



Can this device help the Ontario Division improve its safety? Find out more on Page 6.

# INCO Triangle

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## Grease improves safety, efficiency

Grease is the word at Copper Cliff South Mine.

And by the new year, it will be Division-wide.

Jumbo drill operators, jackleg drillers, foremen and other underground employees at South Mine are sold on grease lubricators instead of using oil.

A year of using grease lubricators in a pilot program at the mine revealed improvements in both safety and productivity.

As a result, regular oil used to lubricate pneumatic equipment is quickly becoming a fossilized fossil fuel.

Development miners **Jake Leduc** and **Carl Dewar** have given grease their thumbs up.

Both miners are part of a team piloting the use of grease lubricators on drills, scissor lift trucks, underground lifts and other equipment.

"The new grease is thicker. It has compounds in it that don't allow it to disperse through the air or on the platform of your truck (scissor lift)," said Carl.

"So you're not slipping and sliding everywhere. You don't get covered in oil anymore by the end of a shift."

That cleanliness feature also has a production-efficiency facet to it because there's virtually no oil in the ore going to Clarabelle Mill now. Oil can interfere with the flotation process at the mill.

Even loading the grease is cleaner thanks to the grease lubricators, with less likelihood of any spillage on equipment such as a scissor truck.

In underground conditions, there's generally a chance of dirt contamination when oil is being poured into equipment. The dirt can clog the passage of the oil leading to excessive wear and shorter operating lives for drills.

But grease is supplied in plastic sachets. One corner is cut off and the grease is squeezed directly into the mining equipment, greatly reducing any

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## Just putting around!



With putter in hand and a smile on her face Jacklynn Miller, 11, of North Bay, didn't seem to mind the rain at all during Inco Junior Golf Tour action at the Idylwyld Golf and Country Club in Sudbury. She was happy to be on the green after making her way down a soggy fairway. Some 130 golfers braved almost incessant showers to compete in the seventh and final event on this year's tour. Read more about the tour and this season's results on page 13.

## Improved safety nets \$7.3 M rebate

Attention to detail can be profitable. Just ask the folks in Claims Administration.

During a reconciliation process to verify the accuracy of the most recent New Experience Rating (NEER) statements submitted by the Workers' Compensation Board (WCB), claims personnel noted a number of errors.

When the appropriate corrections involving more than \$615,000 were made the Ontario Division's 1997 rebate increased to an estimated \$7.3

million.

"The NEER program compares actual experiences to front-end expectations," said **Gary Hughes**, general foreman of Claims Administration.

The company pays an annual Workers' Compensation assessment up-front based on anticipated compensation costs generated by the particular type of industry, said Gary. Before NEER, if the anticipated costs were wrong, the WCB could not collect additional funds nor could the company have any excess payments returned.

"The NEER system is much fairer both ways," he said. "When the actual costs of your annual experiences are less than the amount paid in up-front assessments you have a potential rebate situation. Of course, if the actual costs run higher, you would owe the WCB money."

Fortunately, Inco has never found itself on the losing side of the ledger.

"In 1993 our assessments ran at about \$27.5 million with no rebate," said Gary. "In 1996 our net costs were \$13 million

and in 1997 our net assessment is projected to be less than \$10.5 million after the rebate."

The steady improvement is driven primarily by two factors, he said.

First and foremost is an improved safety performance as measured by lost-time accident and disabling injury frequency statistics. The second is an effective injury and claims management system that minimizes the impact of injury by providing suitable modified work and aggressive early return to work

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# Grease use improves work environment

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chance of dirt contamination.

Jake said he wishes this new grease had been in use in the North American mining industry some 20 years ago when he started working underground.

The grease itself isn't, by any means, a new product.

It was developed in South Africa in 1954 and is used in some 55,000 drills at all mines in that country. It is recommended by the world's largest manufacturer of pneumatic drills.

But South African grease lubricators weren't suitable for the North American market because of differences in adapting equipment.

Testing of a North American application of the grease lubricators began in Sudbury in mid-1994. Testing at South Mine's 2,050, 3,500 and 4,250 levels began in October 1996.

In the year since, employees testing the grease lubricators have noticed an 83 to 90 per cent drop in oil mist exposure.

There have also been many improvements in overall efficiency thanks to the new grease applications, while lubrication costs have remained equal to using oil.

The grease lubricators have been tested on many pieces of underground equipment with great success, resulting in the South Mine team overseeing a pilot program which recommends that all scissor trucks, jacklegs, stopers, jumbos and Boart drills in the Ontario Division be converted from oil to grease lubrication.

Steve Ball, a South Mine shift boss, said he judges the

value of the grease by the views of the people who use it directly every day. And so far the opinions have been positive all around.

"My guys have no complaints with it."

Those not yet using it are anxious to do so.

Jumbo drill operator Marcel Lamarche said he'd like to try it out in his equipment.

He explained that it was more crucial that jackleg drill operators try it first.

The mist of the oil used in drills before hasn't been much of a factor for Marcel in his work. Jumbo operators don't tend to get covered by oil mist because of how their equipment operates.

"It was more important to those guys (jackleg operators)," said the 30-year Inco employee. But he said he welcomes any improvements on the job.

"I'd like to try the new grease before I retire just to see how much better it is." His jumbo is next on the list of trial equipment to use the new grease at South Mine.

The entire pilot project at South Mine was a team effort, said Tom White, quality coordinator. "A bunch of us worked on it together."

Also on the team of Inco people involved in introducing the grease are development miners Rick Teahan, Marcel Goulet and Pierre Gauthier, Boart driller Bob Larocque, North Mine's Drill and Repair Shop, Occupational Health and the Engineering Department.

Development miner Jake Leduc, left, looks over at his partner Carl Dewar as they drill blasting holes on the 3,500-foot level of South Mine. Both miners are part of a team piloting a new grease lubrication which is replacing the more messy oil used in various types of underground equipment - including drills.



Shift boss Steve Ball said the best judges of the new grease are the people who use it directly every day. "My guys have no complaints with it."

USING THE NEW GREASE HAS MEANT MANY IMPROVEMENTS FOR MINERS AT COPPER CLIFF SOUTH MINE. THE SAFETY AND EFFICIENCY BENEFITS INCLUDE:

- IMPROVED AIR QUALITY. GREASE IS NOT AIRBORNE, SO THERE'S NO OIL MIST INHALED INTO LUNGS.
- GREATLY DECREASED LUBRICANT CONSUMPTION FROM 20 LITRES OF OIL EVERY FOUR SHIFTS TO FOUR LITRES OF GREASE IN FOUR SHIFTS.
- COST SAVINGS IN MEETING GOVERNMENT REGULATIONS ON OIL MIST THRESHOLD LIMITS.
- ONLY ONE FILL-UP A DAY, WHICH SAVES TIME.
- MORE DRILLING IS ACHIEVED FROM DRILLS.
- NO SPILLAGE.
- TRUCKS AND SCISSOR LIFT PLATFORMS ARE NOT SLIPPERY.
- LESS HANDLING AND STORAGE IS NEEDED.
- THERE IS IMPROVED TORQUE ON BOLTS.
- CLOTHES ARE CLEANER AT THE END OF EACH SHIFT.



Jake Leduc and Carl Dewar load the new grease into their drilling equipment. Even the loading process is cleaner, with less likelihood of any spillage on the platform of their scissor truck.



Jumbo drill operator Marcel Lamarche said the mist of the oil used in underground equipment before wasn't a factor for him in his work. "It was more important to those guys (jackleg operators)," said the 30-year Inco employee. But he welcomes any improvements. His jumbo is next on the list of trial equipment to use the new grease at South Mine.

## Vigilant claims management finds savings



Gary Hughes pores over information in the New Experimental Experience Rating statement provided by the Workers' Compensation Board.

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programs.

Another function of effective claims management is vigilance, as demonstrated by the recent reconciliation findings.

"The reconciliation is done routinely to see if the WCB figures are correct," said Gary. "They do the books but we have to act responsibly by checking the numbers, verifying the claims being considered and looking for opportunities."

"If we weren't vigilant it could cost the company a lot of money. One year we found \$1.3 million in mistakes. If no reconciliation is done, the board accepts our silence as acceptance of accuracy. The errors have been there since day one and continue to crop up. Because of

those systemic errors, the reconciliation process is as important today as it was when we entered the NEER program in 1993."

Mistakes generally take the form of claims being included in the WCB statement which don't meet NEER criteria. Additionally, when the presence of a secondary or pre-existing condition which contributes to or prolongs an injury is identified opportunities arise to apply for cost relief. This relief, when granted, directly influences NEER results.

"The whole intent of NEER at the outset was to cause employers to be more aggressive in safety and injury claims management," said Gary. "If you're on the rebate side of the ledger

you've achieved some success in achieving those goals and can be proud of it."

Gary describes effective injury and claims management as a combined effort involving the cooperation of Occupational Medicine, the United Steelworkers of America, plant management, the injured employee and Claims Administration.

"The process is as strong as the sum of its parts," he said. "If one group isn't involved the process is weakened. Our successes are the result of our combined efforts."

