rectifiers are located in the Copper Cliff and Frood area while the fifth is located at Levack.

Still, in 1996 the department was able to keep power flowing safely and reliably 99.98 per cent of the time despite tackling several major maintenance projects. The department's goal, of course, is 100 per cent.

"An aggressive and efficient preventive maintenance program has decreased downtime significantly and allowed us to continue supplying a reliable power source to the plants," said lineman Cam Duncan.

An example is the replacement of all old-style porcelain insulators with newer, more technically-advanced polymeric insulators on the main Clarabelle to Frood lines, the Nickel Refinery lines and the Copper Refinery lines with no power interruptions to any of the plants.

"The old insulators had been up there 25 years," said Cam. "Their service life was over. We have to keep things up-to-date to preserve a reliable system."

Other impressive maintenance

tasks include the removal and replacement of the main trolley wire to Frood Mine with no incident or loss of production. A routine inspection discovered the wire was about to break.

In another instance, in order to allow other maintenance work to be carried out, a set of 6,900 volt in-line switches were cut into the power lines live to keep the power on in the Copper Cliff shops and warehouse area.

Working on or near live power lines is a common aspect of the line crew's work. It requires training, teamwork, attention to procedures and safety equipment – and above all, focus.

"The rule of thumb is, whenever you can take the power off, you take it off," stressed lineman Kerry Burden. "But it isn't always possible. Most of the time we isolate the line we're working on and re-route the power to the plant from another source. All 21 members of the line crew are qualified to work on or near energized lines."

Working on energized lines carries risks the line crew members are well aware of and well-equipped to deal with.

Even the smallest job is preceded by a 'tailboard talk' in which all procedures and potential hazards are discussed. For larger jobs, a formal 'tailboard talk' is held so each individual knows what the other is doing.

"We're a tight group of guys and everybody looks after each other – it's an unwritten rule," said lineman Mark Paaanen. "We always work in pairs or as part of a crew. We're never alone. We tell each other: 'If you see me doing something stupid, yell at me.' And we do."

The emphasis on safety is an absolute necessity given the nature of the work. In addition to dealing with live power lines, the crews must contend with whatever Mother Nature throws at them – snow, rain, wind and bitter cold. And true to Murphy's Law, most power outages occur in a blizzard or rainstorm.

Handling the elements is more difficult when handling heavy conductors or wires under

tension in excess of 150 pounds. An added obstacle is the terrain. The miles of power lines may have crews working alongside a highway, atop a rocky knoll or in a swamp.

For all of these reasons, training is an essential and ongoing process. Two members of the line crew – Marty Makela and Gaetan Denis – were trained as all-terrain vehicle instructors and are now training all other members of the crew.

"We don't have eyes in the back of our heads and that's why we rely so heavily on our partners," said lineman John

Cowx. "We're not only responsible for our own safety but their safety as well."

"When working on the 600 volt DC trolley line we maintain power to the line more than 90 per cent of the time. We work off a porcelain-insulated deck atop the line car and it's very important you watch your second point of contact. That's what your partner watches for as well. They say a charge of one milliamp from a household plug-in can kill you and sometimes these trolley lines draw from 2,000 to 3,000 amps. That's why safety is so important."

The situation is no different where the high-voltage lines are concerned.

"With us a small mistake is always a large mistake," said Mark. "The potential for danger is high when working between high-voltage distribution lines. We place rubber covers on the lines above and below the one we're working on but you still can't touch two of those lines at once. You have to be focused. It's something we're all trained to do."

"Our work may be in the background but without electricity, Inco wouldn't run."



Linemen John Cowx and Cam Duncan cut the live 6,900 volt feed to #1 substation.



Linemen Kerry Burden, Mark Paaanen and Gaetan Denis prepare to install new trolley wire on the Frood main line.



Power department linemen change substation insulators at the Copper Cliff Nickel Refinery.



