

INCO Triangle

Printed On Recycled Paper

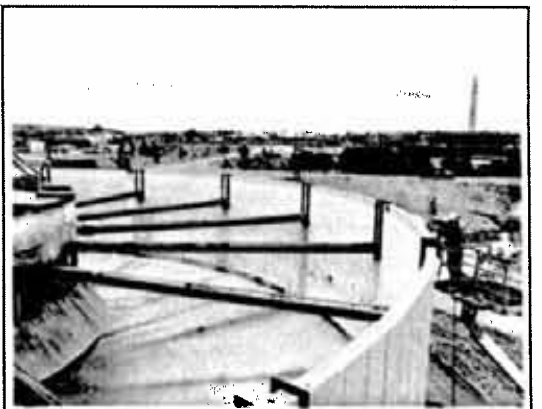
SEP 8 1991

Vol. 50 No.7

July/August

LIBRARY
Ontario Division

1991



Bob Kutchaw, seen here at the waste water plant, was one of many who worked the shutdown. See more on Pages 8&9.



Built like a Brick Bowl

Contractors lay heat-resistant brick inside a new quench chamber built as part of Inco's \$500 million Sulphur Dioxide Abatement Program. The chamber will collect and cool hot gasses created when oxygen and sulphides are mixed in the flash furnace to melt and separate the metallic materials. The abatement program work wasn't the only activity at Inco mines, offices and surface plants during the year's summer shutdown. Hundreds of contract workers and Inco employees stayed behind to do the annual maintenance work vital to Ontario Division daily operations. There was also some production work during the shutdown, as well as special projects that could be performed only when production equipment was shut down. See Pages 8 & 9 for pictures and story.

Public Affairs wins 5 U.S. awards for publications excellence

Big ideas, small budgets.

That secret for success is paying off for the public affairs department.

In the third annual APEX awards for publication excellence, three Ontario Division magazines and newsletters swept five awards of excellence.

InContact, Triangle and Dedicated to Excellence, the division's promotional booklet, were major award winners in the American competition.

Sponsored by the editors of Communications Concepts, the awards competition drew close to 2,000 entries from Canada and the United States.

"You don't set out to seek awards when you develop a strong public affairs team to communicate the issues and the stories behind a fascinating company like Inco," said public affairs manager Jerry Rogers. But when you do go up against major competition for graphic and editorial excellence and win, it is a nice pat on the back from your peers in this business."

InContact, the bi-weekly newsletter produced entirely within Inco and launched in February, claimed two awards, one for corporate newsletter and one for best new newsletter.

Edited by Cory McPhee, the four-page newsletter is printed by Inco stationery on recycled paper from production created by the audio-visual unit under Aurel Courville and distributed through the Modified Work Centre.

"Winning these awards reinforces the favorable response we've received from employees since InContact was launched," said Cory. "This publication relies on many people for its success, including the readers who supply us with ideas and information. This recognition salutes their efforts."

Triangle, the monthly tabloid resurrected under editor John Gast three years ago, captured an award of excellence in the tabloid and newspaper category.

"Sure, it's nice to get some recognition for your efforts," said John, "but I have to admit that the

biggest kick I get is watching the Triangles disappear from the boxes on distribution day. The best test is the one that's marked by your readers and the reaction of Triangle readers has been encouraging."

Dedicated to Excellence, the Ontario Division booklet mailed to all Ontario Division employees last fall, won awards for best photography and for industry image.

The APEX awards are the second major public relations honors for the Ontario Division in seven months. Last December, Dedicated to Excellence won one Grand Award and three gold medals in New York from the Mercury Awards competition.

Bill Londino, editor and publisher of Writing Concepts, a newsletter for professional non-fiction writers and editors, described the competition as intense.

An APEX judge, Londino said the awards are based on "excellence in graphic design, editorial content and the ability to achieve overall communications excellence."

Jim Ashcroft named Division's president

The man chosen to lead the Ontario Division through the 1990s has two decades of mining experience in the Sudbury region.

For the past two-and-a-half years Vice-President of Mining in the Manitoba Division, Jim Ashcroft takes over from Bill Clement as Ontario Division head on Sept. 1.

Mr. Clement, who holds the sole distinction at Inco of having held the presidency of all three Primary Metals Production Divisions will serve as a consultant on corporate safety and health issues. He will work with Dr. Walter Curlook, Vice-Chairman of Inco Limited.

Mr. Ashcroft is looking forward to returning to the Division where he started out in 1968 with the Copper Cliff Mines Engineering Department.

"This will be a homecoming for me and my family. So I certainly look forward to the challenges and responsibilities of being President of the Ontario Division," he said in an interview.

"Having spent most of my Inco career in the Sudbury region working in the mines area, I'm very aware of the Division's proud history and traditions as the heart of the Inco family.

"I hope to build upon those



Jim Ashcroft

strengths and continue to develop the potential of our employees in the Division, both in Sudbury and in Port Colborne."

He said health and safety, the environment, the Division's competitiveness in world markets and strong communications with our employees will be issues he will focus on in the months ahead.

"I want to spend a lot of time with our people," he added. "I want to talk to and listen to them and I want to empower all of our employees at all levels to act on behalf of the company."



Cooling his Wheels

North Mine foreman Bill Narasnek switched from pedalling to paddling in a neighbor's pool after becoming the cross-country cycle king. For more pictures and story, see Pages 12, 13.

4 Shafting Creighton

11 \$\$\$ Ideas

12&13 Cycling Miner

Not long ago, a rousing reception was held at the Toronto Press Club to celebrate the publication of *Legs*, an arresting autobiography by 84-year-old Oscar Dexter Brooks. Inco Limited, on the direction of David A. Allen — the Company's new Vice-President, Public and Government Affairs — joined the party at Brooks' invitation.

So what's the connection?

"Well," explains Allen, "for starters Oscar is one fascinating guy. And what most people don't realize is that he has a solid history with Inco — not only as a good employee but as an upstart, rabble-rousing communist who tried in the Thirties to organize a union at Sudbury."

When Brooks thanked Inco for joining his book launch, these were among his comments:

"Any worker during the depression who was fortunate enough to work at Inco...they were very well cared for. Conditions at Inco were very hard but

management knew that and took very good care of you. Inco couldn't fire you for being a union guy so they made a rule that you couldn't roll cigarettes on the job. That way they could get rid of you. It was a great place to work and R. D. Parker was a great man. After I left, I kicked myself in the butt for a long time for leaving."

We asked famed Toronto writer Paul King, another fan of Oscar's, to speak with the octogenarian author about his years at Inco. This is the result.



Oscar Brooks

Communist, con artist and

By PAUL KING

The book launch at the press club — to which Premier Bob Rae sent greetings — was laughingly referred to by Dave Allen as "somewhat ironic."

For indeed, while Oscar Brooks had excelled as an Inco sub-foreman in Sudbury from 1935 to 1940 and became close friends with division president R. D. Parker, he was also at the time a secret union organizer and card-carrying Communist — doing everything possible to fight the established system.

Brooks is currently writing a sequel which spans his early adulthood as con artist, carny hustler and firebrand unionist. Yet recently, still lanky and loquacious, he spent a day beside a lake recounting the stormy era which led him to Leninism, prison and eventually Inco — where for five years he worked under the alias "Orville", or "O.D." It was 1935 when he landed in Sudbury. And at 28, he was already notorious.

Two years before, he'd been driving tractors for Hudson Bay Mining and Smelting in Flin Flon when the workers went on strike. "I was one of the last to join the mine workers' union," Brooks recalls. "At the time it was affiliated with

the International Red Trade union movement. But at my first meeting I stood up to nominate another guy as machine shop rep — and spoke for 20 minutes. Then, when they took the vote, I got elected." The strike lasted for 30 days. And during that time, Oscar Brooks joined the Communist party — and went to jail.

"They'd brought in 100 Mounties," he says, "who arrested me and 35 other union leaders while we urged the men to keep striking. And dammit, I'd been going good with the gab when they nabbed me. I was hit with eight charges, including unlawful assembly. A week later they took us from jail to the schoolhouse for a preliminary hearing and everyone got bail except me. Why? 'Cause the judge said I had the oratory power of Hitler and got the workers all worked up."

Doing time

"So I stayed in the can for two more weeks 'til the strike was broken. Then they asked me if I'd be willing to go back to work and set up a company union. I laughed. So finally, they released me on my own recognizance til the fall assizes. At the trial they dropped all charges

except unlawful assembly and gave me a year's suspended sentence."

Free but broke, Brooks rode the rails to northern Manitoba and hauled freight for a God's Lake gold mine. In 1934 he married Hilda Russell (who he doted on until her death last year) and the following spring the newlyweds moved to Sudbury. The day they arrived, Brooks got a job with Smith and Travis diamond drillers and was sent to Cobalt to set up a drill rig. But after one day he was summoned back to Sudbury for another assignment.

"It really burned me," Brooks growls. "Drillers moved around too much and I wanted to stay with my wife. But then I got lucky. Our rooming house was just a few doors away from Inco's employment office on Elm Street. I passed it next morning on my way to breakfast and saw all these men pouring out. A guy behind them on the steps was shouting, 'I told you for the last time to stay out. If I need a man, I'll come and choose one. If any of you come in here again, he'll never get a job.'"

"When he turned back in," Brooks says, "I followed him. When he sat at his desk, I was standing there. 'Hey,' he bellowed,

How do you feel about working the shutdown?



George Janicki, geologist, Creighton: "I'm on holidays but I come in once a week to check the draw points at Number Three Shaft. We have people working here to make up for some lost time due to crusher problems before the shutdown. I don't mind at all. It's a little more relaxed working during the shutdown."



Katherine MacNeil, mine planner, Creighton: "It's much more relaxed and quiet around here. You can get a lot of work done because the phones aren't ringing all the time. It's a chance to get caught up on all the work that's piled up, particularly the long-range stuff when the daily jobs don't get in the way. The shutdown is ideal."



Pic St. Jean, repairman, Modified Work Centre: "It's nice and quiet working during the shutdown. I have lots of work to do and I'm getting caught up. I was about two months behind in my work here and I get it done in about four weeks. There's less pressure and it's less hectic during the shutdown, but you get more done."



Tom Ritchie, carpenter, Sulphur Products Division: "I don't mind working during the shutdown. I had the first three weeks off and I worked the rest. It's basically the same around here as during normal operations, but it sure is a lot more pleasant without all that noise and activity that goes on during normal operations."



Reg Gareau, plant protection officer, Smelter Complex: "I love it. On our job it's quieter during the shutdown because the traffic is reduced. From a safety point of view this year's shutdown has been an extremely good one. Providing first aid is another part of our job and we haven't been called upon to provide first aid in very many cases."



Vern LaChance, maintenance worker, Central Mills Reclamation: "I'm permanent part-time and I've been working the summers for the past 10 years. We work a four-day week so I still get lots of time off, so I don't mind working during the summer months at all. I'd rather be off in the winter anyways when it's cold and miserable."



Jim Trapasso, electrician, Copper Refinery: "I'm working by choice for the five weeks. I'll take a couple of weeks in August, a couple more at Christmas. My mother-in-law lives down south and it's too hot to go in July. Shutdown work tends to be a bit dirtier for us, since you do a lot of stuff that can't be done during normal operations."



Greg MacNeil, electrical shop foreman, Copper Refinery: "It's fine, a nice change although I still look forward to my vacation, no matter what time I get it. I'll get my vacation in August. There are some advantages working the shutdown. It's a lot easier to prioritize jobs. There aren't as many conflicting concerns."



Brian Smith, worker, Copper Cliff Waste Water Treatment Plant: "Normally it's not too bad working during the shutdown, but this year there's been a lot of work going on around here. Things have been very hectic with maintenance work that can't be done during normal operations of the plant."



Claude Mailoux, supervisor, Power Department: "I don't mind working during the shutdown at all. I enjoy it. For us in the Power Department, this is our busiest time of the year with all the work that can't be done during normal operations. We work longer hours, but the day sure flies by faster than during the rest of the year."

union radical, author a pal of Inco president

"didn't you hear what I just said?"

"Yeah," I nodded, "I sure did. But I thought I had a better chance coming in and antagonizing you than standing out there with 200 other guys."

"He stared at me hard, then grinned. 'Where ya from?' 'The west,' I told him."

"And whatta you been doing?"

"Diamond drilling," I said — "and I had, for one day."

"Okay, sit down," he said, then handed me some forms.

"Fill these, and come back in an hour for a physical. I'm sending you to work in the smelter."

"I'd rather go underground," I told him. When he asked why, I said, "it pays more." "Sorry," he shook his head, "I can't."

"Howcome?" I asked, and he stared right at me.

"Because," he said, "if you work underground, I have to take your picture." And I knew right then he knew who I was."

So signing on as Orville D. Brooks, Oscar went to work in the smelter. As a tapper's helper, he made 42 cents an hour. After eight weeks he asked for a transfer and was sent to the mechanical department as a fitter (56 cents). "But after I was there three months, they found out I could do any repairs on the roasters. So I got promoted to sub-fitter foreman with a 20-cent raise, in charge of the seven roaster floors."