"At the end of the day our goal is clearly the same - to get the individual back at a suitable time in a suitable work situation."



# Community honors food drive founder

After nine years and 35 tons of food, Edgar Burton was honored by the city and the region this month for initiating the Inco Christmas Employees' Food Drive.

The Divisional Shops mechanic received a declaration of "exemplary citizenship" from city council and a commemorative medallion from regional council at the city's Oct. 21 council meeting.

Edgar was quick to extend the credit to Inco employees and accepted the awards on their behalf.

Accompanied by his wife Sharon and daughter Jennifer, Edgar shook hands with Sudbury mayor Jim Gordon, and in a speech before television cameras and council members dedicated the award to his fellow Inco employees.

"It's nice to have an award like this. I would like to give this award to all the employees - those people who gave in the last nine years and the pensioners who contributed. Everyone worked together. I never thought it would be this big. I'm so proud to be an Inco employee," said Edgar.

Edgar also gives credit to his three daughters for helping initiate the project. "They came home from school and asked if I could organize a food drive at Inco. I thought this was a good idea. I've seen the need for this first-hand. I feel it is important to help the needy, and the need keeps getting greater and greater. I see it in Sudbury and I see it all over the place."

The Inco food drive was quick to gain momentum. In its first year Edgar collected 100 lbs., a sum that grew each following year. "It only goes to show you how Inco employees care for their community. Inco has been great towards this food drive. I don't have to ask twice to take time off to do this."

The 10th annual food drive will commence in early November with Edgar distributing 30 wooden boxes evenly to every Inco mine, plant and office he can find, with the help of union safety representatives. An account at the CIBC and Credit Union was opened last year allowing Inco pensioners to donate funds to the local food bank.

This enthusiasm for the food drive earned Edgar the praise and thanks of council. Gerry McIntaggart, a councillor and an Inco employee, presented the commemorative medallion from regional council. "He

makes regional council and city council look good because there's 35 tons of food that we don't have to find."

Gerry, a storeman at the Copper Cliff Warehouse, described Edgar as a "true inspiration to the whole community," representative of what "one person can do and how they can impact the community - especially the needy."

In presenting the region's 25th anniversary medallion, Gerry noted the rarity of such an occasion. "It takes a very special person indeed to receive such a medallion," he said, adding that not even he, as a councillor, has received one.

In addition to the medallion, Edgar received a framed declaration honoring his "exemplary citizenship" and describing him as the driving force behind the food drive. Mayor Gordon, in reading the declaration, expressed respect and admiration for Edgar's dedication to the community.

Not only did Edgar earn the respect of both regional and city council but that of his family. Following the presentation, Jennifer, the youngest of Edgar's three daughters, said she was proud of her father's achievement. Never did she imagine as a young child, such a request would net such impressive results. "I'm really proud of Dad, he kept the project up," she said.

Jennifer found out two years ago just how successful the employee food drive had become when her father asked her to help load the collected items onto trucks for distribution.

"I didn't think there was this much food here," she said to her dad at the time. "I'll be here for four or five hours."

Collected food items are distributed to needy families throughout the region by the Salvation Army. Major Larry Bridger of the Salvation Army's Sudbury branch calls the annual effort arguably the largest single company employee food drive in the country.

"I know of no other 'employee' food drive of this magnitude anywhere in Canada," he said. "The Inco Food Drive has become a very major source of non-perishable food which is distributed to needy families at Christmas but also throughout the winter months. Frankly, without this food drive, there would be a substantial shortage of food on our shelves and it would not be an easy task to replace it."



Regional councillor and Inco storeman Gerry McIntaggart, left, presented Divisional Shops mechanic Edgar Burton with a commemorative medallion for collecting 35 tons of food through the Inco Christmas Employees' Food Drive over the past nine years.



Edgar Burton, with wife Sharon, left, and daughter Jennifer, right, was honored by city and regional council this month. Edgar received a declaration of exemplary citizenship from city council and a commemorative medallion from regional council for his efforts in collecting food for the region's needy. Edgar accepted the awards on behalf of all Inco employees who donated to the cause.

## Good fun for a good cause

Steelworkers Local 6600 president Denis Dallaire adds the fixings to Harvey Wyers' hamburger during a United Way kick-off barbecue at General Engineering earlier this month. Harvey, of the Safety department, was one of the organizers of the barbecue which raises money to support the United Way's 20 member agencies. The annual Inco Employees' United Way Campaign runs the month of October. At far right, Construction coordinator Karl Vainio added a festive atmosphere to the event with some accordion polka favorites.





# Pensioner's persistence pays big dividends



Charlie Quinn is happy the company listened when he told them there was more ore to be had at Creighton's No. 3 shaft.

Persistence pays off. Just ask Inco pensioner Charlie Quinn.

Charlie knew there was more money to be made at Creighton Mine's No. 3 Shaft when he retired from Inco in 1976 as a superintendent.

His time as an active employee was up.

But that didn't stop Charlie. "At the 1,725-foot level, I was convinced there was ore," Charlie recalled in a recent interview at his south-end city apartment.

He let it go for a while, figuring he was done mining.

But the nagging feeling he had left some valuable work behind wouldn't go away.

So in the early 1980s, during the annual Inco Pensioner Days event at the Caruso Club, Charlie brought up the subject of the ore at No. 3 Shaft with Menno Friesen, who was then superintendent and later

manager of Creighton.

"I said to the boss, if you drive a little drift under that pocket you're going to hit that ore."

Charlie was sure of it.

So sure of it that he followed up his conversation with Menno with several calls to John Kelly, now the Ontario Division's Vice-President of Mining.

"John Kelly was manager of Creighton at the time," Menno recalled. "His view was that 'If Charlie is this persistent about it - it must be worth it.' Once we saw it, we couldn't believe it. This turned out to be a plum."

In fact "Charlie's ore," as Menno called it, enhanced mining production already underway at the time.

"We were mining in the area so Charlie's ore improved No. 3 Shaft's grade quite nicely. It was a bonus for us."

The ore was just waiting to be mined, Menno said.

"The reason it wasn't mined the first time (some 40 years ago) is that it was difficult to tram to surface. And there was a lot of ore that was easier to get to surface. So we've got to give Charlie credit. He drew our attention to it. It had been more or less forgotten."

With a nickel grade of 1.7 and copper grade of 1.8 in the 120,000 tons that would be mined between 1983 and 1984, Charlie's ore was of the same quality as that being mined elsewhere at Creighton.

So why was Charlie so sure?

"It was just experience, after being the boss in that area," said Charlie, who spent the bulk of his 40 years with Inco at Creighton until his last few years working as a superintendent at Stobie Mine.

Charlie learned from old blueprints that this part of Creighton had been mined and filled in the 1920s.

The 55-degree angle of the orebody was uneven and "wavy," he noted.

So Charlie knew that the mining techniques of the day would have left pockets of ore all the way up the orebody.

They turned out to be deep pockets.

Between 1983 and 1984, Creighton miners removed about \$6 million worth of ore, said Menno.

Charlie, now 82, said he's glad he didn't let that orebody slip away from him - even in retirement.

"I was also very pleased they took my advice and it paid. It was satisfying."



Menno Friesen recently visited No. 3 Shaft at Creighton Mine for old times sake. Menno said he was glad to see pensioner Charlie Quinn's ore add to the site's productivity before it was mined out. Ore pockets left behind from previous mining methods added about \$6 million to the shaft's tally in the early 1980s.

## Making it official!



Don Sheehan, left, manager of Employee Relations, and Wayne Fraser, area coordinator for Northeastern Ontario with the United Steelworkers of America, officially sign the Collective Bargaining Agreement reached between the company and Local 6500 in June. The signing ceremony took place this month.

## LETTERS

Dear Editor,

I would like to take this time to thank Gary Hughes and the staff of the Inco Modified Work Centre for taking the time to provide members of the WCB and Board of Directors with a tour of your facility.

The tour was most informative and provided us with a good understanding of how Inco provides work opportunities to employees who are unable to perform the duties of their regular employment as a result of work-related injuries or non-compensable reasons. The Modified Work Centre is clearly a success for Inco and provides other employers with an excellent example of a program that is both cost-effective and positive for employee morale.

The establishment of the Mining Sector sets the stage for the WCB to develop a closer and more effective working relationship with members of the mining community. We look forward to working with Inco and we appreciate your input as we proceed with this new initiative.

Yours truly,  
Glen Wright  
Chair, Workers' Compensation Board

# VOISEY'S BAY PROJECT UPDATE.

*Inco Limited, the parent of Voisey's Bay Nickel Company Limited, recently announced a delay of the Voisey's Bay project. We'd like to provide you with some background on the Project and where it stands today.*

For the global nickel industry, Voisey's Bay is one of the most exciting discoveries of recent times, to be sure. Our exploration program in the Voisey's Bay area continues to move forward. We expect to spend over \$25 million in 1997 on exploration in Labrador, and continue to believe that we'll find at least 150 million tonnes of mineral resources. Of the resources identified to date, the high-grade Ovoid zone of the Voisey's Bay deposit can be easily accessed by surface mining. We look for exploration targets which can be mined by these surface methods since the capital and operating costs associated with underground mining are significantly higher.