Linemen Karl Bubalo (on the pole) and Marty Makela change insulators on the Nickel Refinery power line.



Linemen John Cowx and Cam Duncan install rubber insulating cover-up to protect themselves from the live 6,900 volt phases. They then install an in-line switch on the live 6,900 volt general circuit.





INCOME

ideas by Susan LeMay, CMA

To lease or not to lease

Have you noticed? It's spring and the North American mind turns to new cars. This spring, every ad for new cars features the lease price of the vehicle of your dreams. All the car manufacturers are pushing the leasing option. Why?

What's in it for them?

I'm naturally suspicious, so I asked 'What's in it for them?' Several things. Lease payments are lot less per month than car loan payments. If they can convince consumers they can afford to lease when they cannot afford to buy, then the manufacturers have just expanded their potential market.

The prices of personal vehicles are increasing. Leases mask some of that reality with the lower monthly payments.

What's in a lease?

With a lease, you get the use of a vehicle for a period of up to 48 months and for a stated number of kilometers over the term of the lease. At the end of the term, you have two choices. You give the car back, or you buy it from the dealer or manufacturer.

Cash or Credit

Whether or not you should consider leasing depends on your particular circumstances. Some of the manufacturers have questionnaires to give you an indication of whether or not you are a candidate for a lease. They are interested in a 'Yes I should lease' result from you. But the issues they raise are worth considering.

Are you planning to finance your purchase or are you going to pay cash? If you are planning to finance, then there is reason to consider leasing. When you lease, you are making payments on only the value of the car over the period of the lease. At the end there will be something left for the company to sell to you or to someone else. The payment on a loan of the whole amount of the car to be paid off over the same term as the lease could be almost double the cost to lease.

Investment options

If you have the cash available for the purchase of your vehicle, a second question comes up. "Do I have an alternative investment for this cash? How much will it earn me?" This becomes a bit tricky because you have to factor in the tax you pay on the income you earn and this reduces your income. The lease payments have an interest expense that is not deductible unless you are in business and that is another set of decisions. If the income earned by the money you were going to use to buy the vehicle is more than the interest you pay then leasing is an option to consider.

How much would it really cost?

Dealers seem to calculate the lease price on the manufacturer's suggested retail price. But if you were buying the vehicle outright would you pay that amount? Probably not. This means that the interest rate quoted on the lease is understated. Just as an example, four per cent of \$20,000 is \$800. If you can negotiate a 15 per cent discount on the selling price to \$17,000 then that \$800 is actually closer to five per cent.

Other cost considerations

Are you likely to leave the country, lose your job, or have something else happen that would cause you to want to turn your leased vehicle in before its term is up? If so, read all the fine print. Leases can be expensive to get out of. If you own the vehicle, you can always sell it and use the proceeds to pay off the loan.

There may be up front costs to pay with a lease. 'No downpayment' doesn't mean no charges. Sometimes there is a security deposit and often there is freight and handling to be paid.

Know how much you will drive the vehicle during the life of the lease.

If you might exceed the allowable kilometres, leasing will become much more expensive very quickly. The excess charge is around five to eight cents per kilometer. An extra 1,000 kilometers is \$50 to \$80. That's about one round trip from Sudbury to Toronto.

Be clear on the costs you may be expected to pay at the end of the lease. Twenty-four to 36 months may seem far away when you are signing the lease agreement, but you want to ensure that you won't be surprised by extra charges for getting the vehicle back into what the dealer considers 'good working order.' Know what that means from the start.

Choices

Leasing is also about choices. Some of us really enjoy the pleasure of driving a new car. There is that great new car smell. Usually there is the security of knowing there won't be any major repair bills to upset the budget. There is the enjoyment of comparing the ride, the gas efficiency and the comfort of the new one to your old one. If trading in the old for the new frequently is something you want to do, then leasing may be for you even if the purely financial considerations don't give a clear indication.

The idea is to do what you want, but know what the financial implications and other issues may be.

