



# Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA

For Alcan employees, retirees and their families

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Do you know the drill? Emergency exercises tested. **Read page 10.**



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**Paul Henning** watches 'live line' work in Kemano. **Read page 11.**

## ENVIRoNMENT: Traditional harvest carried out

# The Kemano eulachon are back and fishing was good

Alcan managed powerhouse tailrace flows and maintenance schedules to protect eulachon.

CONTRIBUTED BY DAN BOUILLON

Every spring, eulachon – a small smelt-like fish - return from the ocean to selected rivers of coastal British Columbia to spawn. The fish are high in fat content, presumably in preparation for their journey to the spawning grounds, and are focused not on eating but only on mating and survival behaviour.

First Nations people along the British Columbia coastline – including the Haisla - harvest eulachon as a source of fresh food and for eulachon grease that supplements their diet.

Historically, eulachon fishing in this region took place on the Kitimat River, Kildala River and Kitlope Rivers; less so on the Kemano River. Today, the eulachon harvest is focused on the Kemano River and is carried out primarily by residents of Kitimaat Village and their guests.



▲ Kitamaat Village fishers work with their catch of eulachon.

### Managing the resource

Kemano eulachon are one of the few fisheries resources that are managed exclusively by First Nation fishers; government plays no role in this.

Since 1988, Alcan has been actively involved in the collection of fisheries statistics in

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Alcan and CAW committed to harassment-free workplace

## Human rights policy

The Joint Human Rights Committee is committed to creating and sustaining a harassment free environment where employee's rights are respected.

"Our human rights are as fundamental as the common courtesy we show one another; how we treat and behave towards each other. I believe it starts with each of us treating people the way we would expect to be treated," says director of operations Paul Henning.

The human rights policy was developed by the Joint Human Rights Committee and is supported by Alcan and the CAW, Local 2301. The policy was developed to ensure that employee's rights are respected and everyone can work in an environment free of harassment. The policy is based on the British Columbia Human Rights Code.

### What is harassment?

Discriminatory harassment is any unwelcome or unwanted action, on a single or repeated basis, which detrimentally affects the work environment or which humiliates, insults or degrades an individual.

Personal harassment is any offensive comment or conduct directed towards a specific person(s), which creates an intimidating, humiliating, hostile or offensive work environment.

Harassment is based on race, colour, creed, ancestry, place of origin, age, religion, political belief, sex, sexual orientation, family or marital status, mental or physical disability or conviction for an unrelated criminal offense.

Harassment can take many forms, such as verbal abuse, racial, sexual or age-related comments. Graffiti that is of a sexual, racial, offensive or insulting nature continues to be a problem and is considered a form of harassment.

### Resolving harassment

Ask the harasser to stop, if possible. If you feel uncomfortable dealing with the harasser directly, get assistance from your supervisor, union representative or Joint Human Rights Committee member.

### Filing a complaint

Where individuals are unable to resolve their concerns informally, or where the nature of harassment is severe, you are encouraged to file a complaint with a member of the Joint Human Rights Committee.

## HUMAN RIGHTS COMMITTEE

### CAW CONTACTS:

- > **Raymond Raj (8176)**
- > **Ali Ismail (8723)**
- > **Karen Jonkman (8456)**

### ALCAN CONTACTS:

- > **Elgien Henriksen (8565)**
- > **Marjorie Oleniuk (8538)**
- > **Dennis La Hue (8412)**

## ENVIRONMENT

page 1 ... Traditional harvest carried out

support of the management of this fishery. With the cooperation of the heads of Haisla Camps and individual fishermen, Alcan collects information on various fishery and biological indicators that enable the company to estimate fishing effort, total catch and population abundance.

Alcan also collects information on spawning habitat locations, maps the density and distribution of incubating eggs and carries out research on egg survival. This information is shared with the Haisla through the Haisla-Alcan Eulachon Working Group (HAEWG). The objective of the HAEWG is to provide biological advice and fishery statistics to support the Haisla in their fishery management efforts.

### An early return

Eulachon returned to the Kemano and Wahoo Rivers on March 15 and more than 50 people came to Kemano to take part in the fishery. Harvesting activity lasted five days and most of the fishing camps caught enough eulachon to meet their needs. A preliminary estimate indicates that about 50-tonnes of eulachon were caught.

The majority of the catch will be boiled down for grease production while the

remainder will be preserved by smoking, freezing or cooked fresh.

This year, two Taqualth nets (pronounced 'Taukau') were used in the Kemano River. The Taqualth is a conical net with two wings facing upriver to catch eulachon moving downstream. It is checked regularly from a boat. The predominant fishing method, however, is the beach seine, set by one or more boats, and pulled in by several fishermen.

Shortly after the fish are caught they are moved to large storage bins along the river shore where they age for a week to 10 days. Because the weather is cool, the fish don't rot or smell, but soften in preparation for boiling.