## A GLOBAL MARKET - A GLOBAL COMPANY

Nickel is an essential element in today's global industrial economies, with by far its largest use as a major component of stainless steel. But like a number of indispensable metals, it's costly to mine and process. And Inco, like other major mining companies, must plan carefully and many years into the future to ensure that capacity is aligned with demand.

Inco is the largest producer of nickel in the world. However, Inco also buys a considerable amount of nickel on world markets to meet our customer's needs. A healthy global economy is creating growing demand for nickel, especially in Asia. In an expanding market, Inco's goal is to remain the world's leading nickel producer, to significantly increase our own nickel production capacity, and to rely less on outside suppliers.

When we acquired Voisey's Bay in August 1996, it was a major step toward achieving this goal. We must continue to evaluate other projects in addition to Voisey's Bay which can enable us to meet our goal. In fact, last month Inco announced plans for our Goro project in New Caledonia in the South Pacific, a project that could contribute 60 million pounds, and perhaps more, of nickel annually.

## OTHER PROJECTS

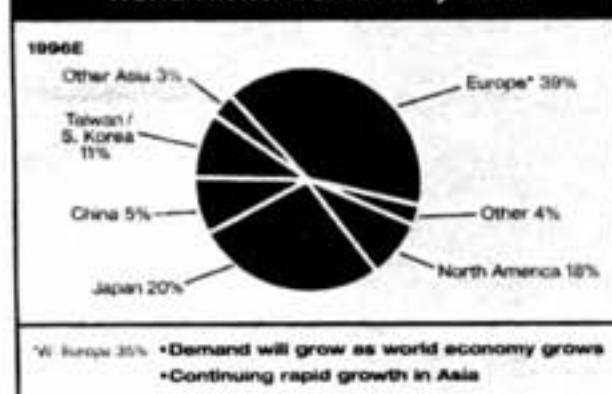
The next few years will see an increase in demand for nickel. But we're not alone in trying to meet it. In fact, excluding Voisey's Bay, world nickel production is forecast to grow by as much as 30% over the next few years. There are many projects, in Australia, Indonesia, South America and elsewhere, moving forward to meet demand. Voisey's Bay must continue to be seen in the context of the global nickel industry. It cannot be viewed in isolation as other projects move forward.

The one-year delay means that other projects much further along than Voisey's Bay will be bringing new sources of nickel to market. We remain committed to Voisey's Bay, but it's important for everyone to recognize the global nature of nickel supply as well as demand.

Current Inco Production Locations



World Nickel Demand By Area



## UNWAVERING COMMITMENT

Inco helped to create the nickel industry in Canada nearly 100 years ago. Today, we stand among a handful of Canadian companies operating around the globe.

Simply put, we remain committed to Voisey's Bay, and to building partnerships to make it work. We've invested \$4.3 billion in acquiring the property to date, and we will be making a significant investment in the necessary operating facilities and in other areas. The Project continues to represent a significant asset for Inco. And a significant asset for the people of Newfoundland and Labrador, one that will generate new jobs and training opportunities.

The Voisey's Bay Project, however, faces a number of hurdles. These hurdles must be successfully cleared in order for the Project to move forward. There are, however, limits to the regulatory and financial burdens that it can support. To move ahead, we need co-operation and partnership, with the Inuit and Innu, with the federal and provincial governments, indeed with the people of the Province. As we continue to assess the Project and overcome the hurdles we currently face, we will keep you advised of our progress.

## FOR MORE INFORMATION

We are making available a range of materials for you to learn more. Call us at 1-888-229-INCO for:

- A reprint of this article in English, Inuktitut or Innu.
- A video detailing the extensive environmental baseline study completed at Voisey's Bay by the Voisey's Bay Nickel Company Limited. Or visit our website at [www.incoltd.com](http://www.incoltd.com)

## SUGGESTIONS OR COMMENTS

Let's continue the dialogue. If you have comments, please contact our nearest office or 1-888-293-8880.

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**INCO**



# Workshop asks why accidents happen



We can't tell you what Mike Sylvestre is up to with this contraption, except that it involves safety. The manager of Mines Technical Services completed a pilot session of the latest *Getting To Zero* safety workshop. The workshop involves teamwork and creative thinking aimed at getting people to determine root causes of accidents.

Getting people to examine root causes of accidents is the best way to avoid similar ones in the future.

That's one of the priorities stressed in the upcoming *Getting to Zero* workshop for all Ontario Division employees.

Trainers for the second phase of *Getting to Zero* are themselves being trained this month to conduct sessions for all employees during the next few months.

Bill Romas, program coordinator with Quality and Human Resource Development, said this version of *Getting To Zero* is designed to continue last year's popular workshop.

"We designed this new workshop, aimed at getting to basic causes of accidents and procedures, to prevent future accidents," he said.

Basic causes of accidents fall into several

categories, including:

- Leadership.
- Work standards.
- Procedures.
- Maintenance by all employees.

"You've got to ask why and get down to the root causes. And then you've got to do something about it," Bill said.

"Things won't change overnight."

But Bill and the other trainers are upbeat about the long-term positive impact of the workshops.

As evidence, Bill pointed out that the message of improving job procedures and following them is being well-received by employees.

He knows that because evaluation cards filled out by employees during last year's *Getting to Zero* program were overwhelmingly positive with a clear indication that people want more such training.

This time around, the

trainers needed a way to take last year's session a step further.

They're doing that by providing a practical tool to employees as they work toward the goal of zero accidents in the workplace.

"We're getting people to look at their procedures and how to improve them. We're also encouraging all areas to examine their critical task procedures."

Critical tasks are generally defined as any work that poses potential health and safety hazards or risks to production.

Fred Gervais, a trainer with Steelworkers Local 6500, said he's glad to see *Getting To Zero* back.

Last year's program showed people want safety training to continue to be a Divisional focus, said Fred.

"So we want to build on that success."



Tom Tripp, of Quality and Human Resource Development, discussed a few ways to determine what causes accidents during a Train the Trainers session at the Copper Cliff Club.



Local 6500's Fred Gervais, standing, said he found both trainers and employees keen to take *Getting To Zero* to the next step of problem solving to prevent accidents.

## Swans at the Smelter



A flock of graceful, white visitors graced the landscape of Inco's Smelter Complex last month for a brief stopover. The tagged tundra swans are part of a study of the migratory birds' habits. Dan Gagne, of the Reclamation department, was able to see the rather tame swans up close during their stop in Copper Cliff.

## The Ontario Division's Seven Safety Principles are the basis for what *Getting to Zero* is all about:

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



# Ceremony highlights Inco/Cambrian project



Cambrian College President Glenn Cromble and Ontario Division President Ron Aelick cut the ceremonial ribbon to officially open the joint training centre. Inco and Cambrian were the first tenants of the new Trillium Centre.

Heavy duty equipment mechanics, industrial mechanics and welders have replaced teenagers in the hallways and classrooms of the former Rayside-Balfour Secondary School in Azilda.

Inco, in a collaborative effort with Cambrian College, was among the first players in an innovative plan to revitalize the former high school declared surplus in 1994.

In 1995 the company and the college opened a training facility at the site described by Ontario Division President Ron Aelick as "state-of-the-art."

Last month, about 100 people attended an official re-opening of the school, now named the Trillium Centre. Together with the Cambrian College/Inco Training Centre, the facility will house a national boxing centre, along with fitness, youth and conference centres. The town purchased the school in April 1995 and the training centre was the first project to support the transition of the building.

Both Ron and college President Glenn Cromble referred to the training centre as a world-class facility. As part of the opening ceremonies, the pair touched on the unique program and partnership between the college and the company. Cromble explained the college and Inco agreed to work together to realize a training centre in 1995, focused on a goal of providing quality education. He expressed his pride in the program stating: "This project will benefit the community

well into the 21st century."

Ron noted that Inco and the college have enjoyed a strong, mutually beneficial relationship for more than 25 years, including an ongoing mining technician and technologist program where students receive common core training. Inco is currently the principal trainer, however, over time Cambrian will gradually assume delivery of the training, said Ron. Inco will continue to be involved in delivering specialized training, developing curriculum and program assessment.

The first phase of the project was initiated in September 1995 with the implementation of the heavy duty equipment mechanics training program. The second phase welcomed the industrial mechanics and welders in December 1996, and together they occupy 29,000 square feet of training space. To date the program has provided training to 200 apprentice heavy duty mechanics and an additional 400 incumbent mechanics. In addition, about 200 industrial mechanics and welders have been trained and tested at the facility, along with eight apprentice industrial mechanics and 10 Cambrian co-op students.

Ron said the joint venture continues to answer a vital need for specialized and upgraded training in industry technology.

The enthusiasm for the Cambrian/Inco project was echoed by the Inco training instructors on hand to greet visitors to the centre. For

welding instructor Al Verelli the move represents an opportunity to share resources with other training programs and eliminate overlap. "It's nice to be all together and collaborate with the college in the

sharing of resources."