LET'S TALK SAFETY

with Ron Rafuse

Don't let long winter dull summer safety

May puts Northern Ontario in full stride of change of season from spring to near summer. (Alright it's been a little slow this year.)

And with the change of season comes a change of equipment for work outside and different types of recreational equipment.

For some it is finally the year for that something new or used that you purchase like a boat, lawn tractor, trailer or motor home.

If you are taking out your seasonal equipment for the first time this year, be sure to follow all the maintenance checks and refresh yourself with all the safety requirements.

If you are purchasing new equipment for the first time be sure to read all instructions and do all checks required then operate slowly until you are sure of how to properly handle the equipment. After you follow the procedures and complete any training on the equipment that you need, you can enjoy the season and a safe summer.

One of the joys of this season is barbecuing, yet each year many people are burned due to faulty barbecues or improper handling.

Here's a few safety tips about barbecues:

Make sure your barbecue is clean and free of grease.

Clean the gas tubes as per the manufacturer's instructions.

Make sure the propane is hooked up properly.

Check for leaks by coating connections with a soap and water mixture - bubbles will indicate the area of a leak.

Don't start a gas barbecue with the lid closed because gas can accumulate and cause an explosion.

Store propane in a well ventilated area - never in your home.

Always turn the valve on the propane cylinder off when you are done barbecuing.

Remember, a barbecued supper is a popular way to enjoy a warm summer evening. Don't let an accident spoil your fun. Inspect and prepare your barbecue for a safe season.

We know that if we follow instructions and procedures and do not take shortcuts we can prevent home accidents and the disruption of an enjoyable summer with family and friends.

Safety is just simple sense both on and off the job with the same basic idea

- follow the rules and instructions.

Be sure that you are trained and authorized to do the job and do not take shortcuts.

This is the only way to ensure accidents are eliminated.

Procedures are important to the workplace and the safe operation of a plant or mine. A proper procedure is one that only allows a job or task to be done one way - the safe, proper, and in the long run, the simplest way. This avoids injury or equipment damage. It takes into account the proper safety clothing required. It ensures that you have all the proper tools and equipment. It spells out any special permits that are required. Then it becomes a working document of the logical steps to properly do the work. The procedure needs to be reviewed periodically by people who are knowledgeable on the job to ensure that there have been no changes to the equipment or method or any technical changes.

The procedure also needs to be audited while the work is being done. This is what is known as a planned job observation to ensure that the persons doing the work are trained and understand the procedure and that the work can be done and done safely and properly by following the procedure. It is also an opportunity to look for areas of improvement and to change the procedure if required.

This fall the Ontario Division will again have a safety workshop in our efforts to get to zero injuries in the workplace.

The workshop will give each of us a better understanding of procedures and the reason they are important to us all.

Procedures, if they are proper and followed, make the job safe and efficient. But most of all, not taking shortcuts and doing the job the proper way is the best means to avoid an injury to you or someone else.

It's a fact that 90 per cent of accidents in the workplace are caused by the actions of the people working there. So remember, it is the people doing the job that make the workplace safe. Don't shortcut your safety.

Ron Rafuse is superintendent of Safety in the Ontario Division



FOR YOUR HEALTH

From the Occupational Medicine Dept.

Take steps now to avoid heart disease

Attention! Attention!

Did you know that heart disease is the biggest single killer in North America?

It claims more lives than all forms of cancer combined. In Canada, 50 per cent of deaths each year are related to heart disease. It's time to get smart and reduce your risk of dying from heart disease.

The four major causes of heart disease are high cholesterol, high blood pressure, smoking and physical inactivity.

Let's talk about cholesterol

There are two types of cholesterol.

Blood cholesterol is a wax-like type of fat produced by the liver and is needed to form cell membranes, make hormones, make bile for digestion and make vitamin D. Blood cholesterol makes up about 80 per cent of the total body cholesterol.