### Making grease

Each fishing camp has a large bin approximately 8' x 10' x 3' deep that is covered on the bottom by a layer of spruce boughs. The fish are boiled in batches for several hours to liberate the grease from the fish. It is the final steps in the rendering and purification process that give the fish its unique taste. After rendering, the grease is placed in containers and allowed to harden for transport home.

The grease is a traditional staple of the Haisla diet, and is used as a cooking oil or a butter substitute. It is also of great value for trading and sharing.

### Protecting the resource

Eulachon eggs can be killed if water levels drop and the eggs dry out, or if the eggs are swept into the salt water. The flow out of the powerhouse can influence both the level of the lower Kemano River and the location of the freshwater-saltwater interface. The fact that eulachon spawn in shallow waters near the saltwater interface makes their survival susceptible to environmental variation and changing powerhouse flows.

Alcan plays a role in the protection of the Kemano eulachon stock through the power operations' environmental flow model for the Kemano River. Now in its third year of development, the model helps predict the impact of changing flows on egg survival. This information is used to regulate tailrace releases from March to June to minimize the likelihood of dropping river flows during eulachon spawning and egg incubation.

Eulachon spawning and changing power needs make for a unique situation on the lower Kemano River. Alcan has made a significant investment to develop and implement a protective operational solution for eulachon. This is just one more example of Alcan's environmental commitment to sustainable business practices.

Achieving best practices is the goal

# Work order process evaluation lead to improvements

By evaluating the process used to create and plan work orders, the maintenance department hopes to find out where the system is doing well and where there's room for improvement.

There's a process unfolding in the maintenance department that supports the continual improvement concept for quality and consistency for the services the department provides.

How you ask? By asking questions – a LOT of questions – of everyone involved in the creation and execution of work orders.

Chief planner Mark Annibal explains how the process works. "We've introduced a new evaluation tool that looks at all the aspects of a work order from the moment an employee enters the request into *Maximo*. From the maintenance supervisor who determines if it's urgent, minor or planned work to the planner who estimates the costs, orders materials, arranges plant forces and schedules the work. Then back to the trades person/supervisor for execution of the job to finally, following-up with the customer to make sure the work was done satisfactorily. The technical department's role in providing drawings, advice, etc. is also evaluated.

"The process brings together all employees involved in the work order into the same room,"



▲ From left, **Graham Anderson, Susan Eisenberger and Mark Annibal** are confident the new work order evaluation process will help improve service from the maintenance department.

continues Mark. "It's all about communication: everyone has an opportunity to express concerns, to suggest improvements and to understand each other's responsibilities."

The review meeting lasts from three to four hours and each participant is asked a series of questions pertinent to their role in the work order. Planner Graham Anderson and *Maximo* applications coordinator Susan Eisenberger take part in the evaluation.

For example, the customer may be asked if the work was completed to their satisfaction, or the trades supervisor may be asked if the work request was entered properly, was scheduling discussed or if information was missing. Even procurement and warehouse operations are addressed through a series of questions.

Answers are entered into a database and from there it's a simple matter of creating graphs to track trends in the way work requests are initiated, assessed, planned and executed. The information is then used to create training packages as well as individual planner and department action plans.

"This evaluation process is one more tool that leads us closer to achieving 'best practices' in the work place," concludes Mark.

## Major projects management review

### The goal is better use of capital

With multi-million dollar projects happening around the world, APMG takes a look at how its engineering groups manage projects.

As a worldwide business, Alcan Primary Metal Group (APMG) spends a significant amount of its annual budget on capital projects. This amounts to approximately \$918 million per year. Projects can range from process improvements to the construction of new facilities.

In Kitimat, the APM-BC capital budget is \$42-million for 2004, so any improvements can easily translate into sizable amounts of money.

#### Meeting 'best practices'

To determine whether or not Alcan projects meet 'best practices' standards, APMG initiated a worldwide review in 2003 of a selection of completed projects from the past five years. Deliverables to be looked at included overall cost and on-time completion.

The review was given to Independent Project Analysis Inc. (IPAI), a company specializing in benchmarking exercises. IPAI's database allows them to assess project performance (outcomes) in relation to project activities (inputs) and recommend value improving 'best practices'.



▲ The alumina unloader was one of four projects reviewed for Kitimat Works.

#### Four Kitimat projects

IPAI looked at 19 APMG projects from around the world. Four were from Kitimat, three of which were above \$3-million in cost. They included the wharf alumina unloader, the D- to B-lagoon pumping project, the A1 welder in the stud rebuild shop and the Kemano control-room automation project.

"The idea was to look at APMG projects to see how they fit into the best practices format when compared to companies deemed to be leaders in the field of project management," explains major projects coordinator Bob Robinson.