The welding training facility was located in the Smelter Complex three years ago and was moved to the Copper Cliff Copper Refinery the following year before finding a home at the Trillium Centre.

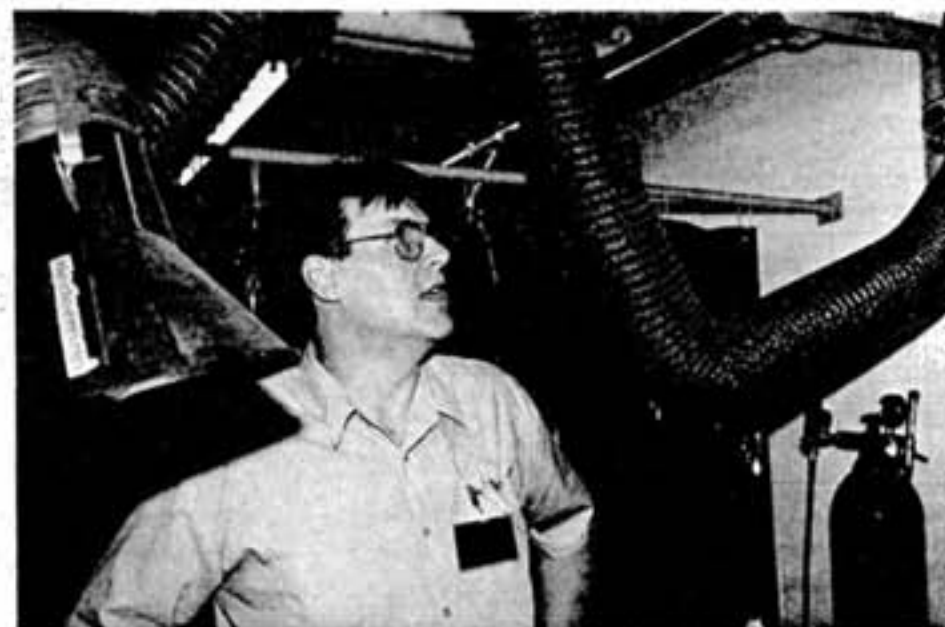
Industrial mechanic instructor Mike Tuznik also sees the move as positive. His training program began 18 years ago in the Nickel Refinery. He pointed out the economic advantages of

the collaboration with Cambrian College. "Cambrian has an apprentice program for industrial mechanics and so does Inco," he said. "This will be more cost-effective. The people that we turn out have to fit into our company as qualified people trained for Inco equipment."

Mike shares training duties with Garwin Pitman, also an industrial mechanic instructor.

The belief in the pro-

gram's effectiveness was reiterated by Bob Huzij, instructor/writer involved in developing the training program. The heavy duty equipment mechanics training centre was operated out of the Rolling Mill in Lively for five years prior to the relocation, he said. "The new location is more conducive to training and education. It's in a school, which offers a more traditional structure of classrooms. There is more space."



Welding instructor Al Verelli says the new training centre is more economical for both Inco and Cambrian College.



Industrial mechanic instructor Mike Tuznik says graduates of the training programs at the Trillium Centre facility will be trained specifically for Inco equipment.

The Cambrian College/Inco Training Centre located in the Trillium Centre in Azilda is more conducive to learning than past locations, says Bob Huzij, instructor/writer.





# Ontario Division completes rec with total planted se

Inco's Ontario Division put more trees in the Sudbury soil this year than at any other time in the company's history.

So what does that say about aerial seeding?

Plenty, says reclamation coordinator Paul Yearwood.

"The two programs go hand in hand," he said. "Aerial seeding opens up land for us. It establishes a grass cover and in three years or so we can go in and plant our trees. Experience has shown us that if the grass cover is not there first, the frost literally pushes the seedlings out of the ground so there is a high mortality rate."

In its ninth season and averaging 400 acres treated per year, the aerial seeding program has gotten ahead of the tree planting program, admitted Paul.

"We're now playing catch-up."

And catching up led to a record-setting 1997 with 184,000 tree seedlings planted and a number of others donated to select greening committees and organizations.

The busiest areas by far were near Coniston and behind the Copper Cliff North Mine, where 140,000 and 122,000 tree seedlings were planted respectively. Another 15,000 were planted near the old MacLennan Mine site, 6,500 were planted at Fielding Park in Walden and 500 on company-owned lots in Little Italy where the company intends on returning the lots to a natural meadowland state in keeping with environmental consciousness.

The sheer number of trees planted is a testament to the company's commitment to land reclamation. The areas in which the trees were planted is proof that aesthetics are not the only driving force.

"It was always part of our overall plan to plant trees in the grassed areas," said Paul. "And the areas we've seeded are largely remote. In recent years we've planted trees in the Clarabelle Mill area, the Nolin watershed and around Kelly Lake."

"Public visibility is not our only criteria in planting. We're trying to improve the water quality wherever we can and establishing plant life acts as a natural filter by stopping the heavy metal uptake from the soil. It also helps in erosion control and other matters. We find that birch and most other deciduous trees come in on their own in these areas because their seeds are light and travel far. Pine seeds, on the other hand, are heavy and don't travel."

The tree planting program started on a much smaller scale around 1978 with the company buying its trees from the Ministry of Natural Resources, said Paul. The company began growing its own trees years later when experience gained growing under-



Paul Yearwood examines a tree seedling (right) planted on newly grassed land on the north side of Kelly Lake. Public visibility isn't the only criteria for planting, said Paul. Establishing plant life helps improve water quality.



ground vegetables — on issues such as lighting and fertilizer — was applied to tree seedlings.

About five years ago, the company doubled its seedling output by going from one to two crops at its underground nursery at Creighton Mine and its surface greenhouse in Copper Cliff.

Today, some 240,000 trees are grown between the two sites. The January crop was planted this summer while the mid-May crop will spend the winter getting climatized on surface outside the Copper Cliff greenhouse.

"Coming from a stable underground environment at Creighton to fluctuating temperatures the trees have to be climatized," said Paul. "We control their exposure to sun and temperatures and let the snow cover them where they lay dormant through the winter. They will be the first trees planted in the spring of '98 when we're targetting the Nolin watershed between Murray Mine and North Mine."

"Another crop will be started in January of '98 and it too will be ready for spring planting."

Somewhere in that second crop lies Inco's two-millionth

tree seedling waiting to be planted, said Paul. The program currently stands at about 1.8 million and will surpass the two million mark next year — an incredible feat

considering the one millionth tree was planted just three years ago in a ceremony with Prime Minister Jean Chretien.

"We've probably already planted two million trees as

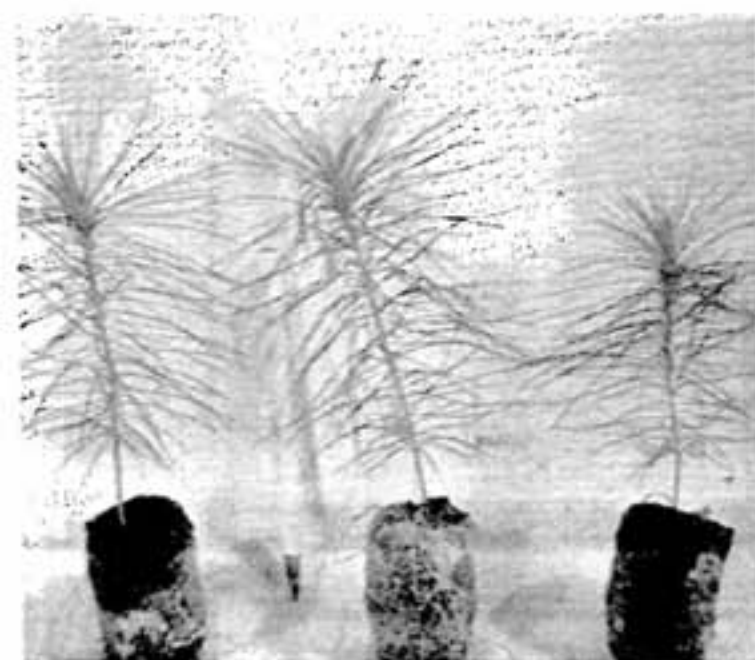
opposed to grown and planted," said Paul, referring to the early years when trees were purchased. "But we'll hit that mark next year for sure. We're just shy of it now."