Dietary cholesterol is part of the fat found in food, but only foods of animal origin such as eggs, milk, meat and poultry. Dietary cholesterol makes up about 20 per cent of the total body cholesterol. Dietary cholesterol can be controlled by what you eat.

An overabundance of cholesterol in the diet may raise blood cholesterol levels. High-fat foods, especially saturated fat and trans fat, are largely responsible for raising blood cholesterol.

When blood cholesterol is too high it settles on the inside walls of blood vessels, clogging the vessel so that the blood cannot get through to the heart and brain. It forces the heart to work harder to push the blood through the body and the chances of having a heart attack or stroke increase.

Tips for controlling cholesterol

A. Reduce the intake of total fat, especially animal fat.

- Keep your diet low in fat.
- Use very little butter, margarine or vegetable oil.
- Drink skim or one per cent milk.
- Eat lower-fat cheese.
- Eat sherbet or frozen yogurt instead of ice cream.
- Eat only three ounces of meat, fish or poultry.
- Trim the extra fat off the meat.
- Bake, broil or barbecue instead of pan frying.
- Avoid high-fat baked goods such as donuts, cookies or pastries.

B. Do not overeat. Lose weight.

C. Quit smoking.

D. Become more physically active.

Be heart smart . . . know your blood pressure

Blood pressure is the force exerted by the heart to circulate blood to all parts of the body. It changes from moment to moment and from day to day. It is usually lowest when we sleep and gradually gets higher throughout the day. Changes in activity, posture and emotions can

cause changes in blood pressure.

Normal blood pressure ranges from 100/70 to 140/90.

One in five Canadians has high blood pressure. When blood pressure remains at 140/90 or higher on a regular basis an individual is said to be suffering from high blood pressure or hypertension. High blood pressure is especially dangerous because it often has no obvious symptoms.

High blood pressure damages the walls of the arteries leading to hardening of the arteries. It leaves scars that promote the build-up of fatty plaque on the artery walls, leading to heart attack.

It also increases the work of the heart, enlarging the heart muscle and eventually weakening it, leading to heart failure.

Very high blood pressure can result in a stroke, causing the very small blood vessels in the brain to burst.

High blood pressure can also lead to kidney failure because it damages the arterioles in the kidney.

Remember, even though you may look great and feel fine you could still have high blood pressure, so you must have your blood pressure checked regularly.

If your blood pressure is high:

- Follow your doctor's advice.
- Take blood pressure medication exactly as directed.
- Use less salt.
- Stop smoking.
- Drink less alcohol.
- Get active and stay active.
- Maintain a healthy body weight.
- Try to relax for at least 20 minutes a day.

Smoking and your heart

People who smoke have at least twice the risk of having a heart attack or a stroke as non-smokers. Because carbon monoxide makes your blood less able to carry oxygen, a smoker's heart works harder to get oxygen to his body.

Nicotine in smoke makes your heart beat faster and work harder. It causes your blood vessels to narrow, increasing your blood pressure and making the heart work harder to push blood through your arteries. Nicotine also increases the build-up of deposits inside the walls of your arteries, again increasing your blood pressure and making the heart work harder.

By making your blood stickier, smoking also increases the risk of stroke. Second-hand smoke can contribute to heart disease as well.

The answer is clear - stop smoking!

Physical inactivity is also bad for the heart because the heart is a muscle. Strengthening the heart helps it to work more efficiently and improves circulation. The way to strengthen your heart is through physical activity. Make exercise part of your day, every day - just 20 minutes of walking each day will do it.

For more information about heart disease, contact the Heart and Stroke Foundation or Occupational Medicine.