An idea man

"But when I took over I found that the 24 gear reduction units, driven by 20-horsepower electric motors, were leaking a barrel and a half of oil a day. It took two men to keep them oiled and another two to mop up the oil which spilled to the floor below. The problem, I discovered, was that the belts were too tight and kept burning the bushings out. So the first thing I did was design self-tightening motor mounts. After they were installed it cut oil consumption to less than a barrel a week."

During his five years as sub-foreman, Brooks initiated various other time and money-saving innovations. When gear boxes burned out, for instance, they were previously sent to the machine shop and refitted for new bushings. Brooks got a welder to build them up with brass, which they then filed and scraped until the shaft fit snugly. Also, where it once took two days to change the cast iron liners and drag chain in the calcine drag, Brooks cut the time to six hours by using a crane and other innovations. Soon reaping praise (but no raise), his future with the company seemed golden. But that was before Inco learned about his union activities.

As soon as he'd started work in Sudbury, Brooks contacted the Communist party. The local leader was Neila Makala, a Finnish communist (killed two years later fighting Franco in the Spanish Civil War). There was also Sid Sunquist, a carpenter at the Shining Tree gold mine; George Anderson, who worked underground at the Falconbridge nickel mine; and Sven Sommers, a Swedish communist and alcoholic who had organized

the Mine Workers Union in Flin Flon before the strike — and the man who'd initially convinced Brooks to join both the union and the party. Now, when Brooks looked him up, Sommers said he needed his help.

It was during the Depression and thousands of unemployed workers from the west, who'd been riding the rails to Ottawa to protest, had been beaten in Regina riots. Brooks — by then renowned for possessing Hitler's "oratory power" — was asked to help raise support for them. His subsequent speech in Sudbury's Ukrainian Labor Temple fired emotions. "But from then on," he says, "the company spies knew who I was."

Sommers then enlisted Brooks' help in spreading the union doctrine through the north. "We recruited from Sudbury to Timmins to Kirkland Lake," he recalls. "Two or three times a week we'd meet a few workers in someone's house, give them the pitch and sign them up. Within 18 months we had 900 members."

"Then the Communist party sent up Joe B. Slasberg, a future member of the Ontario government, to convince us we should unite our members with Mine Mill and Smelter Workers' Union. After we agreed, the union sent up a guy called Truex who held a two-day convention in the King Eddy Hotel telling us how to keep the Commies out. There were 19 mine representatives at the convention — of which 18 were communist and one was an anarchist. But Truex didn't know."

"This was two months before the annual Mine Mill elections in Montana in which Truex was running for office against an admitted commie. We sent George Anderson down from Sudbury with 900 proxy votes. A lot of the conventioners tried to invalidate our vote since we hadn't been members long enough. But Truex insisted. Ironically, although he could have breezed in without us, he was certain he had our proxies in his pocket. When the vote was taken, of course, we decided the election, and Truex was apoplectic. The communist member from Butte, Montana, won handily — and George Anderson became the Canadian representative."

And Oscar (alias Orville) Brooks became the Sudbury union's secretary.

Mystery author

He was also the secret scribe of a popular column called "In the Roaster," appearing biweekly in a local tabloid, The Nickel Bullet. Printed by Baupas, the local communist-backed Finnish newspaper, and edited by George Anderson's brother Huey, it boasted ads from every Sudbury merchant and sold out its first 5,000 copies at five cents an issue. "But in 1936, Inco approached the merchants and told them to take their ads out," Brooks recalls. "After that, we barely kept the tabloid afloat. At its peak, though, it was great — even though no story carried a byline. When a Toronto Star editor asked Huey



Oscar Brooks signs a copy of "Legs" for David Allen at the Toronto Press Club.

who wrote my column he said, 'Just forget it. The guy works for Inco.' And in those days, it was true. The company fired anyone belonging to the union."

But, says Brooks, he didn't know his own game was up til one day at 5:30 he was checking out — and found his time card had been pulled. "I asked the guard what was going on and he said Mr. Parker was waiting to see me. And R. D. Parker was the Inco president. I figured the axe had fallen."

"But I went to his office anyway. Parker was a big, husky guy in his mid-fifties then. As I entered he stood up, shook my hand across his desk and said, 'My



Oscar in his rabble-rousing days outside his Sudbury rooming house with daughter Della Jane.

name's Ralph Parker. Please sit down.' Then he asked me how long I'd been there. I told him two-and-a-half years. He smiled and asked how I got along."

"I don't think anyone's had cause to complain about my work," I said. "I think I've got along very well."

"That's not what I mean," he said. "Your work's exceptional. If it wasn't, you'd have been out of here when you started. But every time I've brought up the question of getting rid of you, I get total opposition. So I brought you in to find out for myself why all the plant managers want to keep you."

"I simply said, 'Thank you.' He paused for a minute, then asked where I came from. I told him Saskatchewan."

"That's a big province," he said. "What part, exactly?"

"When I told him, 'Prince

Albert and Saskatoon,' he asked what kind of work I did there. I said 'Oh, on farms, railroad construction, hauling freight in the bush for my uncle.'

"Then he stared right at me and said, 'Are those the only places you worked before?' And I knew if he'd heard about Flin Flon he had me dead to rights."

"So I stared right back and said, 'No, I also worked in Flin Flon, but I lost my job over the strike. Then I hauled freight into God's Lake for Sheritt-Gordon in the winter. And after that, I was blacklisted in the west. So I came east and went to work here.'

"Then he said, 'What's your status now?'"

"I assume," I said, "you mean my connections with the union. If that's what you're asking, I'm a member. In fact, I'm the union secretary. And I was one of the men responsible for bringing Mine Mill and Smelter in."

"I was sure, with that, I'd be fired. But he simply nodded and said, 'Another thing — you read some pretty damn poor literature. Why do you?'"

"When I asked what he meant, he said, 'The Worker.' It was the communist weekly out of Toronto. 'Why do you read it?'"

"I pointed at the Financial Post on his desk and said, 'For the same reason you read that. Because you're a capitalist. And I read The Worker because I'm a worker.'

"He shook his head and said, 'Oscar.' Which showed he knew my real name. Then he shocked me even more when he said: 'You come from a fine family, son. One of the most respected families in the west.' (He was referring to my uncle, the owner of Brooks Airways, a freight and railroad contractor and a staunch Tory.) 'If you knew the kind of people who are really behind the union, you'd get out in a hurry.'

"When I didn't answer, he simply said, 'Okay, I'm not going to pry any further. Because you've been so honest, it's not necessary. I now understand why every time I've tried to fire you, I've been opposed. But I am going to make a deal with you. Before you go out that door I want you to promise that you'll disassociate yourself from the union. Don't tell them about this meeting. Just say you're fed up and want to quit. If you do,

you can go back to work tomorrow. And you've got my assurance your future is assured with International Nickel.'

"Mr. Parker," I said, "I can't give you that promise now, because I haven't made up my mind. But I do want to go back to work in the morning and I want to stay with the company. You don't need a promise from me because you'll know soon enough if I left the union or not. Your stoolies will tell you. So why don't we leave it at that. I'll go back to work until such time that, if I haven't left the union, you'll fire me."

"He stood up and said, 'Brooks, I shook your hand when we met. I want to shake it again. You were ahead of me when you came in and you're still ahead of me now. Good luck.'"

New tactic

As soon as he left, Brooks called the local communist head, Neila Makala, and told him about the meeting. "Either I disassociate myself from the party," he said, "or I lose my job." Makala's answer was simple. "Well, you can't do either the union or party any good if you're not working in the plant. So you better quit and work behind the scenes."

So Brooks left the union. He even cancelled The Worker. And he stayed with Inco for nearly three more years. During that time he met Parker countless times at the plant and the men became friends. But never once was their initial meeting ever mentioned. "He knew I'd left the union," Brooks says. "That was all that mattered. But he never knew, or even suspected, that I belonged to the Communist party. It would have hurt him deeply. And I really liked that big man."

Brooks finally left Inco in 1940 when his foreman was fired and a machinist was promoted in his place. "He couldn't do the job," he said succinctly. "I could, but they didn't select me. So I quit and moved to Toronto." But he didn't quit the party for another 15 years. "It took the Hungarian Revolution to make me see that communism didn't work. Marx wrote a good theory, but he never took into consideration the fact he was dealing with people."

"I wanted to tell Ralph Parker I was out of it for good. But I never saw him again."

A guide for giving Creighton the shaft

It's one of the darkest, dampest and dirtiest jobs left at Inco.

That's why it's usually done just a few feet at a time.

Enter three crews of Inco's best, add an intensive crash course, mix in a lot of spunk and 8,000 feet get

done in just 17 working days.

"These guys did a super job," said shaft auditor Chuck McGaughey as he ran his hands along one of the 22-foot-long British Columbia fir skip hoist guides piled like cordwood at a Creighton

back lot.

The old guides were removed from the skip hoist at Creighton Mine's No. 7 shaft, each replaced with a new one.

"It's wet, dirty work," said Chuck. "You stand on a platform

attached to the top of the skip and you're lowered down into the dark with no light but your cap lamp. Water, sludge and grime rains down almost constantly, and after a day on the job you come to the surface wrinkled up like a prune, wincing at the sunlight. It takes a special kind of breed to do this kind of work."

Skip guides act as runners for the skips that haul ore to the surface, not unlike vertical rails. Bolted to the side of the shaft, each 22-foot stretch abuts the next, and each removed, replaced and hauled to the surface individually.

The work is usually done during regular maintenance a stretch at a time, said Chuck, but because No. 7 shaft has been brought on line recently, it had to be done during the shutdown.

The guides had not been replaced since the early 1950s and the normal wear over the past 40 years demanded the change.

What was even more unusual, he said, was that none of the 15 people on the project were shaftmen, the people he refers to as "the special breed" who do this kind of work for a living.

"We couldn't use our posted shaftmen," he said, "because they

would have to go on vacation after the shutdown and we need them for our regular operations. Instead, we made up three crews of available people and sent them for an intensive training program conducted before the shutdown by Morris Foucault of Inco Training."

Retired foreman Roger Crepeau was hired to become the shaft foreman for the job.

"Roger was probably Inco's best and most experienced shaftmen when he retired and the guys enjoy working with him. I think that's a factor in the way this job went," said Chuck.

Changing the huge beams is heavy, cumbersome work that demands full attention, said Chuck, yet the work was done in good time with no injuries or other mishaps.

"In my opinion it was an excellent job, never mind the fact that most of these guys were new at it. There's no doubt in my mind that they've given the job a little extra."

Those involved were: Gilles Beaupre, Andy Lane, Mark Ardiel, Dennis Martin, Roland Perron, Risto Riikonen, Ray Aubertin, Bernie Martel, Martin Lee, Jim Gideon, Alex Owens, Yvon Mimeault, Michael Poirier, Ronald Stuart and Paul Pilon.



Bernie Martel, Martin Lee, Roland Perron and Ray Aubertin: 8,000 feet of guides in 17 days.

Inco linked to Nobel laureate, Carleton University

OTTAWA—Even in the midst of a crowd of well-dressed executives and academics, Dr. Gerhard Herzberg stands out.

At 86, small, frail-looking with a thatch of snow-white hair, Dr. Herzberg sat off to the side at a Carleton University conference room in late June, beaming intently as the speeches flowed in honor of a \$750,000 gift from Inco Limited to Carleton's Centre for Research in Particle Physics.

Retiring by nature, Dr. Herzberg has never retired. At 66, he won the Nobel Prize in Chemistry and he is now only one of two living Nobel laureates from Canada. For 43 years, he has had the same office at the National Research Council here and to this day he goes in daily to continue his research into the electronic structures and geometry of molecules.

"Not with my own hands," he smiles. "But I still have a lot of work to do."

As well-wishers paused to offer congratulations for the latest recognition of the Centre that bears his name, Dr. Herzberg sat alone, seemingly beyond the vicissitudes of fundraising and business.

"I feel absolutely delighted today," he said to an onlooker as Dr. Malcolm C. Bell, Inco's Vice-President of Research and Technology, spoke to the academics, scientists and Carleton fundraisers. "I have been to Sudbury before, you know, and to your Inco labs. I still have on my desk a piece of Sudbury ore. That was 20 years ago. And now Inco's doing so much for the Sudbury Neutrino Observatory."

The Inco donation will let Carleton embark on a capital extension to the Herzberg Laboratory

for Physics. The new facilities, consisting of four floors of offices and labs, will be known as the Inco Centre.

Dr. Bell touched on a theme that's been dear to Dr. Herzberg since he was a young student in Germany and had gained scientific renown for his work on molecular spectroscopy. He has spent his long career studying the implications of the profound and difficult theory of quantum mechanics. His research places him firmly in the ranks of the second wave of quantum giants, coming after the work of Einstein, Heisenberg and Dirac, among others.

"Research in particle physics," Dr. Bell told the Ottawa audience, "may seem an unlikely candidate for support from a mining company. As you know, however, Inco is making a portion of the Creighton Mine at 7,000 feet available for the Sudbury Neutrino Observatory."

"This will be a great, uniquely Canadian experiment and Inco is proud to be part of it. . . The Inco Centre for research in particle physics will provide a centre for the physicists from Carleton and those that Carleton has adopted from the National Research Council."