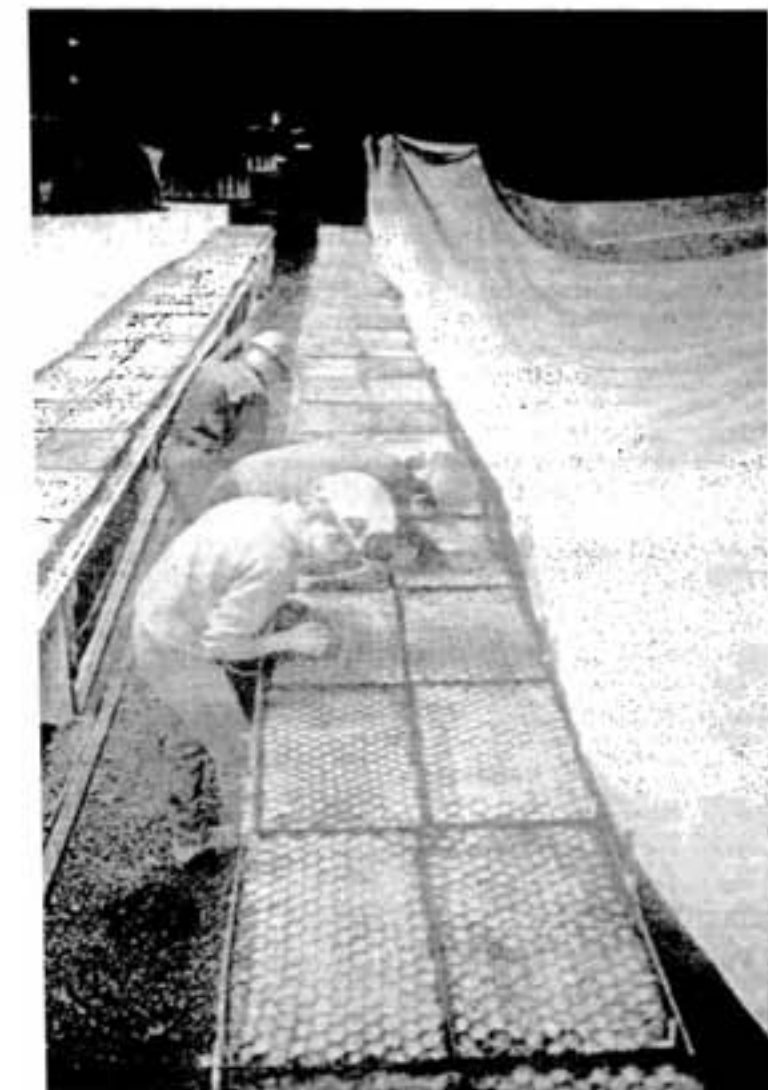
Two crops of seedlings are planted each year at both the underground nursery at Creighton Mine, right, and the surface greenhouse in Copper Cliff.



# rd year for tree planting in '97 to surpass 2 million



Tree seedlings planted with their roots surrounded by tiny bundles of peat grow nicely with time in grassed areas where the soil provides a hospitable host. Evidence of that can be seen at top in the more mature stand of trees in the Copper Cliff Tailings Area.



Reclamation coordinator Paul Yearwood, right, explains the process for treating soil, establishing grass cover and introducing trees in sections of the Copper Cliff Tailings Area to an international group of environmental students from Queen's University in Kingston.

## International students study reclamation

An international group of Queen's University students made Inco its classroom for environmental studies this summer.

"I've gone through classroom lectures on land reclamation before. But it's good to see it in action," said Stephen Piedn, of Ghana.

Like most of the nine students in the one-of-a-kind program at Queen's, he wasn't here looking for future employment.

He's already got a job — and a high-profile one at that.

"My job involves monitoring mining, health, safety and environment. I'll be writing policy for my country in gold mining, bauxite, manganese and diamonds," said Piedn, who is with the mines department in Accra, Ghana.

The students and Kathleen Anderson, director of the Mining and Environment Institute at Queen's University in Kingston, took in several presentations and visited the Copper Cliff Tailings Area on a tour hosted by reclamation coordinator Paul Yearwood.

Anderson said it's important for students in her program to see how environmental concerns fit into the big picture of the mining industry.

"You can't make good environmental decisions without understanding all the variables — the markets, the community and the products."

Bringing the students to Inco allowed them to see how a major corporation successfully manages environmental issues.

Paul told the group that Inco is happy to share its experience in environmental land reclamation.

He told the group how early mining methods created the need for greening and how Inco has been successful at reclaiming environmentally-stressed land.

Sections of the Copper Cliff Tailings Area regreened some 20 and 30 years ago are now heavily treed with many pines already at 30 feet in height.

The students saw all stages of the tailings area, where naturally-acidic crushed rock from mines is set aside.

Having seen barren sections where tailings are still being deposited, those recently regreened where grass and shrubs have started to grow in the first year of reclamation and areas thick — even lush — with mature trees and vegetation, the students said they were impressed by Inco's work.

"I think Inco is very responsible. I want to draw on the experience of Inco. You are doing very well," said Magda Campos, biologist at the University of Environment and Energy in Costa Rica.

"In my country I'm part of the team that reviews environmental assessment of mining. So I decided to learn a

little bit about mining first-hand."

Paul told the group how Inco has learned from decades of land reclamation.

"We used to plant pine trees early in the reclamation process. But we've found that the pine needles falling naturally from the trees are very acidic and make the land acidic, which is the opposite of what we want."

So Inco learned to plant pine trees a little later in the rehabilitation process of the environmentally-stressed soil, he said.

Land reclamation adds to the overall cost of producing nickel and copper, he said.

Paul explained that in a global market, where many nickel producers don't spend much — if any — money on environmental concerns, it's not a level playing field.

"Because right now you have areas of the world where other companies don't care about the environment and are mining for cheap."

But Inco is committed to rehabilitating the environment, he added.

"We're a progressive company. We're forward-thinking."

Fortunately, Paul said more nickel and copper-purchasing customers have made the environment a priority as well.

"Some customers won't buy from a company that's not environmentally sound."



# Emergency Awareness Week reminds students, public and employees to ACT



Rob Fleming of the Copper Refinery seeks answers to emergency preparedness questions from Grades 1 and 2 students at Copper Cliff Public School. During Emergency Awareness Week, presentations were made to 730 students and their teachers at 10 local schools.

For one week in early October, Ontario Division volunteers gave ACTing tips to as many Sudbury region residents as possible.

And the message appears to be sticking.

ACT, of course, is the acronym identified with Inco's Emergency Preparedness program telling people what to do in the event of an emergency.

- Always go indoors.
- Close all doors and windows.

• Turn off furnace, air conditioners or other air intakes.  
 "It's an important message," said emergency preparedness coordinator Ellen Heale. "We're trying to relay a simple, consistent message that people will remember and I believe we're successful."

During the 1997 Emergency Awareness Campaign, presentations were made to 730 Grades 1 and 2 students and their teachers at 10 local schools, a display at the New Sudbury Centre was staffed for 54 hours and 4,700 letters and promotional items were mailed to local residents. As well, numerous locations within the Division held special safety presentations and emergency drills during the week, focusing on emergency preparedness and fire preven-



Grades 1 and 2 students at Copper Cliff Public School pay close attention to a video on what to do in the event of an emergency. The video, produced at Inco, reminds students to follow the ACT message.

tion.

"When we go to schools and talk to Grade 2 students who were in Grade 1 last year the retention for the ACT message is fantastic," said Ellen. "It certainly demonstrates that primary school students are very effective at retaining and relaying our message."

Staffing mall displays, visiting schools and pulling together promotional items requires a great deal of teamwork and Ellen said the credit for a successful campaign goes to the volunteers for giving their time and their dedication to emergency prepar-

edness.

"Another aspect we stressed through this whole event is the idea of taking emergency awareness and emergency preparedness

home," she said. "Every family should develop a fire safety plan, smoke detectors should be tested regularly, weather watches should be heeded and emergency supplies should be easily accessible in vehicles and snowmobiles should you become stranded outdoors."

Among the promotional items handed out this year were decals to highlight switches and taps that may need shutting off in an emergency. It's important that family members and caregivers are familiar with where these are located, said Ellen.

Another initiative during this year's Emergency Aware-

ness Week was a draw for two types of emergency kits that attracted more than 1,000 entries from ballots in the In-contact newsletter and at the mall display.

John Dandenault of Central Mills and Sherry Schmidt of Garson won Traveler's Automotive Safety Kits while Jack Parry of the Nickel Refinery and Ed Lahti of Lively won Emergency Survival Kits.