In Memoriam

Name	Date of Birth	Date of Death	Years of Service
Frederick Akey	02-13-14	04-05-97	31.5
John Bellrose	04-04-13	04-01-97	20
John Beztily	10-09-01	03-09-97	33.6
Archie Campbell	02-23-15	04-19-97	27
Albert Cassell	04-20-15	04-30-97	39
Dassise Chevrler	02-20-03	04-17-97	27.9
Thomas Crowe	10-17-09	04-20-97	40.9
Stephen Czinege	01-18-20	04-05-97	15
Kazys Daunys	10-10-04	04-23-97	19.7
Rene Desjardins	06-28-24	04-13-97	31
Henry Finni	11-18-37	04-05-97	33
Leo Fournier	06-08-14	04-28-97	25.8
Clarence Fox	06-18-29	04-27-97	34
James Hatch	04-18-23	04-16-97	34.5
Povilas Jutelis	05-19-19	04-14-97	31
Clayton Larocque	03-05-19	04-23-97	31.2
Percy Larocque	11-14-20	04-27-97	44

Name	Date of Birth	Date of Death	Years of Service
Michael Mayhew	02-15-24	04-07-97	23.5
Angus McLeod	10-17-11	04-18-97	48
Peter Mihalic	08-21-23	04-25-97	23.5
Joseph Pilon	05-26-25	04-01-97	41.5
Edward Poder	01-22-14	04-08-97	19.8
Joseph Price	10-19-10	04-04-97	37.2
Howard Ringer	12-05-29	04-30-97	38
Antoni Rodziewicz	11-11-22	04-02-97	30.5
Joseph Sigouin	08-26-13	04-30-97	26.4
Raymond St. Jean	04-28-41	04-05-97	29.5
Maurice Trepanier	09-08-47	04-27-97	31.5
Kostas Tutinas	05-09-19	04-01-97	29
Raymond Vallee	05-07-31	04-23-97	24
Henri Vendette	11-08-17	04-21-97	43.5
Klaus Von Nordheim	11-23-33	04-09-97	22
Angus Wither	02-25-08	04-18-97	39
Lloyd Wyman	01-27-17	04-28-97	44

I heard it down at . . .



The Dry

by Jerry Rogers

682-5204

Don't try telling the crew of the *Rosy Bain* that all the hoopla surrounding the 500th anniversary of John Cabot's discovery of New Founde Landes will go to the replica of the historic *Matthew* in late June.

While the wooden ship will bob its way across the North Atlantic in time for the June 24 ceremonies in Bonavista, Nfld. before Queen Elizabeth and Prince Charles, there will be none prouder than the crew of the *Rosy Bain* from Lively.

With Inco pennants flying jauntily atop her masts, the *Rosy Bain* is part of a flotilla that set sail from Toronto earlier this month to mark the Newfoundland anniversary. For a crew numbering 13 who sailed the 36-foot *Sabre* in legs to Newfoundland, it's the dream of a sailor's lifetime.

For Carl Ellsworth, a construction coordinator with Inco's contract engineering, sailing home to Newfoundland will be an emotional moment in his life. Though he doesn't regard himself as much of a sailor, he grew up by the sea near Rocky Harbor.

He went on board the *Rosy Bain* in the Gaspé this week and will be proudly on deck, weather permitting, when she sails into Isle aux Morts where his mother, sisters and two of his brothers will greet them.

"It'll be a fantastic feeling," says Carl. "I never thought, in my wildest dreams, that I'd be going home like this, sailing."

In fact, though he's been gone from Newfoundland for more than 28 years, which coincides with his Inco service, it was his contact with his hometown that inspired the *Rosy Bain*. Every couple of years, he's taken Sudbury buddies back with him in March for a week of snowmobiling, and the Newfoundland experience gave skipper Paul Ferguson, a one-time Inco employee and now Walden businessman, the idea to join in the historic re-enactment of Cabot's crossing.

Paul's wife Shirley, who is supervisor of services at the Copper Refinery, has already sailed one leg of the trip, from Montreal to Trois Rivières and will re-join the ship in St. John's June 20 for the flotilla's tour of Newfoundland ports before the big party in Bonavista.