This centre will be a more permanent facility than the Sudbury Neutrino Observatory, which is a good thing because I believe there will be a lot of theorizing required to explain the results of the neutrino experiment."

The Inco commitment not only impressed Dr. Herzberg.

John Redfern, chairman of Laforge Canada Inc. and chairman of Carleton's Challenge Fund Campaign, noted the donation arrived at a propitious time.

"It's one of the more significant and it's timely," Mr. Redfern said. "It allows us to complete the formal part of the \$30 million campaign a year ahead of schedule and with a big bang."

Added Carleton president Robin Farquhar: "We believe the Centre for Research and the larger Inco centre will be a dramatic symbol of excellence. Without the generosity of Inco, this symbol

would not be possible."

The symbolism of the affair and the heady praise was sweet music to Dr. Herzberg whose life-long affair with science and the quest for knowledge goes on unabated.

"When I was 75, I made a fairly significant discovery about triatomic hydrogen which anyone could have 50 years ago but didn't. But with a piece of luck and my

eyes open, I found a spectron of this molecule," Dr. Herzberg said, explaining the insights gained through age. "But I think the idea that one can contribute to knowledge pure and simple is an exciting adventure that one does not want to give up."

He breaks off his conversation to speak briefly with an admirer, then adds, shyly, "So I go on and I go on."



Dr. Gerhard Herzberg, Canada's only living Nobel Prize winner (right) and Dr. Malcolm Bell, Vice-President of Research and Technology, share a quiet moment at Carleton University following the announcement of Inco's financial support. Inco's Creighton Mine is the home of the famous laboratory and the company has just given \$750,000 to Carleton for its centre of particle physics research.

Employees still play major role

Port Opera, Inco enjoy long-time relationship

It takes more than stars and singers in the spotlight to carry a live show into an audience's often fickle favor. Hours of painting, construction and other behind-the-scenes preparations must be completed before the actors and actresses take to the stage.

In the Port Colborne Operatic Society, however, those same players usually perform double duty. They drop their tools and paint brushes, donning costumes for other equally demanding roles in the play.

Since 1946, generations of Inco volunteers have given everything of themselves and more, in bringing entertaining, live musicals to the local community year after year.

Both retired and active Port Colborne Refinery employees and their spouses have made major contributions to an energetic, non-profit theatre company built on co-operation, team effort and hard work.

Forty-five years ago, local music teacher Raymond Coughlan founded the group to showcase his singing pupils onstage. The high school students toured the Niagara Peninsula performing Gilbert and Sullivan operas, but their home stage was the Inco Recreation Club in Port Colborne. At the time, it was the only venue suitable for the society's local performances.

Alice McIntosh, wife of [former] Inco research chemist Bill McIntosh, was the first pianist for the society. Along with Gwen Mewbum, whose husband was an Inco engineer, Alice provided musical accompaniment for a decade of spirited, superbly rendered operas.

Alice, who is now in her 80s, didn't just play for the performances but slugged it out through the season with practices and rehearsals, helping out soloists with the unfamiliar, challenging parts that needed a little extra work before the show. She says "Inco is to be commended for its generosity" in making the hall available for this community cultural activity.

Another leading light of this period was Don Home, now retired from the refinery's accounting department after 43 years of service.

"Back then, we took the show

all over Niagara and so we had to take down and set up for every performance. When I think of how the sets went up, they were built to withstand a hurricane force. A lot of ingenuity went into their construction, but at the same time, we did things pretty simply. A lot of makeshift tackle was used and we once dimmed the lights in the rec hall by using the refinery's #1 building crane control," he recalls with a chuckle.

The Inco Recreation Hall is fondly remembered as the 1,000 seat building with the warm, cosy atmosphere. A permanent change in venue didn't deter Incoites from answering the call to the boards.

Jim Crawford, 60, has given of his time to the society since 1964. Retired from the refinery after 35 years in shipping and warehousing, Jim's been everything but onstage. "Actually, I remember being a last minute stand-in as a slave, a minor part in Kismet (1973)."

His specialty is in artistic design, a talent developed and honed over the years as Jim created and painted most of the varied scenery for dozens of musicals.

Ironically, this devotion to a helping hobby turned into a full-time job after his retirement from Inco in 1985.

"When I left the plant, I felt I had to do something with my time, so I wrote a letter to the Shaw Festival Theatre in Niagara-on-the-Lake and they hired me in the scenic arts department. The volunteer work was a great way to learn the trade," says Jim. Because his professional theatre commitments now run from January to the end of May this year, Jim can only assist the society on weekends and in his spare time. But he brings some of the things he's learned in his second career back to the society. As well, he's standing back a bit more, guiding and encouraging other creative go-getters to make the backdrops for each season's play. After all, experience is the best teacher.

Jim's not alone in the Crawford family when it comes to putting on a show with some pretty staggering logistics, now that the society runs at least six consecutive performances during the winter

blues beating show.

His wife Jackie, 52, actually enticed Jim into coming out to help the amateur group as she felt it was something the newly-acquainted couple could do together. Jackie has enjoyed dancing and the chorus over the years, and she has worked backstage, applied makeup, served on the executive for 15 years and built sets this summer. She adds that while the Crawford children were growing up they joined in the annual event, which in many ways is a strong social tie for friends and neighbors in the community.

Lloyd Goss is an active Inco warehouse employee (41 years) whose family is also very much involved in launching each year's entertaining show into the limelight. For the past 28 years, Lloyd, 59, has built sets, operated the lights, managed the stage and handled countless other duties. He tells an interesting tale of how he became involved with the society.

"Someone from the operatic society wanted to borrow 25 rifles from the sea cadets for a play. I was the commanding officer at the time. They gave us two complimentary tickets and my wife Pat and I came to the show. We enjoyed it and knew people in it and we've been with it ever since. Now, three generations of our family have been involved. It's our winter hobby," he enthused. Pat has faithfully served as a prompter, program and publicity assistant and is now the society's second vice-president. She is proud to be working with her children and grandchildren on some recent productions in the lakeside city.

Since 1972, Inco retiree Ted Staples, 61, has livened up the cast and crew of the PCOS with his quick wit. His hands are just as fast, having been in the Inco machine shop for many years before leaving in 1988. His seasoned maintenance abilities are valuable backstage as a rigger, set builder and carpenter, but he has also played many parts on the other side of the curtain.

I was onstage for several years, before going backstage. One of the reasons I joined is so I could sing. And sing he has, adding his powerful voice to the chorus in many a show. Wife Barbara has



Ted Staples sets up the props for the next performance.

joined in too, packing the powder as a makeup assistant behind the busy scenes.

There are many other Inco contributors who have recorded long, happy hours in the adaptation of a musical from the script up. Some have left the group. Others have recently joined, but the same spirit of co-operation remains and the memory of their helping hand is not forgotten by those troupers who carry on.

Don Armbrust, a retired refinery electrician, and his wife Murza, have combined operatic experience of over 30 years and have been nominated for Ontario Volunteer Awards this year. When the Royal Alec theatre in Toronto revamped its lighting system, the PCOS secured the old one and Don hooked it up at the Inco rec hall. Murza's many tasks have been in costuming, the box office and seating.

All are indispensable jobs, and everyone is paid the same. . . nothing. In fact, says society business manager Bette Kalalief, the society gives a lot back to the community after each dazzling display of amateur talent.

"Any time some group in the community is in trouble we help them out. After we've paid for the year's production, profits go to such

local organizations and institution as the hospital, the Salvation Army the fire department's annual fireworks display fund, the museum," says Bette, listing some of the society's past beneficiaries. Scholarships are also a regular disbursement, to encourage budding new talent and perhaps furthering of a musical or acting career for a promising young society volunteer.

The Port Colborne Operatic Society represents the outstanding attitude of giving and receiving on the part of Port Colborne residents. In 1986, the group was presented with the very first Ontario Outstanding Achievement Award for exceptional volunteerism.

This tradition of excellence continues.

This year's production of *Ann* was an adaptation of *Little Orphan Annie*. For the first time in the society's long history, an entire performance was scheduled, as the original eight performances were sold out and tickets were still in demand. The overwhelming support of the Niagara Region for the fine efforts of young and old actors and actresses will make the volunteers feel good, despite having pushed themselves to the limit sheer exhaustion.



Lloyd Goss of the Port Colborne Refinery warehouse, daughter Darlene and granddaughter Alison represent three generations of the Goss family in the opera society.

Most experienced in district

Hunter training is miner's second career

When first-time hunters venture into the Northern Ontario bush these days, chances are that they're better prepared and more qualified than any of their predecessors. And the odds are that Oliver Barriault had a hand in that training.

A welder-specialist at Frood Mine, Oliver has virtually made a second career of educating hunters in the Sudbury area and beyond.

Oliver was still a year away from his first days with Inco when he helped form the Trailsmen Rod and Gun Club in Val Caron, 25 years ago. The club's mandate included hunter safety and education courses and as an experienced and accomplished hunter, Oliver found himself with his first teaching job. He has been at it ever since.

"The courses in those days lasted one hour and they cost \$1," he recalls. "Today the courses are 20 hours long and they cost \$35 on average."

As the educational requirements for hunters have broadened over the years, so too have Oliver's expertise and responsibilities in this field.

The most experienced hunter education instructor in the Sudbury district, he is also a deputy conservation officer. Through his pursuit of ongoing training and education, he is also aiming to become one of the province's few master instructors.

Not a one-man show

But Oliver is reluctant to discuss his accomplishments without first acknowledging the assistance and "inspiration" he has received over the years from his friends and peers. These include Gerry Courtemanche, another local hunter education instructor and deputy conservation officer, local biologist Ken Morrison and fellow Inco employee Doug Ogston.

A general manager at divisional shops, Doug is a past president of the Ontario Federation of Anglers and Hunters and currently is the federation's big game chairman.

"You might say Doug Ogston is a hero of mine," Oliver says. "He's one of the most knowledgeable moose hunters anywhere and anytime I've needed any information, Doug was the man I've gone to see."

Oliver is one of many hunter education instructors across

Ontario who are expanding their knowledge and skills because the Ministry of Natural Resources "wants high-quality instructors throughout the province," he says.

Earlier this year, the ministry recognized Oliver's expertise by requesting his assistance in the development of an important pilot project.

Oliver was asked to teach a new course designed to better prepare first-time moose hunters for the sport. His input into the course content and potential changes was also sought.

The course, offered in March, "was the first of its kind in Ontario and it was successful beyond my wildest dreams," attracting 159 Sudbury area hunters, he says.

The intent of the pilot project is to refine the course and eventually introduce it as a requirement for all first-time moose hunters in Ontario, he adds.

The success of the trial course in March has prompted Oliver to plan additional courses for area high school students, in English and French. For that project he plans to enlist the help of his son Larry, 22, who recently completed exams to qualify as a hunter education instructor.

While considerable strides have been made over the years, "there's still a real need to educate hunters," says Oliver, who has had a hunting licence since he was 15.

Better education programs result in greater safety in the bush, more effective wildlife management and a better image for hunters and their sport, he says.

"That's very important for the future. Hunters have to be very knowledgeable people, so what they do is acceptable to the public."

The overwhelming majority of hunters are conscientious individuals who are aware of and support the need for various regulations in the sport, Oliver says. That fact was demonstrated by the turnout at the March moose hunting course, which drew many longtime hunters as well as the newcomers it was geared to, he says.

"There were some veteran hunters in their 60s and we even had a couple of them in their 70s — one was 76.

"I think that shows that hunters around here see these courses as worthwhile. I think it's because Sudbury is a hotbed of moose hunting and there are a lot of people



Gerry Babin and son Jeff examine a trophy with Oliver Barriault.

concerned about the future of the sport.

"But it's not only hunters who stand to benefit" from such education courses and provincial wildlife management programs, Oliver says. By controlling and expanding populations of various species, including moose, outdoors enthusiasts of all stripes stand to gain, he suggests.

"The ministry, for example, has set a goal to increase the moose population in Ontario to 160,000 by (the year) 2000," from the current level of about 125,000, he says. "Whether you're a hunter or a hiker or a canoeist who just likes to observe nature, that benefits you."