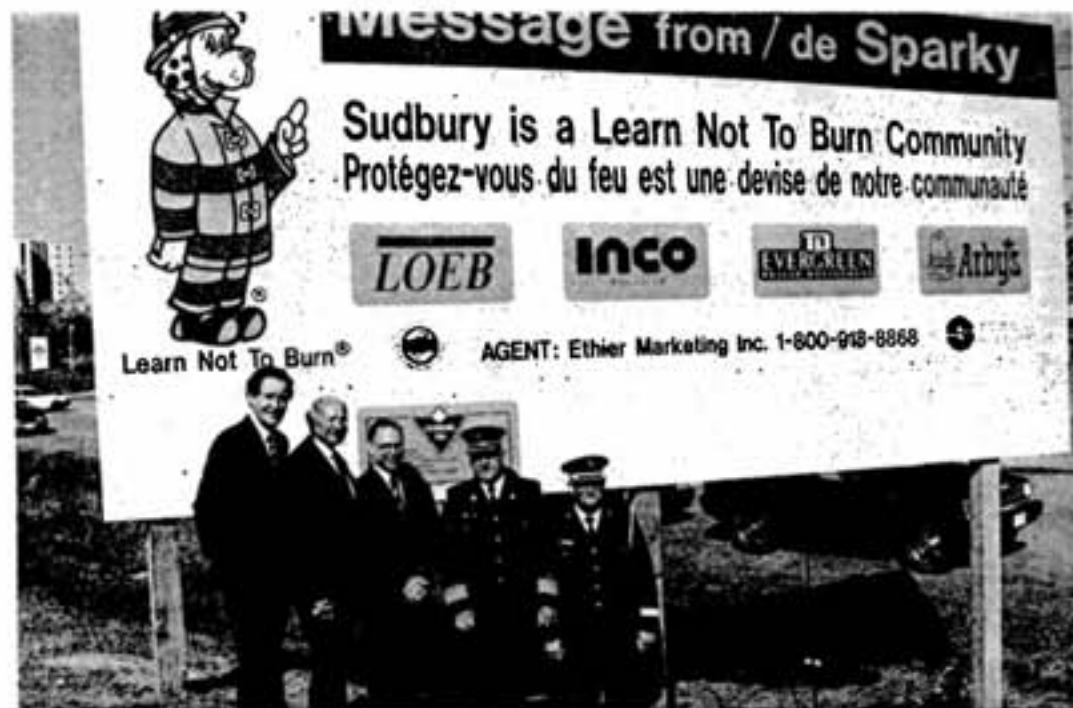
Although another successful awareness week is over, the education and planning process is ongoing.

"The Joint Emergency Preparedness Task Force is now looking for the best mechanism to measure the effectiveness of what we do," said Ellen.





# Inco supports fire safety program



Ontario Division President Ron Aelick is flanked on the left by Sudbury Mayor Jim Gordon and Richard Morris of the National Fire Protection Association and on the right by Sudbury Fire Chief Don McLean and John Braney of the Ontario Fire Marshal's Office. All were on hand for the unveiling of a promotional billboard on Regent Street, north of Loach's Road.



Sudbury Fire Chief Don McLean and Sparky the fire safety dog dropped by Inco during Fire Prevention Week to thank Ontario Division President Ron Aelick for the company's support of the Learn Not To Burn sign campaign.



Artists silhouetted against the reflective white sign apply the Inco wordmark during sign construction.

Some 27,500 vehicles travel a stretch of Regent Street north of Loach's Road each day.

Earlier this month, the landscape for those motorists changed considerably.

A large 10 foot x 20 foot sign promoting the Learn Not To Burn program was installed during Fire Prevention Week earlier this month. The first such sign unveiled in Ontario, and the first of several slated for the Sudbury region, the sign is intended to raise public awareness of a program that's proven to save lives.

The most visible aspect of the neon reflective sign is an eight-foot high Sparky, the Learn Not To Burn mascot, but there in the centre is the familiar Inco wordmark, indicating the company's support of the program.

"Learn Not To Burn is a valuable public education program with a proven track record in Sudbury and across Canada," said Ontario Division President Ron Aelick. "Our support of the signage campaign is a natural extension of our own emphasis on safety and our existing partnership with the Sudbury Fire Department. For six years now, Inco has sponsored Fire Prevention Week in Sudbury which runs concurrent to our Division's Emergency Awareness Week."

The Learn Not To Burn program was created in 1979 by the U.S.-based National Fire Protection Association and the

curriculum has been used in more than 50,000 schools worldwide.

The curriculum was introduced to Sudbury elementary schools in 1991 and by 1993 all Sudbury schools and the Sudbury library had the complete package. Registered day-care centres were provided with the pre-school version.

Proof of the program's effectiveness locally was demonstrated in June of 1996 when Lianne St. Pierre, 7, of Garson managed to save herself and her dog when an outdoor propane barbecue exploded, shattering the patio doors and igniting the kitchen.

As the kitchen filled with smoke, Lianne dropped to the floor, crawled to the front door, called her dog and left the house. She then went to a neighbor's house to call for help.

Asked about her actions, Lianne responded: "Sparky said that if there is smoke you must get down low, crawl to safety and go to your second exit."

It's that kind of story that had officials at the sign unveiling praising the program and thanking those who sponsor it.

"Corporate sponsors are essential," said Sudbury mayor Jim Gordon. "We can't have signs up all over our community without them. These are people who care about our community and their employees - and this demonstrates that."

Sudbury MPP Rick Bartolucci, who was introduced to the program by local firefighter and program champion Fern Bourque during his years as an elementary school principal said what started as a dream is now a reality.

"Today, children are learning to live Learn Not To Burn, not learning the program. If corporate sponsors wonder whether their dollars are being used wisely, I'll tell you, children in Sudbury and across this country are learning this."

Richard Morris, Chairman of the Board with the National Fire Protection Association, said from 1983 to today there have been 50 documented cases of young children whose lives were saved by actions learned through the Learn Not To Burn program. "And that doesn't even take into account situations that didn't develop because kids knew what to do," he said.

Morris, who travelled from Richmond Hill for the unveiling, said he was proud to be part of Ontario's first sign launch.

"In my opinion, education is our greatest weapon in preventing fires," he said. "Each year in Canada up to 5,000 people die in fires unnecessarily. We have to educate them on the dangers of fire and what they need to do when fire hits."

"It's wonderful to see Sudbury doing such a wonderful job of teaching Learn Not To Burn in the schools. Fire safety education does save lives."

## Celebrating 100 years



Fireworks and balloons marked the unveiling of the Sudbury and District Chamber of Commerce's Centennial Monument, located in front of the Sudbury Theatre Centre. Chamber president Doug Nadorozny and Jeanne Warwick, a past-president, were among the 80 people on hand for the celebration of 100 years of chamber work. A six-tonne block of ore from Inco's Creighton Mine was used by Fred Ellero to make the polished monument. Inco comptroller Doug Hamilton, at top, received a desk-size keepsake of the monument as a thank-you for Inco's support of the chamber.



# Shad grads enjoy Inco experience



Julie Huggins, 18, of College Notre Dame, examines tree seedlings at the Copper Cliff greenhouse with Melissa LeBorgne, right, of the Reclamation department.

From the wonders of nature to the marvels of modern technology, Inco's latest pair of Shad Valley graduates sampled the mining industry from vastly different perspectives.

Shad Valley is a unique educational experience for high school students offered at different university campuses across Canada. The program consists of a four-week academic component followed by a five-week work term at the student's sponsoring industry.

For Julie Huggins, 18, a Grade 13 student at College Notre Dame and the daughter of Stobie development miner John Huggins, five weeks in the Ontario Division's Environment department exposed her to a different side of mining and changed her career goals in the process.

"I found my work term very exciting and extremely enlightening," said Julie, who spent the academic portion of her Shad experience at Waterloo University.

"It changed my views on what I want to do with my life. I originally wanted to be a psychiatrist, but now I'd like to study Ecology at Guelph or even Cambridge in England if I can get there."

During her time at Inco, Julie was introduced to all aspects of environmental work from land reclamation, water sampling and ministry regulations to weather forecasting, waste audits and building aquatic habitats.

"I really enjoyed working with the Environment group and was amazed by the amount of environmental work carried out at Inco. My career goal would be to graduate, come back and help restore the Sudbury ecology — hopefully with Inco."

Tilak Dutta, 18, would also appreciate a future career with Inco, although his five-week foray into mining took a distinctly different path.

A Grade 13 student at Lasalle Secondary School and the son of Basudev Dutta, a reactor assistant in the IPC

plant at the Nickel Refinery, Tilak spent his work term mapping the industry's future in the Mines Research department.

There, he participated in an ongoing diamond drill automation project and sam-

pled the latest in computer software, remote technology and robotics.

"Overall my work term was incredibly challenging and enjoyable as well as extremely educational," he said. "I learned as much about how

big companies like Inco are run as I did about the technology of the mining industry.

"The people at Mines Research were very helpful. Even after putting up with all my questions, they were always happy to show me how something else worked or sometimes why it didn't work properly. I'll miss every one of those

people and would love to go back and work at Mines Research some time in the future. It's not often in industry that jobs allow you to use as much creativity as this department allowed me to. I think that I did as much as I could have but I wish my work term had been longer so I could have gotten more done."



Tilak Dutta, 18, of Lasalle Secondary School, looks over diamond drill parts with Inco's Paul de Vlucht, a research engineer, behind him. Paul is holding a drill bit, while Tilak has the core barrel, which retrieves the rock sample.

## Inco academic award winners

Listed below are the Inco Proficiency Award winners from St. Charles College for the 1996-97 school year. The awards were presented during an assembly at the school last month.

Grade 9 – Vivien Hoang  
Grade 10 – Phong Nguyen  
Grade 11 – Colleen Langdon

Grade 12 – Stewart Hoskins  
Grade 13 – Gabriel Hanna

### Career counselling



Inco shared its insight into potential careers in the mining industry during a Career Day earlier this month at Laurentian University. Manning the booth from right are process chemist Ray Majerus and mining engineer-in-training Mark Ashcroft, both Laurentian graduates. The pair spent the day fielding questions from Laurentian students like this trio of Rob Jensen, John Chenier and Jean-Paul Rioux, who stopped to inquire about future job prospects.