"It's wonderful to me and to Paul," Shirley says. "This is our dream of a lifetime. It's just something very special. Paul loves Newfoundland, he loves sailing and he's from Matapédia, Que. He saw the ad in a Toronto paper about the flotilla and I knew right away we were going."

Mike McDonald, a training supervisor with Central Maintenance, is a Manitoulin farm boy who jumped at the chance to sail the first leg with his sailing buddies. He took part in the sail past and the blessing of the fleet in Toronto and was caught up in the rough waters of Lake Ontario.

"We went across the lake at night and it was a rough ride. It was scary," he recalls. "It was an excellent experience, the whole thing. I wouldn't have missed it."

Also on board from Inco are Ron Capstick, a project coordinator at the Smelter, and pensioner Vance McAfee. Artist Charlie Rapsky, Dr. Bill McMullen and his son Mike, real estate appraiser Hal Love and seasoned Espanola sailors Ron Kelly, his wife Carol and Brent Mason also signed up for various legs.

For the Fergusons, the trip to the remote town of 4,500 at Bonavista represents the culmination of two years of hard preparation, perfecting sailing skills, boning up on Morse code, learning Ham radio, focusing on safety issues and investing in ocean-ready safety gear.

"I have every intention of having tea with the Queen," Shirley laughs, adding, "But I'll never get close to her I know. Still, I think this trip's just wonderful. We're going to spend three, four weeks in Newfoundland, winter the boat in Nova Scotia and sail her home next summer via the Hudson River. What could be better?"



It cost \$4.5 million to build a replica of the tiny wooden vessel that Italian explorer John Cabot captained as he searched for a sea route from England to spice-rich China 500 years ago. Cabot didn't find China, of course, but he did discover Newfoundland. And this summer eager Newfoundlanders plan a summer full of parties to celebrate their island's 500th anniversary. The *Matthew* is sailing from England for the party and will stop at 16 ports of call during its 46-day voyage around Newfoundland.

Newfoundland ready for a 500th birthday party

Inco and the cultural life

Jack Bush is revered as one of Canada's most renowned contemporary artists. But for Inco for several years after the Second World War, he was a commercial artist who illustrated a series of company advertisements in major

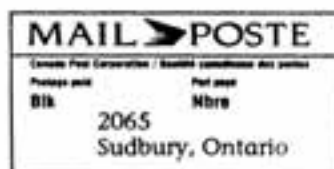
GONE SAILING



The romance of the high seas and the mystique of explorer John Cabot is luring a host of Canadian and American sailors to cast off for Newfoundland and the 500th anniversary of Cabot's landing. With a rotating crew of 13, the *Rosy Bain* of Lively is part of a flotilla of 92 ships that set sail from Toronto in mid-May, expecting to touch Newfoundland June 1 at Isle aux Morts. Wearing Cabot replica hats, the crew on the first leg counted Ron Capstick from the Copper Cliff Smelter, Mike McDonald of Central Maintenance training, skipper and Lively businessman Paul Ferguson and real estate appraiser Hal Love.

1991, Inco has supported the musical which this year was the rollicking *A Funny Thing Happened On The Way To The Forum*. . . The League of Canadian Poets drew more than 300 Sudburians to its first ever appearance in Northern Ontario late last month. "League members spoke afterwards of this (W)rites of Spring as the best attended of any they'd read at; and with the most energized - and energizing - crowd they'd experienced. The crackling energy zipping around in the crowd helped unlock the power in the poems themselves," writes Laurentian's Roger Nash in acknowledging Inco's leading sponsorship. An anthology of local Sudbury poets, Nash says, gives a "zestful, positive image" of the city. . . And Oryst Sawchuk, Sudbury architect, artist and chair of the Jubilee Centre's arts and cultural committee, credits Inco's generous support for its production of *A Party To Murder*. "The play was well written and the acting was extremely professional for an amateur production. But the real stars of the show were the excellent set, lighting and

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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