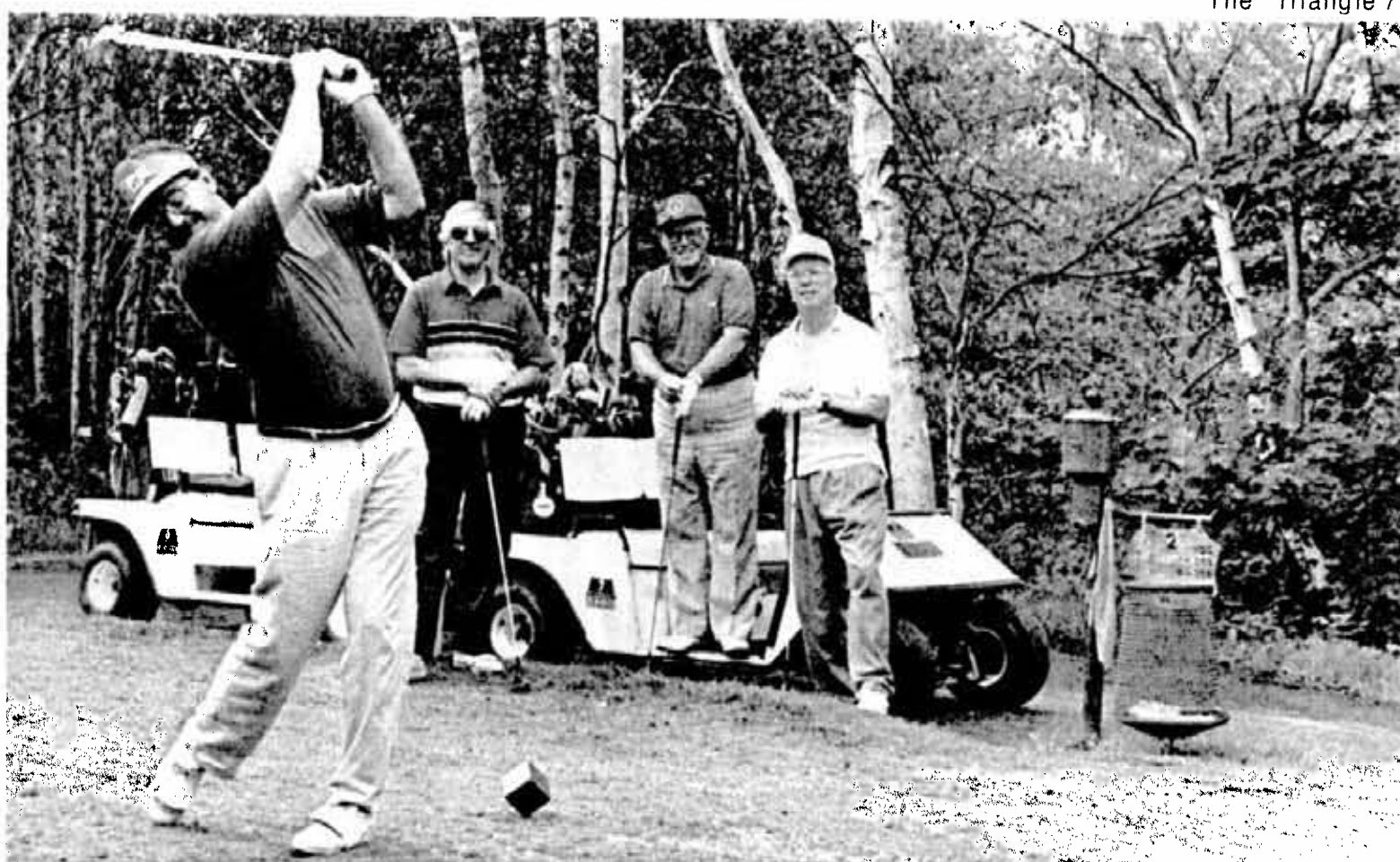
Monique Larabie and Oliver Barriault examine a moose jawbone. Monique is one of a growing number of women who are joining husbands in the sport. "If you can't beat 'em, join them," she said.



Oliver Barriault's hunting classes are popular and packed houses aren't unusual.



VP of Mining Gerry Marshall : Mining is easier.



Aldo Longo, Dick and son Bill Dopson watch Wayne Leavoy wind up for a whack at the ball.

Declining attendance threatens future of Inco tourney

Competition with independent golf tournaments held by Inco plants and mines may spell the end of one of Inco's oldest tournaments.

Less than 250 people attended this year's Inco Golf Tournament that continues a decline in numbers that organizer Jim Black of Investment Recovery says is due in large part to the blossoming of golfing events by individual Inco groups.

He pointed out that this year's all-Inco (including pensioners) tournament was held on the same day as a Copper Refinery tournament.

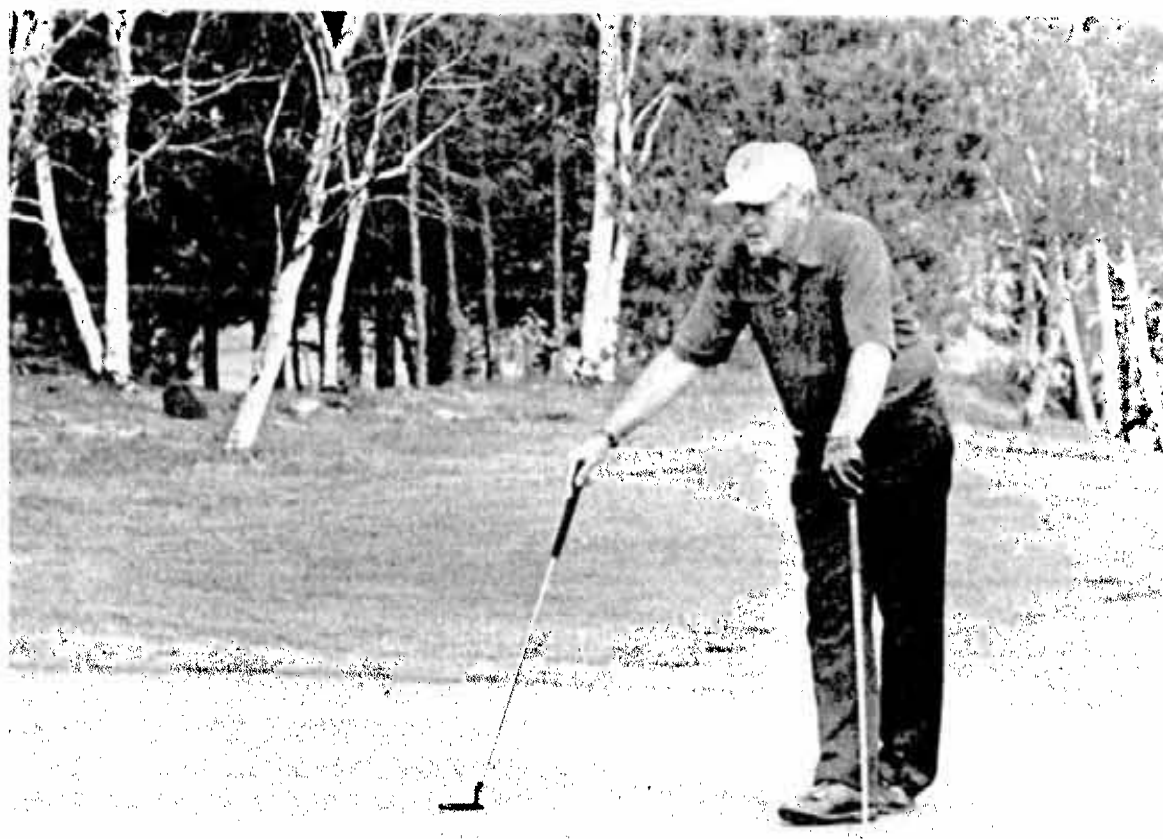
Jim is hoping that coordination with other plants and mines in the

future will help turn the numbers around to help give new life to the over 40-year-old annual tournament.

One problem, he said, is that the numbers have declined to the point where registration fees are insufficient to cover the cost of the tournament. "We need more people just to reach the break even point" said Jim.

But by all accounts, those who attended this year's event at Idylwyld Golf & Country Club had a good time.

Low Gross winner was Leo Hayes with 75 and low net was Hurley Hreljac with 71.



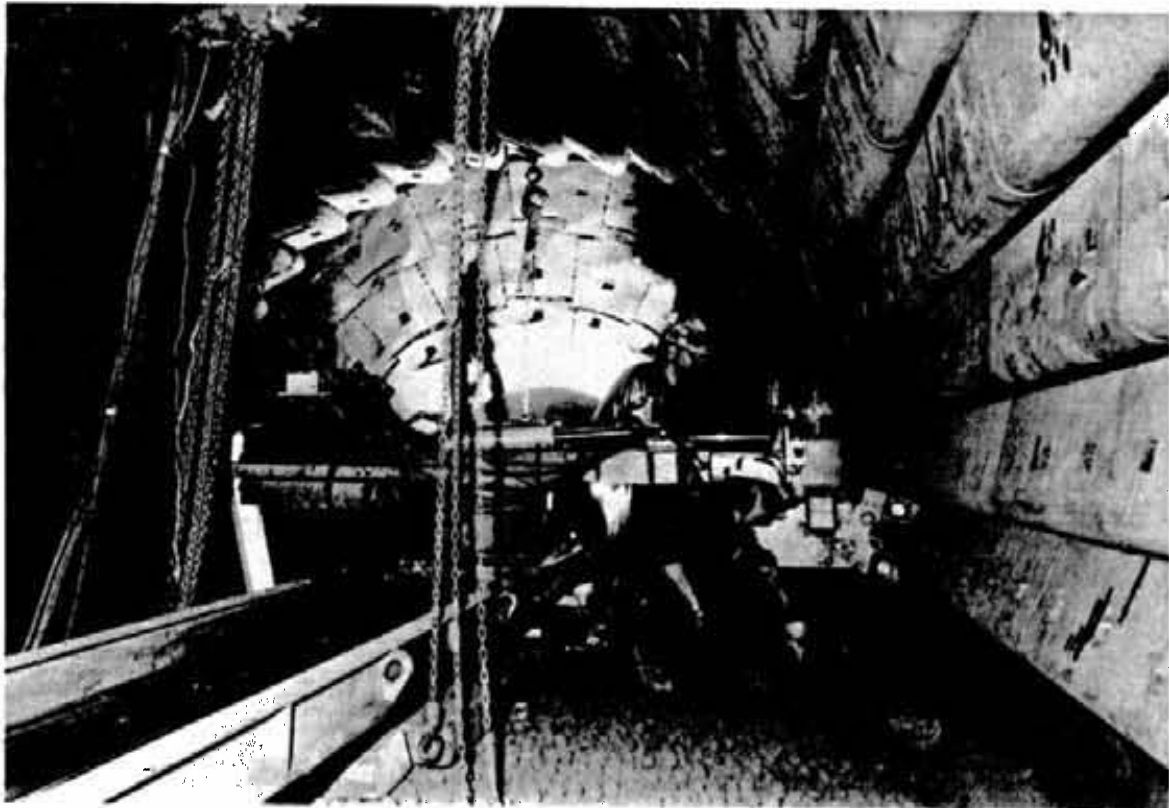
Pensioner Les Parr looks like he's preparing for some two-fisted golfing.



Nickel Refinery's Linda Thompson gets a shot away.



Bill Cyr, Roger Crockford and Don Gauthier tabulate the score.



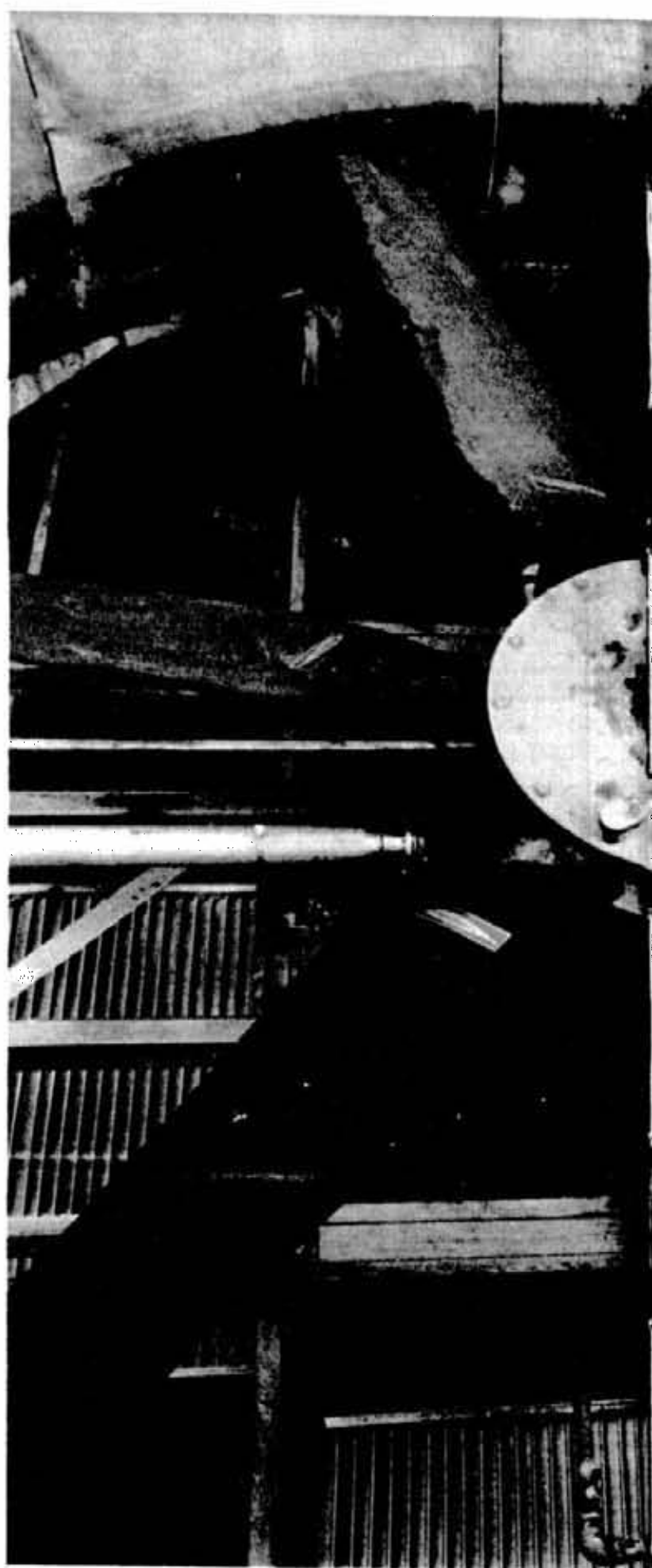
Inco Construction industrial mechanics Brian Antonioni, Steve Tolin and Pete Bois re-lined No. 7 ball mill, just one of the projects at Clarabelle Mill during the shutdown.