# Inco Tour winner pursues golf career

Adam Evershed will miss Sudbury. But he admits he'll be glad to leave the cold rain behind when he goes to college in Florida next year. This year's top player in



Idylwyld golf pro Tony Evershed watches his son Adam, 17, of Lo-Ellen Park Secondary School, practice his putting before playing his round on the seventh and final stop of the Inco Junior Golf Tour this summer. Adam ended the season in top spot among junior male golfers.

the most senior category of the Inco Junior Golf Tour has consistently been at the head of the pack for a few years. He finished first in the Inco tour after playing in the last and soggiest event held at the Idylwyld Golf and Country Club at the end of the summer. "I won't miss rainy days like that," he chuckled in a recent interview. Adam's score, taken from his best six events of the total seven on the Inco tour, placed him ahead of rivals Jude McConnell of Sault Ste. Marie and Kyle Whitehead of North Bay in the Juniors category for 17 and 18 year olds.

Even outside of the Inco golf events, Adam was unbeatable. He was No. 1 in competition among 19 Sudbury regional high schools. "I had a good battle in high school competition this year. It felt good to win." After he graduates from Grade 12 at Lo-Ellen Park Secondary School this year, he will continue pursuing his golf career. He plans to take what he



Tory MacNeil, 11, of Massey, takes a swing down the fairway during the rain-soaked last event on the Inco Junior Golf Tour. Megan Ambeault, 16, of Sault Ste. Marie, waits for her turn behind Tory.

has learned from practice in the Inco-sponsored events, held at golf courses throughout Northern Ontario, high school play and from his father Tony Evershed, a golf pro himself, to the States when he enrolls at Bevard College. It's a good place to start in serious golf, Adam said. PGA champion Paul Azinger came from Bevard College. "Hopefully, I'll follow in his footsteps."

Adam said he'll be back to visit his family in Sudbury and even play a few rounds. He's just hoping he doesn't get too spoiled by Florida's weather. But he may not soon forget his golf training. Northerners like Adam love their golf in any weather. After all, 130 players came out for that cold and rainy last Inco tour event at the Idylwyld.

## — TOP GOLFERS —

- Juniors (ages 17 to 18)**  
1. Adam Evershed of Sudbury's Idylwyld Club  
2. Jude McConnell of Sault Ste. Marie  
3. Kyle Whitehead of North Bay  
4. Frank Kucher of Sault Ste. Marie  
5. Rob Hause of Lively

- Juvenile (ages 14 to 17)**  
1. Vinnie Tagliabracchi of Sault Ste. Marie  
2. Kyle Kauppi of Lively  
3. Steve Morris of the Idylwyld  
4. Michael Jacob of Sudbury's Cedar Green Golf Club  
5. Mike Welland of North Bay

- Bantam (ages 14 and under)**  
1. Caleb Flaxey of Sault Ste. Marie  
2. Jeff Rainville of Huron Pines  
3. Phil Parkinson of Sault Ste. Marie  
4. Rebel Kennedy of Eagle Lake  
5. Tyler Le Bouthiller of Val Caron

- Female (all ages)**  
1. Sarah Howard of North Bay  
2. Bonnie Luttrell of Lively  
3. Kelly Walker of the Idylwyld  
4. Sara Kennedy of Eagle Lake  
5. Josee Paradis of New Liskeard

- Top Teams**  
1. Sault Ste. Marie  
2. Lively  
3. North Bay  
4. Huron Pines  
5. Cedar Green, Sudbury



Brandon Christo, 12, of New Liskeard, winds up and lets fly on the fairway at the Idylwyld Golf and Country Club during Inco Junior Golf Tour action.

## In Memoriam

Name	Date of Birth	Date of Death	Years of Service	Name	Date of Birth	Date of Death	Years of Service
Lee Alexander	01-24-19	09-25-97	38	Janko Madjeruh	10-08-06	09-16-97	32.6
Eugeniusz Bar	04-05-27	09-21-97	31.5	Michael Martyniak	09-01-21	09-03-97	30
Normand Belanger	08-10-42	09-25-97	31.5	Mario Perinot	06-09-30	09-14-97	23.5
Lawrence Desrosiers	04-17-40	09-29-97	27.5	Joseph Pilotte	07-04-18	09-09-97	22.5
Joachim Hryb	09-15-19	09-16-97	33.5	John Powell	11-25-23	09-16-97	33
Bronislaw Iwanowski	11-09-11	09-20-97	26	Lauri Puro	04-21-18	09-18-97	47
Kojo Janjic	03-11-14	09-10-97	28	Lorne Rollins	10-29-18	09-26-97	42.5
George Kelly	11-26-12	09-21-97	31.8	Edmond Sauve	01-22-02	09-20-97	19.9
Marcel Lafortune	07-12-52	09-22-97	21	Stanislaw Sliwa	05-05-15	09-04-97	27
Michel Lalonde	05-30-44	09-10-97	17.5	Edna Walberg	08-25-32	09-17-97	17
Gaston Latourelle	03-08-29	09-12-97	31	Antonio Zanutto	11-11-05	09-12-97	34



## Owl ad rekindles fond memories

Who says advertising doesn't get noticed?

Veronica Marr of Deep River, Ontario was so taken by Inco's efforts to help protect the burrowing owl that she sent back a magazine copy of the ad at right accompanied by the following letter:

*"Thank you Inco,*

*These dear little birds nested under the steps in front of my teacherage (sic) door at Old Richmond School near Burstall, Sask. On sunny days while the parents searched for food they came up for air. They were quite at ease as I talked to them and stroked them until mother arrived on the scene and gave vent to a scolding about their trusting humans.*

*In the end, she relented and became quite accustomed to find me sitting on the ground with her babies and protecting them from hawks, crows and the Franklin gulls.*

*Beautiful, trusting little creatures — I do hope they make a comeback."*

Veronica Marr  
Deep River

*The mining company.  
And the owl that lives underground.*



Meet the Burrowing Owl.  
A curious little creature  
that spends more time  
under the ground than it  
does above it.

Its preferred habitat is abandoned ground squirrel burrows. Unique perhaps, but unfortunate. Because agricultural cultivation and the use of pesticides have taken a devastating toll on the owl's reproductive capabilities.

Today, there are only 2,000 left in Canada.  
In fact, this prairie bird is on Canada's List of

Endangered Species.

Which is why Inco, a world leader in nickel production, is pleased to be a part of World

Wildlife Fund's ongoing efforts to protect it.

And the Burrowing Owl isn't the only one that benefits. Through our involvement in this and many other environmental and community programs, we end up a little wiser for our efforts.

**Inco**

STRONGER FOR OUR EXPERIENCE

## LET'S TALK SAFETY

with Ron Rafuse

## Standards exist to prevent injury

How many times have we all heard this?

"We really have to be careful doing this job. We don't want anybody hurt."

Or how about this?

"Drive carefully there are lots of police on the road tonight."

Both on and off the job we have people reminding others to be careful with the motive being you may get caught or get into trouble if you do not follow the proper procedures.

How many of us follow rules, standards and procedures in whatever we do and always ensure that everything we do is done the best way we know how? Do we also ensure that things around us are done properly because we don't want an accident or incident that will result in injury to ourselves or someone else?

Or do we do things right only to avoid getting caught and punished for not following the proper way of doing things?

Most of the procedures, rules standards and practices were developed because of an accident that caused injury or damage. Some were developed by teams of experienced people who set best practices and safe standards on how to operate processes and equipment to avoid process upsets or damage and injury caused by operating outside the established guidelines.

These are all in place to protect us from workplace accidents. It is a proven fact that 90 per cent of accidents on the job are caused by the actions of people. Each of us must decide to follow those standards because we believe in doing tasks the right way — not because of the fear of being caught.

This is called behavior and it is the behavior of persons in the workplace that makes it a safe place to work. Some time ago we talked about the fact that the workplace itself is not safe — it is the people doing the work and working in the workplace that make it safe.

There are large pieces of machinery, hot metal, explosives, moving parts and rotating equipment in many of our work areas. To ensure that injury or accidents do not occur, this total process must be managed by operating only one way, the proper way, each and every time.

At Inco we have developed what we all know as the Seven Safety Principles. They are:

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

What do these mean in the everyday life of our industry? Simply, management will provide the time, tools and training to do work the best way we know how and will tolerate no shortcuts. We will also look for better ways to do the work.

Each of us has to believe that with the proper attitude and behavior in the workplace, all injuries can be prevented. This must be our goal each and every day and the foremost reason to follow the rules, standards and workplace procedures.

The time of year has arrived when kids are excited about Halloween and dressing up and going out for treats.

Each year, this event is marred by some type of tragedy. Please take time to follow these safety tips:

- Don't let small children go out unsupervised.
- Ensure costumes have good visibility with reflective marking.
- Ensure masks fit properly, allowing for good vision.
- Ensure the rules for crossing streets are followed.
- All treats should be inspected by an adult.

For those of you who will be driving that evening, please use extreme caution. Remember, the laws are in place to protect, so follow them for that reason.

Ron Rafuse is superintendent of Safety in the Ontario Division





## FOR YOUR HEALTH

From the Occupational Medicine Dept.

### Did you know that:

- In Canada, cardiovascular disease is the leading cause of death (37 per cent)
- This disease is the result of coronary atherosclerosis, the process whereby fatty deposits create layers within the inner walls of arteries that carry blood to the heart?
- Over time, this can clog up your arteries, leading to angina (chest pain) and even to a fatal heart attack?

• While some risk factors such as aging, being a male, or having a family history of heart disease cannot be changed, you help improve your chances by controlling your weight, blood pressure, cholesterol level and use of tobacco?

To find out your level of heart disease risk, read the following and circle the number beside the answer that best applies to you. Add up your points at the end for a grand total. This will give you an *estimate* (not a medical diagnosis) of your risk of coronary heart disease.

### Gender

Women before the age of menopause have fewer heart attacks than men because their female hormones give some protection from hardening of the arteries. Also, persons with certain body builds tend to have more heart attacks than others.

ADD:	If you are:
2	Female
4	Thinly-built male
5	Average-built male
6	Stocky male
10	Bald, stocky male

### Diabetes

People with diabetes or a family history of diabetes have a higher than normal risk of heart attacks. Since diabetes tends to run in families, count grandparents, parents and siblings in figuring your family history.

ADD:	If you have:
0	No known history of family diabetes
3	One relative with diabetes
5	Two relatives with diabetes
6	Diabetes, beginning after age 60
8	Diabetes, beginning between ages 20 and 40
10	Diabetes, beginning before age 20

### Family history

A family history of heart attacks or strokes increases a person's chances of suffering from hardening of the arteries. Count grandparents, parents and siblings when figuring your family history.

ADD:	If you have:
0	No known family history of heart attack or stroke
2	One relative with heart attack or stroke after age 60
4	Two relatives with heart attack or stroke after age 60
6	One relative with heart attack or stroke before age 60
8	Two relatives with heart attack or stroke before age 60
10	Three relatives with heart attack or stroke before age 60

### Smoking

Cigarette smoking is the most preventable cause of disability and death from heart attacks. Smokers have four times more risk of heart attacks and strokes than non-smokers. Even more smokers die from heart disease than from lung cancer. No matter how long you've smoked, your coronary risk factor goes down as soon as you quit smoking.

ADD:	If you smoke:
0	Not at all
2	Cigar or pipe
4	Under 10 cigarettes per day
5	11-20 cigarettes per day
6	21-30 cigarettes per day
8	31-40 cigarettes per day
10	More than 40 cigarettes per day

### Exercise

Exercise that stimulates the heart and lungs for long periods of time is essential to preventing hardening of the arteries. It keeps down cholesterol, burns calories and increase the efficiency of the heart. Running, swimming, cycling, jogging, walking and playing tennis or squash are examples of exercise that benefits the heart. Regular exercise is the best investment in good health.

ADD:	If you do:
0	Hard occupational and recreational exercise
2	Moderate occupational and recreational exercise
4	Sedentary work and recreational exercise
6	Sedentary work and modest recreational exercise
8	Sedentary work and light recreational exercise
10	Little or no regular exercise

# Many factors contribute to heart disease

### Personality type

Research has shown that certain types of personalities are more frequently associated with heart attacks than others. For example, a hard-driving, aggressive person is more prone to suffer heart attacks than an easy-going type.

ADD:	If you are:
0	Always relaxed and low-pressure
2	Relaxed, low-pressure most of the time
4	Often impatient and watching the clock
6	Highly competitive at work
8	Blindly ambitious, always in a hurry
10	Hard-driving and unable to relax

### Blood pressure

If you don't know your blood pressure, ask your doctor what it is the next time it is taken. If you have recently passed an employment or insurance physical, your blood pressure is probably below 140/90. The blood pressures below refer to levels at around age 40. Blood pressure can be lowered by medical treatment.

ADD:	If you have:
0	Blood pressure of 110/70 or less
2	Blood pressure of approximately 120/80
4	Blood pressure of approximately 130/85
6	Blood pressure of approximately 140/90
8	Blood pressure of approximately 160/100
10	Blood pressure of approximately 180/120

### Cholesterol

Your cholesterol levels can be checked by a medical professional. If you have not had your cholesterol levels measured, examine your diet and estimate the amount of fat you eat. High-fat foods can raise blood cholesterol and cause fat to be deposited in the arteries. Over time, these deposits restrict blood vessels and can raise blood pressure and cause heart attacks.

ADD:	If you have:
0	Cholesterol below 180 or very little fat in diet
2	Cholesterol 180-200 or 20 per cent fat in diet
4	Cholesterol 200-235 or 30 per cent fat in diet
6	Cholesterol 235-260 or 40 per cent fat in diet
8	Cholesterol 261-300 or 50 per cent fat in diet
10	Cholesterol more than 300 or 50 per cent fat in diet

### Body weight

The more above your ideal weight you are, the greater your risk of heart disease.

When you are 30 per cent or more above your ideal weight, your coronary risk factor rises sharply. Use standard weight tables for computing your ideal weight.

ADD:	If you weigh:
0	Five pounds or more below ideal weight
2	Zero to five pounds above ideal weight
4	Six to 20 pounds above ideal weight
6	Twenty-one to 40 pounds above ideal weight
8	Forty-one to 60 pounds above ideal weight
10	More than 60 pounds above ideal weight

### Stress

Everyone has a certain amount of emotional stress every day, but the ability to handle stress varies a great deal. The physical symptoms below are common indicators that a person is habitually placing himself under too much stress and increasing his risk of a heart attack.

ADD:	If you are:
0	Relaxed and confident almost every day
2	Occasionally nervous and restless
3	Nervous and uneasy daily
4	Often unable to sleep
6	Suffering attacks of anxiety/depression
8	Unable to sleep almost every night
10	Suffering from frequent headaches

### Age

For both men and women, the risk of heart attack increases with age. More than half of all heart attack victims are over the age of 65.

ADD:	If you are:
0	Under 30 years old
4	30-44 years old
6	45-54 years old
8	55-64 years old
10	More than 64 years old

### GRAND TOTAL

0-50 = Low Risk - Keep up the good work!  
51-79 = Moderate Risk - Modify your habits.  
80-110 = High Risk - See a doctor!





# Gunsmithing a passion for pensioner



George Walli stands with his crossbow and his prized flintlock.



George's basement wall is a showcase for many of his handcrafted weapons.



This carefully crafted flintlock was filed and created entirely by hand.

Could accidentally shooting oneself in the foot at the age of 13 be the trigger for a life-long passion of fixing and building sporting weapons?

It was for George Walli.

By the time he had repaired the faulty trigger on the gun that injured his foot, he had taken his first step to becoming a gunsmith and a craftsman.

From match and flintlock guns of yore to modern guns and bows, George, 58, a former senior analyst with Central Process Technology who retired in 1992, has collected, fixed, built and fired these pieces. Gunsmithing is one of George's hobbies, and he takes great care and precision in all the work he does. "It is the mating of the wood and metal that creates a precise sporting weapon," he says.

Working with wood holds great appeal for George. It takes much devotion and patience to transform a piece of walnut, maple or cherry into the finely crafted stock of a gun. It involves precision cutting, shaping and hand-rubbed oil finishes. Choosing quality wood is crucial for a well-crafted stock. The "fiddleback grain" of woods also has its own durability and unique appearance. George emphasizes that the choice of wood is important because it must be able to resist weather and rot.

Working with metal produces a precisely made weapon that will be completed with a rust-blueing process. "Rust-blueing gives a depth to the metal's shine, not just a sheen," explains George. This will also give the gun the highest resistance to rust. It is the best blueing method in the world, and hot chemicals, hours of boil-

ing and hand polishing are essential in perfecting this method, he says.

Every detail of the wood and steel is carefully attended to and it is this attention to detail that makes George's artistry unique. He also utilizes natural materials such as moose horn to personalize the butt plate of certain pieces he works on.

George's collection of hand-made weapons is his personal treasure. Among his many prize pieces, George has made a shotgun/rifle combination piece that allows for excellent close and far range accuracy. This combination piece lends itself well to hunting larger game.

He has also transformed military pieces to sporting pieces by customizing the calibre and developing a cartridge. George cuts the chamber deeper in order to make a magnum rifle and this transforms a military weapon into a service-

able sporting weapon. Other prize pieces are George's "WW Greener", a 12-gauge made by London Best in 1867, a "Whitworth" Target Rifle - muzzle loader and a "Martini"

Target Gun. He has acquired and made match, flintlock, caplock and shotguns.

Like most craftsmen, George is as meticulous about safety as he is about quality. He prac-

tices safety procedures in the process of making, repairing and storing his sporting weapons so he can continue his pension hobby and artistry without mishap.

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