Welder Donald Hache welds steel for the tap hole on a new Copper Refinery furnace.



Richard Mongeon, Henry Komar, Doug Garritson and Denis Parent of Transportation put their backs into rail replacement on the CPR overhead bridge.



Industrial Mechanic Herb Grubber removes fan blades from cooling system.

For many Inco employees, 'shutdown

Inco's annual shutdown conjures visions of lazy days on the beach, camping in the bush, following the white lines on the highway or just stretching out on the backyard lawn.

But "shutdown" is a relative term.

Just ask the more than 120 people at Inco Construction who go into overdrive when everybody else gears down, or the hundreds of others at mines, plants and offices who do all the maintenance, repair and paperwork necessary to get Inco well-oiled and prepared for another year's operation.

"This is traditionally the busiest time of the year for us," said Inco Construction general foreman Brian Harris. "Many of the jobs that we do now are critical to the operation and can only be done when everything is turned off."

Construction's work included everything from installing switch gear at Matte Processing and re-

building flotation banks at Clarabelle Mill to last-minute emergency jobs like replacing over 1,300 feet of main power feed cable at the Nickel Refinery.

Construction crews relined a ball mill and a rod mill at Clarabelle, bolting into place liners weighing as much as 750 pounds each.

Denver cells in the flotation banks were also rebuilt, as was the coupling between the motor and speed reducer on one of two conveyers that transfer ore from the tippie to the crushing plant.

Construction electricians spent part of the shutdown on manlifts 80 feet above the nickel refinery converter aisle floor installing 40 new energy-saving lights under the lighting conservation program. New lighting was also installed at the High Falls Power Plant and work on the power generation gear at the Nairn Power Plant was also done.

At South Mine, 300 tons of con-

crete had to be poured as a base for part of a new ore handling system, and Creighton saw the removing and rebuilding of a hoe ram at the 7,000 foot level. Also at the mine, about a dozen structural steel main support beams had to be replaced at the 7,080 foot level loading pocket, and a picket belt chute was replaced at the 6,800 foot level.

Probably the hottest job of the summer went to Central Utilities industrial mechanics Tom McAuliffe and Bill McIvor who spent eight hours of eight of the steamiest days of one of the hottest summers on record inside an emptied clarifier at the Copper Cliff Waste Water Treatment Plant replacing the radial launders.

"There's not even the wisp of a breeze down there," said Tom as he climbed up the ladder out of the huge cylindrical concrete structures.

Central Utilities is another group that goes full steam during the shutdown. "This year we did

major overhauls on at least a half-dozen pieces of machinery at the Oxygen Plant, as well as the annual service and maintenance work that we do this time of year."

Central Utilities, working with a full complement of about 70 people including over 20 on loan from Inco Construction, conducted a wide range of projects from air compressor repairs and sound proofing at the new Oxygen Plant to removing 34 Oxygen Plant plug valves for repairs.

"We did all kinds of other maintenance, cleaning and leak testing. All instrumentation has to be recalibrated," said supervisor of operations Gerry Gauthier. "Much of our work is preventing rather than repairing," he said. "I believe if Inco didn't have such an emphasis on preventive maintenance, we'd have a lot more unscheduled plant shutdowns during the rest of the year."

The Transportation depart-

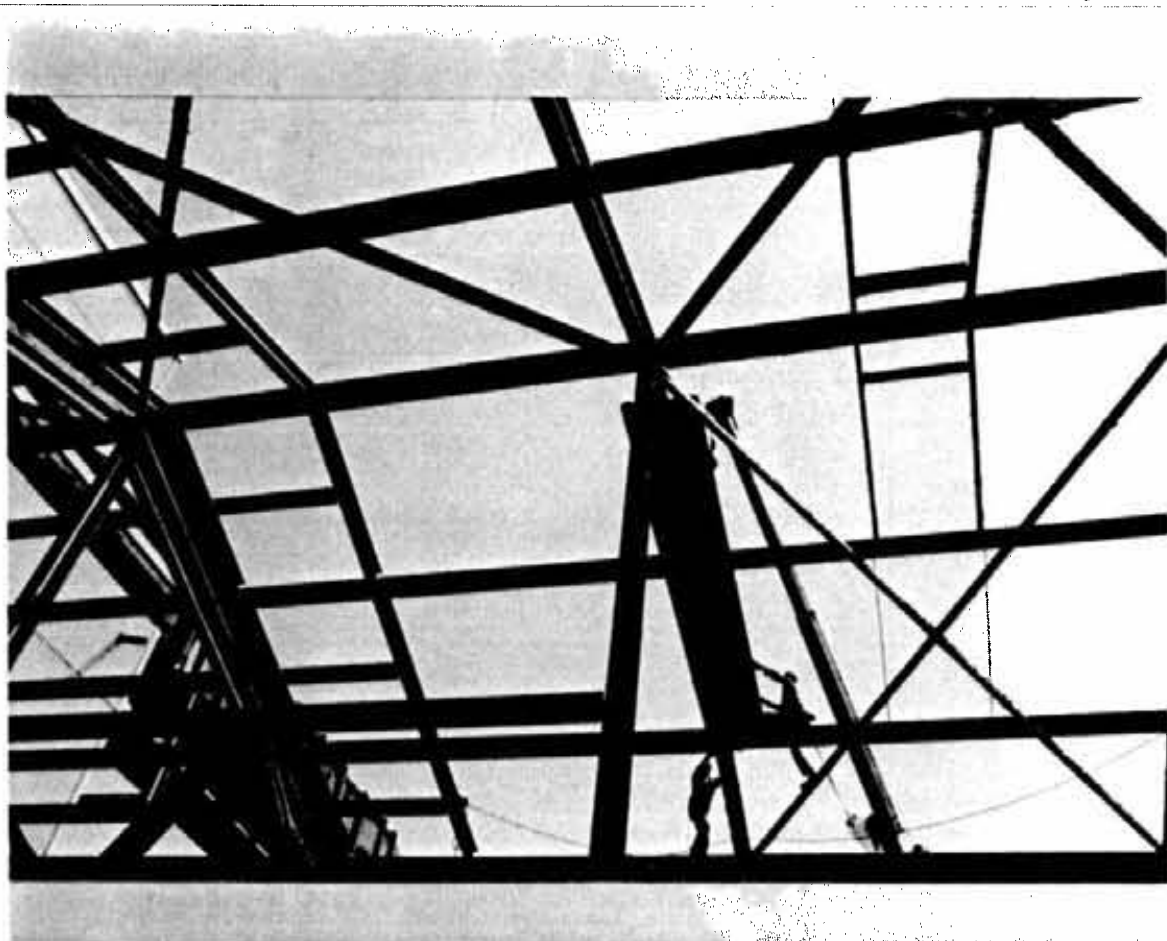
ment's shutdown schedule included the installation of track across new rail beds on the Copper Cliff and Frodo Stobie CP Rail bridges. A section of track for the tipper yard scale was also installed and track was torn out and new track replaced between No. 2 and No. 9 furnaces at the smelter.

About 40 people were at work in the track section alone and services department crews were busy paving, painting and carrying out other maintenance functions.

In the environmental effects section of the Environmental Control Department it was "pretty much business as usual," said coordinator Tom Hynes.

Employees spent the shutdown sampling metals, studying aquatic insects in streams where Inco discharges effluents and monitoring developments in acid mine drainage.

"We were operating at just about full strength," said Tom.



Workmen put a new roof on what used to be the hydrogen building at the Smelter Complex.



Almost 160 tons of new culvert goes in at Copper Cliff.



Foreman Don Martin checks nickel refinery hood flue.



Ray Boudreault of Central Mills reclamation sprays water on a section of newly-sodded grass across from McLelland Arena.

Summer is a relative term

"Summer is actually the busiest time for us. What we study is the impact of company operations on the receiving environment. So it really doesn't matter to us whether the company is operating or not because the things we're looking at are more long-term."

The shutdown was a busy time for the Agriculture department as well with a full crew of 30 summer students and 20 seasonal employees carrying out land reclamation projects in and around Inco operations.

"We worked right through the shutdown," said grounds specialist Mike Peters. "We laid sod across from the McClelland Arena where the South Mine air raises are located and finished seeding stressed areas at North Mine and Clarabelle Mill. We also did a lot of preparatory work in the Tailings area where 300 acres are now ready for seeding."

Inco mines were also active. A potable water tank was replaced at

Crean Hill and headframe steel was replaced at No. 3 Shaft of Frood Mine. At Stobie No.8 shaft, shaft steel had to be replaced, and at Levack Mine the bottom of ore pass No. 2 was replaced. Track repairs were also done at 1,600 level at Levack. Creighton saw several projects underway, including neutrino laboratory work, cable bolting and replacing conveyer belts. Coleman Mine ran at full production during the shutdown with an average of about 100 employees on hand.

According to South Mine maintenance general foreman Ron Rafuse, all combined mines manpower averaged 550 hourly rate and 110 staff, as well as an additional 200 contract people working on various projects.

Smelter work included a major rebuild of No. 6 and partial rebuild of No. 2 reverberatory furnaces. No. 9 flash furnace and settling chamber was also rebuilt. Most service sys-

tems were beefed up to facilitate future expansion at the smelter and the preventive maintenance program went into full swing with attention given to most electrical, mechanical and instrumentation systems.

Smelter complex maintenance general foreman Don Laframboise said about 150 Inco maintenance people and another 1,000 contractors were working at the smelter on regular maintenance as well as Sulphur Dioxide Abatement Project work during the peak of the smelter work.

Manpower on the Sulphur Dioxide Abatement Project peaked at 1,200 during the shutdown and 50 jobs that could not be done any other time were tackled. The work included everything from electrical, water, oxygen, nitrogen and natural gas tie-ins to relocating a lunchroom. The acid plant was completed and oxygen plant commissioned.



Diane Flynn, June Stelmack and Tom Newburn of the Comptroller's Department conduct a draw for prizes at the General Office barbecue.



Executive secretary Helen McParland loads up a plate.



Joe Dippong of Central Mills doles out the goodies.

Office or Mill, they got their fill

Mountains of burgers, rivers of drinks, battalions of desserts. It all disappeared with astounding speed at this year's General Office and Clarabelle Mill barbecues, proving once again that when it comes to packing away a free lunch, it is difficult for the average onlooker to tell the difference between your pencil-pushing desk jockey and your average rough and tough industrial worker.

At the General Office in Copper Cliff, June Stelmack and Diane Flynn of the Comptroller's department organized the event. Almost 300 people poured out of the offices to jockey for position in the ever-growing line-up.

Clarabelle employees showed similar enthusiasm for the annual free lunch and helped themselves to a wide variety of goodies dished out by plant management.

The cookout was part of a general housekeeping promotion and competition, a celebration to show appreciation for a job well done.

Winners in the housekeeping competition were Maintenance areas 51 and 53 and the electrical department. Group A and the Bull Gang came out on top in Operations.



Stan Paslerowski of Divisional Training: No such thing as a free lunch?



Clarabelle maintenance mechanic Stuart Dickson chows down on chicken.



Eliza Kallonen and Tina Romanyszyn of Clarabelle Mill enjoy lunch at the cookout.

\$10,000 for Kevin's baffling idea

About 300 times a year for as far back as he can recall, Kevin Skillender and his co-workers have been replacing flash furnace feed burners.

Four burners mix oxygen with copper and sulphur concentrate and send it into the Smelter's flash furnace, and the maintenance mechanic says that on some particularly bad days all of them had to be replaced.

"When I first started working at the flash furnace back in the mid-'70s I remember everybody complaining about how the burners had to be replaced all the time," said the 26-year veteran of Inco and a 15-time contributor to the Suggestion Plan. "I usually got here first in the morning and I used to go over and study the thing. One day it just kind of came to me. Sandblasting. I figured. The problem was like sandblasting."

The burners, resembling hollowed-out, five-foot high spark plugs with feed line ports, have a baffle plate inside that directs the flow of the concentrate feed from a port into the burner. The baffle plate was welded directly to the wall and across the cylindrical inside of the burners, and the 15 to 20 tons of feed per hour that goes through each of the burners would corrode the metal where the plate touched the burner wall. "That's where all the pressure was. It would wear away... like sandblasting."

While changing the burners

didn't demand flash furnace down time, operating the flash furnace with less than the full complement of feed burners was less efficient.

The answer was simplicity itself, the kind of solution that Kevin says makes you wonder why he never thought of it before. At virtually no extra cost, the design of the burners (they are built at Inco shops) underwent a slight adjustment. Instead of touching the walls, the baffle plate would be slightly narrower than the tubular inside of the burner and a steel plate was welded to the sides of the baffle plate, not unlike the sides on a children's playground slide.

Kevin first thought of the \$10,000 Suggestion Plan idea in 1986. Busy with other work, the company couldn't do the testing right away, so Kevin got permission from the operators and a year later did the modifications.

"The first try with the modified baffle plate lasted three weeks. The longest the other ones ever lasted was three, maybe four days. It was encouraging."

With evidence in hand, Kevin went to his shift boss and asked him to try to expedite the suggestion to at least get it to the trials stage.

Serious testing began on all four burners about a year later. The tests showed immediate improvements. "At first there was a fear that the modification would result in more dust and people were afraid

there would be an adverse environmental affect. But the tests showed that there was no appreciable change from before.

For a minor adjustment, the modification has made an enormous difference. The burners lasted up to a four weeks rather than a few days. At a cost of \$360 for in-house manufacturing and the time and man-hours set aside to manufacture the burners, the savings were substantial. "At some times there were guys in there every day bolting them together and they used to have two guys in the shops on the burners almost continually," said Kevin. "This has been an improvement all the way around. Everybody's happy."

Like most good ideas, said Kevin, this one was very simple. "People tend to look at high-tech solutions to everything these days. Sometimes, the best ideas are just plain ordinary common sense and a little bit of imagination. You don't have to be an engineer to come up with some of these solutions."

Kevin seems to have lots of both. He's had 15 of his ideas accepted by Inco's Suggestion Plan program, although the highest amount up to now was \$1,300. He has another two in the works right now.

It's not only the extra cash that motivates him, he said. A lot of the ideas make his job and the job of his co-workers easier, safer, and a lot less tedious.



Kevin Skillender with one of the burners.

Solves problem that won't wash

Port operator's idea flushes out \$10,000

Throw a week's load of dirty laundry into the washing machine, add detergent and water and stand back.

If the machine flushes out crystal-clear rinse water, the clothes are still dirty. Now think electrocobalt refining and adjust a few ingredients and procedures.

Earn \$10,000.

That's what Italo Rossi did.

The Port Colborne electrocobalt operator's Suggestion Plan jackpot involves the high-tech refining of cobalt by ion exchange, flushing out the minute amounts of nickel and other contaminants in a dissolved solution by adding sand-like resin to the mixing container (column).

"The resin acts like a magnet," said Italo. "The nickel is attracted

to the resin and attaches to it. When the resin can't absorb anymore, it has to be acid washed to release the nickel before it can be reused.

The scrubbing was done with a series of water flushes and acid washes. The column is drained and then filled up with water from the bottom to remove the air from the chamber. The column is then washed from the top with water.

The entire procedure is repeated, this time with the acid wash.

"The entire operation takes about nine hours," said Italo.

"I noticed that half-way through the acid wash, the solution was coming out clear. It should have been coming out green if it was removing nickel. That told me that the acid wash wasn't as effective as it should be."

Italo said his idea was fertilized by the way the plant is run. "Always a challenge here," he said. "We move around, get to know how everything works. When we know all the jobs, we can fill in and do any job in the building. Not only that, but you tend to get bored when you do the same thing for years and years."

The entire electrocobalt opera-

"The smart guy sits back a bit and thinks about how to do something easier, rather than break his back."

Italo's solution was simple: Eliminate the water flushing and do the acid wash twice, each time holding it for longer periods to allow enough time for the acid to do its work.

Italo had no doubt that the adjustment would work. "We have a certain leeway in operating this system, so I tried it before I submitted it to the Suggestion Plan. I could see right away that we were getting better results."

Italo's boss, cobalt refining supervisor Mark Pataran said that although it was obvious that the new procedure was an improvement, there was extensive testing and experimentation done to fine-tune the new method to optimize the end result.

The biggest savings is in the soda ash reagent that's used to neutralize the acid. There's less acid used, so we have to spend less on the reagent," said Mark.

tion is extremely automated with the latest in computerization and equipment, a "far cry" from the way it used to be, he said.

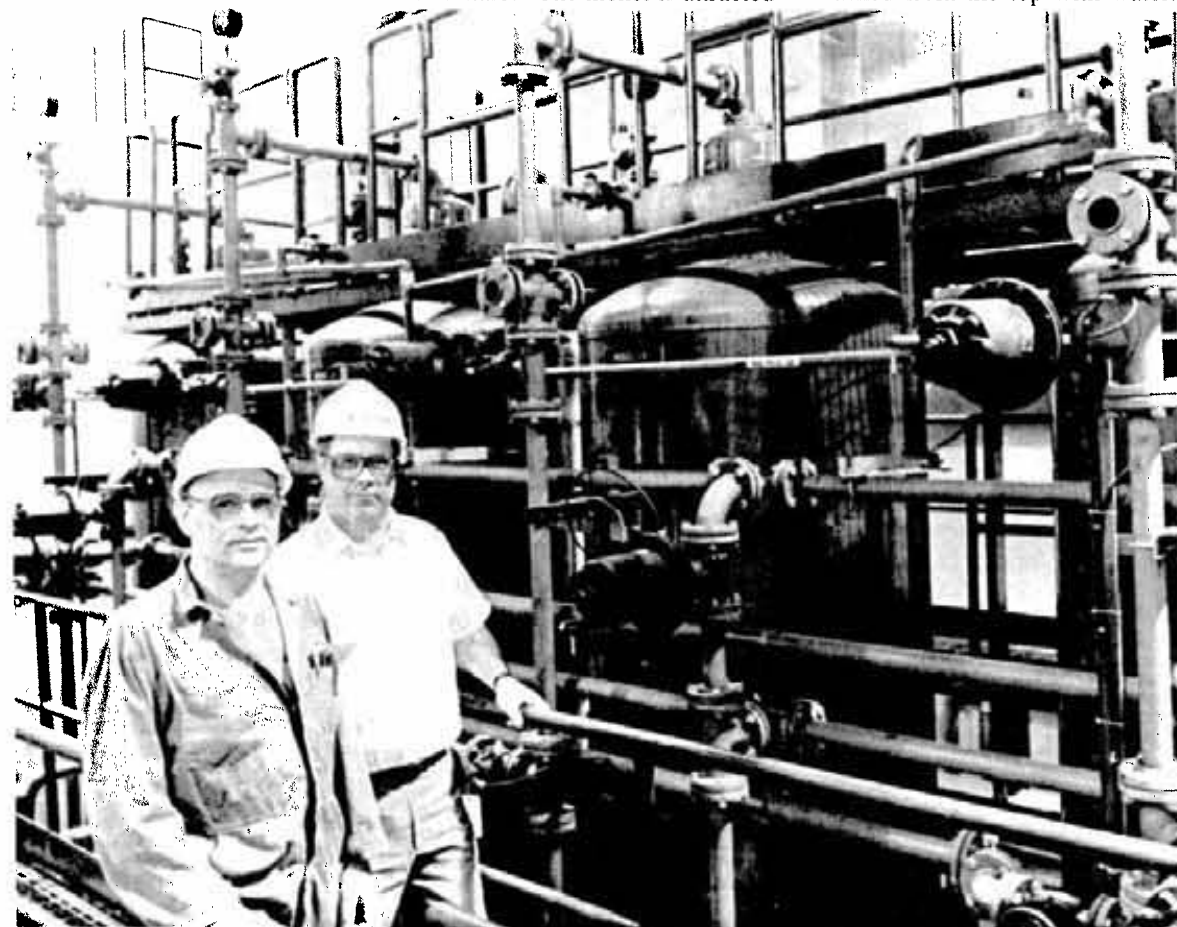
"Most of us had to be retrained to do this work," he said. "It took time but I think everybody enjoyed it. It was a challenge and that always keeps the job interesting."

It's the first suggestion Italo has ever submitted, although he said there are lots of things that he's changed that weren't officially submitted.

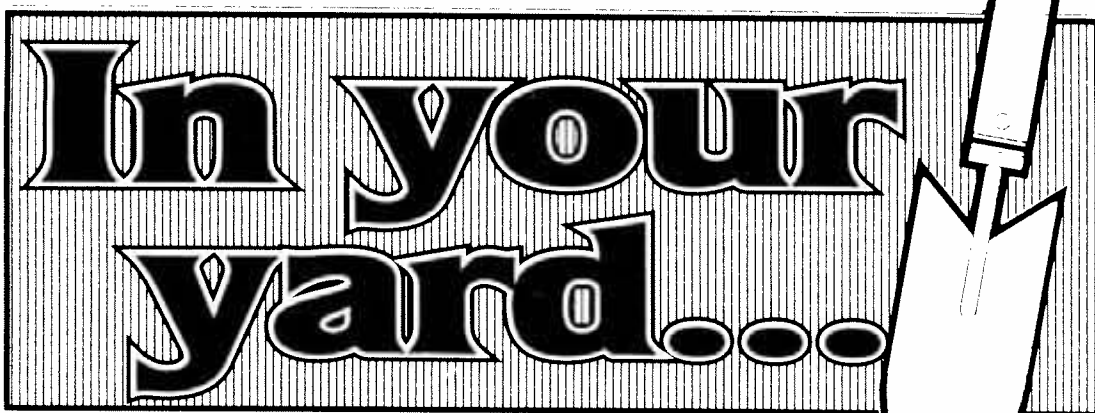
With the plan's maximum award in his pocket, he's more enthusiastic than ever.

"I've got another idea submitted to the plan now and a couple more in the back of my mind."

"The smart guys around here don't like to use elbow grease," says Mark Pataran. "The smart guy sits back a bit and thinks about how to do something easier, rather than break his back."



Port's Italo Rossi and Mark Pataran at the mixing columns where nickel is extracted.



Leaflets three - LET IT BE!

By Ellen L. Heale, P.Ag.

If you don't already know what it looks like, learn to recognize poison ivy (*Rhus radicans*). Educate your family, friends and neighbors to avoid contact. All parts of the poison-ivy plant, at any stage of growth, can be poisonous to humans both summer and winter.

Poison ivy is present in every province except Newfoundland. It grows on sandy, stony or rocky shores of streams, rivers and lakes and along the borders of woods or in openings in the trees. Poison ivy is most abundant in southern Ontario and southern Quebec and has spread as far north as Cochrane and Kenora. The plant may appear unexpectedly in many areas, including your yard or camp. Poison ivy berries provide food for at least 55 species of birds. In addition to seeding itself, this perennial plant spreads by underground stems. Poison ivy frequently grows in dense colonies over the surface of the ground. Leafy stalks range from 10 to 80 cm high. Horizontal stems spread above or just below the soil and the plant has a tenacious root system. A second form of poison ivy is as a climbing vine with aerial roots. The vine will grow 6 to 10 m in length, climbing into trees, around posts or over telephone poles. This vine form is found in counties bordering Lake Erie (including the Port Colborne area).

Leaflets three

As illustrated in the diagram, the leaf of poison-ivy is made up of three leaflets. These leaflets vary greatly in shape and size. The stalk of the middle leaflet is longer than the stalks of the two other leaflets. In the spring, as they unfold, poison ivy leaves are purplish to reddish in color and the plant looks droopy or wilted. Inconspicuous clusters of small, greenish-white flowers develop on some plants. In the summer, leaves are bright green and very shiny and plants lose their wilted appearance. Small (5 mm), round, hard, grayish-white, waxy looking berries develop. On close, careful examination, berries resemble a miniature peeled orange and may be hairy. In the fall, leaves in sunny areas turn a distinctive orange-red to burgundy colour. However, leaves in the shade will not be as brilliantly colored.

Poison ivy is often mistakenly called poison oak and many plants such as ground nut vines, Manitoba maple seedlings or Virginia creeper have been mistaken for poison ivy. When in doubt avoid contact with any unknown plants until they have been properly identified.

The sap in poison ivy is a resin called urushiol. It is not found on the leaf surface, but tearing or bruising any part of the plant releases the sap. In sensitive individuals urushiol causes the production of antibodies that remain in the bloodstream, so successive incidents cause increasingly severe reactions. Sensitivity varies from person to person. Children and people with fair skin are more sensitive to contact with poison ivy. Within 2 to 3 hours, or up to 48 hours after contact, symptoms of Rhus-dermatitis develop.

Contact may be direct or by handling contaminated objects. The sap or resin will stick to clothing, footwear or tools. Under hot, humid conditions poisonous sap becomes inert in about a week. Under dry conditions the sap can still be poisonous for a long period of time and may remain on contaminated clothing and footwear for an indefinite period. Pets may also become contaminated after running through patches of poison ivy and a sensitive person may be affected by petting the animal. Sap is easily transferred to people not directly exposed.

Never burn poison ivy plants. Smoke

carries the poison sap particles and inhaling or standing in the smoke may cause extremely serious or fatal reactions. Also, dead plants remain toxic and must be removed.

Poison ivy sap must penetrate the skin to cause Rhus-dermatitis. Symptoms are characterized by severe itching of the skin, inflammation and watery blisters. Healing time varies from a week to 10 days, to several weeks. Healed sites often remain supersensitive to further contact with poison ivy for several months. Several other kinds of plants are related to poison ivy and these plants (such as the rind of mango fruit or oil from cashew nut shells) or plant products (Japanese lacquer or India marker ink) may cause reactions in sensitized individuals.

Don't scratch

After contact with poison ivy, treatment includes thorough washing of contaminated skin with soap and cold water, lathering repeatedly, followed by thorough rinsing. If symptoms develop check with your family doctor who may recommend lotions, creams and/or antihistamines. Scratching or rubbing of blisters should be avoided. Severe reactions are very uncomfortable, so consult a physician at an early stage for treatment. Contaminated clothing must be laundered thoroughly and repeatedly with soap and water. A new cream product developed by the University of California Medical School provides a barrier to poison ivy sap.

Poison ivy is classified as a noxious weed under the Ontario Weed Control Act. The Act states that "every person in possession of land shall destroy all noxious weeds thereon". Since poison ivy plants consist of an interconnected network of above and below ground horizontal stems they are difficult to control with a single treatment. Control of poison ivy includes digging, mulching or the use of certain herbicides. Precautions are necessary. Adequate protection including rubber gloves, waterproof clothing and rubber boots must be worn. Seedling plants are most easily dug up in the spring when the soil is moist. Mature plants have very extensive root systems. Carefully remove all underground parts at least 20 cm deep. Poison ivy vines should be cut close to the base and removed when dry after leaf drop in the fall.

A mulch of thick newspapers or heavy black plastic or a combination of the two, to block out the light, should be put down in late winter and left on for a year. Control with the appropriate herbicide is another alternative and reduces the possibility of contacting Rhus-dermatitis. All of the herbicides which kill poison ivy will kill other plants growing nearby, so selective application is required. Carefully follow the manufacturer's directions on the label and observe all required safety precautions. Herbicides are most effective on poison ivy if applied between mid-June and the end of July.

Control measures must be persistent and thorough to be effective. Check the site monthly and retreat the area if new growth has occurred. As soon as the ground is clear of poison ivy plant a fast-growing ground cover. Further information (with color photographs) is available in an Ontario Ministry of Agriculture and Food Factsheet (#88-104) on Poison Ivy. The best way to avoid poison ivy is to be familiar with what it looks like and take the necessary precautions against contact.

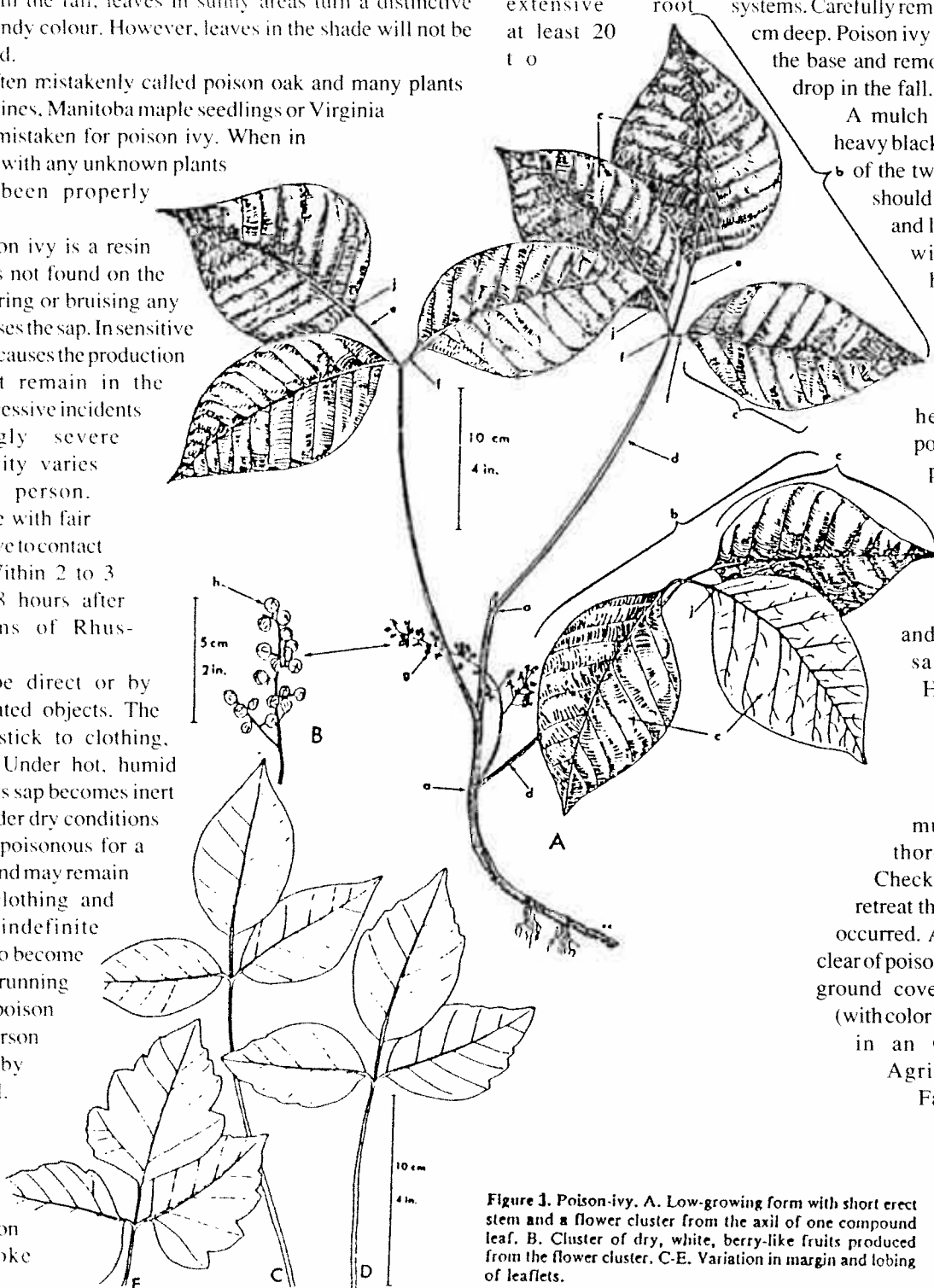


Figure 3. Poison-ivy. A. Low-growing form with short erect stem and a flower cluster from the axil of one compound leaf. B. Cluster of dry, white, berry-like fruits produced from the flower cluster. C-E. Variation in margin and lobing of leaflets.

Cross-country cyclist Miner's soj

Middle age crazy?

"Mmmmm. . . I guess it well could be," mused 44-year-old North Mine foreman Bill Narasnek.

He seemed unprepared for the question. In the scores of times the marathon cyclist has stared down the business end of a reporter's microphone or television camera in the last month or so, the question had apparently not been asked before.

Why do it?

When others simply fish around in their pocket for a donation, why volunteer to be a fund-raiser, spending 18 hours a day on a bicycle for two weeks, braving blistering heat and near-freezing cold, saddle sores, lung-clearing uphill battles and fits of physical and mental exhaustion that would lay flat a man half his years.

A major reason, he'll tell you, is the \$70,000 already raised in his cross-country Cycle For Life marathon cycle tour for the Sudbury Chapter of the Kidney Foundation of Canada, yet Bill says there's more to it than that. "I've always been kind of competitive and this was a kind of personal challenge. I read a lot about it and I figured I had a chance. I saw myself able to do it."

And then there's the romance of cycling. He admits being swept along by the traditions and lore of European cycling, the epic man-to-man battles recorded in the annals of European cycle racing, stories that inspired him.

"And," he added with only the hint of a smile, "it's easier on the body than running. I used to run, you know."

Was it the cross-Canada cycling record that spurred him on?

"I guess so," he said. "Holding the record isn't a big deal for me, though. It's achieving it that means something."

But the achievement - cycling 6,037 kilometres from Vancouver to Halifax in 13 days, nine hours and six minutes - has exacted a price. There's the lingering physical aches and pains in the knees and achilles tendon, the sore toes from the constant pressure on the pedals, and the 12 pounds of body weight he left somewhere on the road. Worse, perhaps, is the psychological effect of the exhilarating rush of relief as he climbed down from the bicycle on that last day in Halifax.

Deserved "rest"

Unable to look a bicycle square in the wheels, Bill swore he wouldn't sit behind the handlebars for a good while.

"At least two weeks," he said.

Despite the fact that Murphy's Law - the one that rules all things that can go wrong will go wrong - was a constant companion for the eight-man team, Bill managed to edge the old record by just five hours.

The team's minutely-detailed strategy, designed to fine-tune the cyclist's efforts over the 13-day crossing, was turned upside down on only the third or fourth day. In the Prairies, Bill was expecting to "make up time" on straight, level

ets record

ourn: A hum of wheels, a rustle of cabbage leaves

and smooth roads with warm westerly tailwinds. Instead, the Prairies proved a near-disaster.

"It wasn't at all like we planned. It was cold. The temperature dropped to 2 degrees at one point. I wore long underwear, two pairs of socks, a winter jacket and cap, arm warmers and overboots. We got strong headwinds and the roads were just terrible. For three of the four days it was like riding over railroad crossings."

Not only did the ordeal throw

doubt as well as the physical pain and exhaustion.

"After the Prairies, I don't think there was a single day that it didn't cross my mind at one time or another to pack it in. Endurance is at least 50 per cent mental. I knew what to expect before I started out, but knowing it isn't the same as feeling it."

What kept him going, he said, was all the people that supported him, all the commitments he had made. Most of all, it was team

members like physiotherapist Shannon Wohlberg, daughter of Levack geologist Elwood Wohlberg, and coach, chief mechanic and friend Batista Muredda who kept him going. "If it wasn't for the great team of people we had, I would never have made it, no question," he said.

While Shannon's daily physiotherapy exercises lessened aches and pains and kept him in shape, Batista's constant advice, expertise, encouragement and moral support took the edge off even the worst of days.

"In the Rockies I had a 30 kilometre straight climb ahead of me, and it had me totally psyched out. But Batista talked me through it, constantly, mile for mile. When it was over, I discovered it wasn't as bad as I thought. Without Batista, I think it would have been."

Although there are easier ways to see the country, Bill was surprised at how much he was able to enjoy his surroundings. Although there were days when he hardly noticed anything but the hum of the



Bill Narasnek used celebrity status to thank all his supporters.

wheels on the pavement, there were other days when the breathtaking scenery around him almost made him forget he was on a bicycle. "It happened in fits and spurts. You become so involved in what you are doing that you forget where you are, takes up all your concentration. But then you snap out of it and you notice your surroundings. I got a good feel for the country."

The best riding of the trip was near the end of the tour near Riviere-du-Loup in Quebec. He had ridden until four in the morning and after only two hours sleep he was back on the road again.

"I started off sleepy, but conditions were just ideal. The road surface was perfect, there was a tailwind and it was a beautiful day. I just flew along the road like I'd just started out."

Asleep at the wheels

At other times, the heat, lack of sleep, sore muscles and sheer exhaustion threatened to put him out of commission. He fell asleep at the handlebars on several occasions but was woken up by teammates before he went into the ditch. A fall about 80 kilometres east of Sault Ste. Marie could have ended the



Bill Narasnek signs autographs for tomorrow's racers.

trip, but his wounds proved minor and he climbed back on the bike. For the last few days of the trip when his neck muscles gave out from holding his head up, he was fitted with a neck brace to hold his head level.

Perhaps the most unorthodox remedy was a suggestion by coach Muredda that he wear cabbage leaves on his head to shield him from the Quebec sun. "I was too tired to say no, so I put it on. I have to say it worked, I still don't know why."

Considering the rigorous training program of up to 325 kilometres a day before setting out from Vancouver on July 5, Bill has spent most of the summer on two wheels. "As much as I did train, to train for 18 hours a day is just impossible," he said, admitting that it's virtually impossible to fully prepare for such a tour.

When it was over, he said, the relief was overwhelming. "It's like beating your head with a hammer. When you stop, it feels so good."

Ironically, the cross-country cyclist insists he rides for the fun of it and doesn't have any "serious" cycling goals. Even though he's president of the Sudbury Cycling Club and won the Ontario cycling veteran's division championship (over 35 years of age) two years

ago, he doesn't consider himself a pro racer.

He's learned a few things about himself on the tour. "The more you do endurance events, the more mentally tough you become. I figure what I lack physically I make up for mentally. I leaned on that fact."

Bill resists the inclination of others to make him a hero. Years of organizing cycle events has given him confidence in talking to the media. "I was used to it, so I didn't go into shock when I had to look into the camera."

Instead, Bill uses the fanfare and media attention to voice his appreciation for all those who made the trip possible. "It's given me a good opportunity to say thanks to all our supporters."

Bill was welcomed home at celebrations in Sudbury and Walden. Among those on hand was North Mine general foreman Leo Vienneau, who presented the bike-riding miner and his teammates with a stone sculpture depicting a mining scene. Inco gave \$2,500 toward the effort and fellow workers at North Mine raised \$3,700.

He doubts he'll race again, he told a crowd gathered at Memorial Park to honor their favorite son. "This was a finale for me."



Bill Narasnek and wife June at Sudbury's welcome home celebration.

the team off their timing, it also gave Bill a physical beating that he would pay for during the remaining 10 days.

"I've got the best bicycle seat that money can buy, but my tail end was like bark."

Sore, tired and demoralized and with the bulk of the tour still ahead of him, Bill struggled with inner



North Mine general foreman Leo Vienneau welcomes Bill Narasnek home with a sculpture.



HERITAGE

T H R E A D S

Taming the demon, or . . . ?

by Marty McAllister

It's to be sort of an Inco history salad, without the house dressing. And, the upcoming TV special has at least a tentative name. "Taming The Demon Ore" will be aired on a national network in the fall.

I didn't expect to have anything to do with it. Then, for some obscure reason, producer/director Alan Fox thought that I, among others, might be able to help get the story right. That led to Ron Orasi, Matt Bray and I doing a review of the umpteenth version of Fox's script, around the end of June. Great fun . . . all indoors . . . and no more hazardous than misdialing the fax machine. Then came the second request.

I couldn't resist

During the shutdown, Ron Orasi phoned: "Alan Fox is coming to town next week and wants us to help locate some rustic old sites for some final filming he has to do."

I had half-planned to go to Toronto. I had writing to do. And, my real boss wanted some painting done. Still, how often do you get to tour around with a real live producer? Of course I have scruples, but . . . "Sure, I'm free on Monday."

The spiffy van that pulled into my driveway late Monday afternoon looked deceptively like a strictly-highway vehicle. But what did I know? Shrugging, I rushed through the uninvited rain to meet Ron and the driver, presumably Alan Fox. It was him alright, still exhilarated by a turbulent flight from Toronto. His roughest ride of the day was yet to come.

Ron insisted I take the front passenger seat, foolishly assuming I would know some good places to go. So I climbed in, false pride keeping me from confessing that I'm not widely-sought as a navigator. The map fooled them . . . for a while. It was a 1917 rendering of the Sudbury District, courtesy of the defunct British-American Nickel Company (and they aren't even in the play!). To find old places, you need an old map, right?

My logic amazes me, at times.

A soggy tour

Because I ignored the map at first, Copper Cliff was relatively easy to find. Soon we ended up soaked and suitably impressed, peering over the fence that rings the old MacArthur glory-hole on the northern edge of town. All Alan would need was a cherry-picker or a 10 foot cameraman, to get a shot of the turn-of-the-century drift that was still visible. Back in the van, he squinted through rainy glasses and made a note.

Next stop: Naughton General Store — for Cokes and a package of 10 raincoats. Calvin Klein has nothing on Mr. Glad.

Turning from 17W toward Fairbanks Lake, the clairvoyant van offered a strange warning that I now know meant: "Turn around and go home."

Alan pulled over, checked all the gauges, then continued on. Just past the Crean Hill turn, I drew his attention to the mounds of granulated slag on our right: "Look, that's the site of the old Victoria smelter!"

Never do that, not when the tourist is also the driver, and not unless you enjoy pushing heavy vehicles out of soft shoulders. Back on the road, just when I was sure our producer/pilot had learned his lesson, he did a hard right onto a rocky old lane that took us around the slag heaps to the scarred site of the old smelter itself. Nothing there but 410 shells, carcasses of once-proud automobiles, and 'ground that don't grow no more'. The van winced and gamely returned us to the road.

Worthington Mine caved in nearly 65 years ago and it's full of water, so we really couldn't see much, even from the private road that winds around it and up the hill. After our uninspiring examination, Alan decided he should back down: "This is the way I make films . . . backwards. You have to know how things will end."

I thought my logic was strange.

Chicago or bust!

I had known for years that the turn to Chicago Mine is just past the store at Worthington. I simply neglected to mention that I had never actually been there. Also, 75 year-old maps can be a little misleading. Some things that were there aren't, and some things that are there weren't.

Along the way, on the road that today leads to the Fairbanks Provincial Park, I pointed out where the old Algoma Eastern railroad had once crossed. "That roadbed will take you right through to the Crean Hill road," I told Alan, "and it passes the Victoria Mine."

That was a mistake.

My first day with the new brain, I ignored an old glory-hole on my right — focusing instead on the road sign just ahead. Pointing to the left, it said: "Chicago Mine Road."

It didn't say 'to' or 'from'.

At last! Here was one of the things Alan had specifically wanted to see. So we turned and drove . . . and drove . . . and drove. "Did they call it the Chicago Mine," Alan wondered aloud, "because you have to drive to Chicago to find it?"

I gave the real background to the name but there was no good reason anyone should believe me. Credibility was rapidly losing ground.

Then there was an obscure little entrance with a sign that said: "Danger. Keep Out." That must be it. It wasn't — a fact that was clear as soon as we saw the gravel and the weigh scale. Ron and I advised against doing a U-turn over the scale. How would you ever explain such a predicament if the van fell through? Back on the road, we reviewed the old map. It dawned on us then that we had passed our destination back at the corner. Turnaround time.

Donning our designer raincoats, after carefully making holes for head and arms, we finally emerged at the mining and smelting site of the Chicago Mine, which was worked only from 1891 to 1893.

Shades of Hope and Crosby!

On the way back, I was hoping Alan had forgotten about the old roadbed. He hadn't. As we turned onto it, facing a broad puddle of uncertain depth, I joked that this was the good part of the road. The van winced again, fearing I was right. I was.

For a few pleasant moments, Ron tried to imagine Lord Melchett (Sir Alfred Mond) riding his private car through the narrow rock cuts and across the swamps, to inspect the Victoria and other Mond holdings. It had been nearly 20 years since I had taken that route, back at the time Victoria (the mine) was dewatered, so I joined the nostalgic mood — for a few yards.

The roadbed grew progressively rougher until we approached a narrow concrete bridge, built before 1910. At that point, on the near side of the bridge, erosion and other evil devices had removed most of the left side of the road. Reviewing his options, Alan pointed the poor van and pressed on — only to find that the reverse part of the road was missing on the far side of the bridge.

Ron and I were ready to cheer our pilot's second display of automotive gymnastics — but sensed something was very wrong. The old Algoma Eastern roadbed had come to a sudden and inglorious end. We were in a sea of mud, with upward-sloping banks on either side. Beyond it, the bed was no more.

It seemed we had come through a time-warp to some post-apocalyptic future. On our left was a much-used trailer. On our right, a couple of shacks and assorted trash. Not a person was in sight, but, on both sides, there were dogs — rather hungry-looking dogs. No people, but no bones in sight, either. We weren't sure if that was a good sign.

The decision to turn and leave, without getting out to clean the back window, was unanimously carried. The crawl back was no easier — just unavoidable.

Back at the Worthington corner we turned toward High Falls. At Turbine, we got out for a look at a gentler, more rustic-looking section of the AER roadbed. Walking along it, I stepped in proof that bears use it as sort of a turnpike in and out of the bush.

Back to the future

After an impromptu visit with the guys at the High Falls power plant, where we saw Inco's oldest operation in North America, we headed our noble van back to town.

Ron and I were delighted to have been asked for help, but I can't for the life of me think what Alan Fox may have gained from it — unless he decides to change from a drama to a comedy.

Oh yes . . . the film. I think you'll be surprised. You may love it or hate it, but you won't be unaffected by it. It's a pretty brave look at the way some things really were, and at how they've changed.

Second quarter earnings down

Higher unit production costs and lower realized copper prices have resulted in a decrease in operating earnings in Inco's primary metals business for the second quarter and first half of 1991 compared to the corresponding period the year before.

The decrease was partially offset in the same period by higher deliveries of precious metals and higher realized prices for nickel and precious metals.

Figures released in the company's second quarter report showed that net earnings for the second quarter of 1991 were \$30.3 million, or 28 cents a common share compared with \$203.9 million or \$1.94 a share for the same period the year before.

In 1990, second quarter results benefitted from a gain of \$132.9 million, \$112.2 million after tax, from the sale by the company of a 20 per cent common equity interest in its Indonesian subsidiary P.T. International Nickel Indonesia.

First half earnings this year were \$83.9 million (78 cents a share) compared with \$271.6 million (\$2.58 a share) in the corresponding 1990 period.

Unit production costs reflect higher employment costs, increased depreciation and amortization charges and also the depletion in 1990 of the low-cost Thompson Open Pit North Mine. The decrease in primary metals operating earnings from \$136 million in the first quarter of 1991 to \$94 million in the second quarter of 1991 is primarily due to reduced deliveries and lower prices of precious metals. Sales and cost of sales include deliveries of purchased nickel on which little or no profit is realized.

Beginning next year, the company expects unit costs to benefit from new higher-grade mines scheduled to be brought into production and from the continued introduction of new mining and refining technologies.

The company's finished nickel inventories, expected to decline during the third quarter as a result of vacation shutdowns at the Ontario and Manitoba Divisions, were 65 million pounds at June 30 this year, compared with 54 million pounds on March 31.

A decrease in operating earnings in the company's alloys and engineered products business in the second quarter and first half is primarily due to lower deliveries and operating margins for alloy products. First half 1990 results included gains of \$2.4 million, recorded in the first quarter, from the sale of properties.

The company incurred a cash shortfall of \$135 million in the first half of 1991, reflecting a continuing high level of capital expenditures of \$267 million.

At June this year, the company had a total debt of \$1,248 million reflecting a debt:equity ratio of 42:58. Cash and marketable securities totalled \$95 million. Had the company applied its excess cash and marketable securities to reduce the debt, the debt:equity ratio would have been 41:59.

The board of directors declared a quarterly dividend of 25 cents a common share, payable to shareholders on September 3.

Port golf tourney on way back to past glory



Dave Campbell and Wayne Rae get bored with golfing and try their hand at some fishing.



Port's top gun golfers Nick Markovich and Leo Lange. Nick had the low gross 80, while Leo stroked his way to a first low net of 57.

Port Colborne's annual golf tournament is well on its way to becoming the major event it used to be, according to superintendent of operations Bill Kantymir.

"Almost 75 people turned out this year and that's up again from the previous year," said Bill.

He said the annual golf tournament used to be a major event "years ago" but for a while participation dropped off. "The last few years the numbers have been

steadily growing," he said.

Held at the Riverview Downs Golf and Country Club, the event saw stiff competition with a lot of fun for the employees and pensioners.

First low net went to primary metals operation Leo Lang and the first low gross to shipping foreman Nick Markovich. Second low net went to plant engineer Neil Dekoning and second low gross to foundryman Peter Labrie.



Dave Reid does a little landscaping with his golfing.



Roger Cote lines up a shot under the scrutiny of Wayne Rae.



Ceremonial Signing

There were smiles all around as Inco and United Steelworkers of America Local 6500 representatives gathered at the Sheraton Caswell Hotel to sign the three-year contract that will realize significant wage increases over the life of the contract and pension improvements that are seen by some as the most advanced in the country. At left, Local 6500 president Dave Campbell and Port Colborne union president Jay Ayres look on as Ontario Division president Bill Celement wields the pen. Above, Ontario Division management representatives Al Cruthers, John LeMay and Don Sheehan sign the documents.

Miners among winners in Inco Regatta

About 50 people sailing 40 boats took part in the 19th annual Inco Regatta and Inco miners-turned sailors figured prominently in the final tally.

First place in the Y-flyer fleet, one of six fleets that competed for

honors over the two-day event, went to the father and son team of Brian and Drew Thompson. Brian is supervisor of Technical Services of Mines Exploration.

David Banbury, son of Environmental Control and Occupa-

tional Health manager Larry Banbury, placed second in the laser competition.

Metals Planning and Accounting supervisor Indrek Aavisto placed third in the same competition.



High on Work

Randy Campbell, a crane operator apprentice with Cooper Construction, gets a bird's eye view as he takes apart the extension on a 100-ton crane used for Inco contract work at the Copper Cliff Water Treatment Plant.

INCO Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1992 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1992 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

ELIGIBILITY

Children of Canadian employees, pensioners, expatriates from Canadian locations and of deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1992.

SELECTION

An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August, 1992.

APPLICATION

Application forms will be available from September 2, 1991 at local schools, your place of work, and at:
Office of the Administrator
Inco Limited Scholarship Program
Box 44, Royal Trust Tower
Toronto-Dominion Centre
Toronto, Ontario M5K 1N4
(416) 361-7844
THE APPLICATION DEADLINE IS APRIL 10, 1992

SAT TEST DEADLINE

APPLICANTS MUST REGISTER FOR AND WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES. TEST DATES IN OTHER COUNTRIES MAY VARY.

REGISTRATION DEADLINES	TEST DATES
September 23, 1991	November 2, 1991
October 28, 1991	December 7, 1991
December 16, 1991	January 25, 1992

SAT Test material is available at the applicant's school

MAIL POSTE

Canada Post Corporation / Société canadienne des postes
Postage paid / Port payé
Blk Nbre
2065
Sudbury, Ont.

SUDBURY PUBLIC LIBRARY,
74 MACKENZIE STREET
SUDBURY, ONTARIO,
CANADA
P3C 4X8

Manager Public Affairs
Jerry Rogers

Publications Editor
John Gast

Published monthly for employees and pensioners of the Ontario Division of Inco Limited. Produced by the Public Affairs Department. Members of the International Association of Business Communicators.

Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario POM 1N0. Phone 705-682-5428