"In terms of improvements to the project management process, most major improvement recommendations were tied to project scope and value engineering," says Bob. "The audit results will be a useful for APM to set the standard and direction for improved 'capital stewardship' for all projects from the multi-billion dollar facilities down to the small projects (less than \$1M) that comprise the bulk of our capital expenditures."

To celebrate Alcan's 50th Anniversary, *ingot* presents its monthly series of looking back at some past articles highlighting activities and events as recorded in *ingot* over the past 50 years.

## Taking a stroll down memory lane through back issues of *ingot* 30 years ago in April...

**F**ormer *ingot* editor Pixie Meldrum left Alcan in 1974, to embark on a new career as general manager for B.C.'s pavilion during the Spokane Expo '74 fair on April 1. She was a 19-year resident of Kitimat and witnessed the growth of Alcan and the community of Kitimat.

While she only worked for Alcan for four years, she was formerly the general manager and editor of the Northern Sentinel. She was a very active community spirited woman as a member of the Business and Professional Women's club, the Kitimat Garden Club, the

Kitimat Concert Association, a member of city council and chairman of the Hirsch Creek Park Board.

Prior to her departure she recalled some of her fondest memories of Kitimat, which were recorded in *ingot*. When she was asked about Kitimat over the past two decades (she arrived sometime in 1955) she said:

"The initial challenge of building a community exists no longer in Kitimat, hence it is now attracting a different breed of people. I think Keith Armour described it best when he said, 'it ceased to be a construction project and

is now in operation. This is reflected in the make-up of the company and the community.'

"Don't get me wrong," Pixie said, "Kitimat still holds many challenges. I can foresee enormous expansion for this part of the province, and the next 20 years will be as or maybe more exciting than when I first arrived."

Here are some excerpts from Pixie Meldrum's farewell article to Alcan and to Kitimat – 'For the Record', as *ingot* presents this month's historical series.

### For the record (by Pixie Meldrum)

reprinted from the March 29, 1974 issue of *ingot*

Meldrum Street in Kitimat was named in remembrance of Pixie and her husband, Magistrate Hugh Meldrum.

Everything was gray. The sea, the sky, the dark hills, the dust-laden air, the flimsy looking dock and the faces of the men who waited on it. It was the 'end of the line' and another beginning – an arrival by Canadian Pacific coastal steamer Princess Norah, at the fledgling construction town of Kitimat on a spring morning 19 years ago (1955).

It didn't take long to discover the place was a teeming anthill of activity. Euclids, turnapulls, trucks and tractors worked that summer around the clock, using floodlights to stretch the long northern daylight hours so that the roar and hum of the equipment could continue ceaselessly.

That's how Kildala was cleared, how more streets were roughly shaped in Nechako, how buildings went up and sewers and water lines went down. The forest encircled the townsite, a barren clearing inching further into the trees each construction season. Bears sauntered from the bush, wandered into excavations and appeared at doorways.

When it rained mud took over the site. Children got stuck, grown-ups lost their footwear and tempers and cursed the climate. Sometimes it seemed as if the town was floating on a skim of water and mud. The Venice of the north!

Children salvaged sheets of plywood and launched them as gondolas on their make-believe

canals, the immense pools lying in a no-mans land of torn earth. To them it was adventure. To us it was grim reality because of the never-ending gray mess.

Then one day in late June organized teams of men with rakes, with bags of seed and fertilizer swept systematically and rhythmically through the few residential areas and by mid-July the first tinge of new-fresh-green – the spirit lifting, wondrous green of new grass appeared. That was the first miracle.

Then in 1958 came the second miracle, the road to Terrace. For the first families, the smeltersite group who came in 1953 and 1954, it meant the end of waiting for 'a way out'. To drive to Terrace was an exciting challenge, for one had no idea of what lay around the next curve in the tunnel of trees. The road was carved through standing forest like a channel through rock.

There were other miracles. They came in quicker succession, the Bay was one, the hospital another and paved roads a third.

At last growth ceased to be miraculous. And there were hard years. But after the depression of the 1930s and World War II, to have shared in the building of Kitimat was in a way a miracle in itself. I shall never forget it.



▲ Construction worker pours concrete for sidewalks in 1956 Kitimat.



▲ Aerial view of Kitimat in 1955.

## Hockey tournament honours Alcan's 50th Anniversary

# Tournament success

The organizers and the 22 teams who played in the Alcan 50th Anniversary hockey tournament all agree – it was a huge success.

**M**inor hockey players to 'guys and dolls' to lizard leaguers, players of all ages and ability enjoyed Alcan's 50th Anniversary hockey tournament and dance.

Tournament success was due to the organizational efforts of many KWSA members and specifically, tournament organizer Doug Linton, coordinator Poun Levesque, scheduler Paul Quinn, head officials Brad Riley and John Hall and timekeeper Brent Vilness.



▲ Alcan's director of operations **Paul Henning** officially opens the tournament as he drops the aluminum puck during the face off between D-9's **Dusty Danis**, left, and Les Habitants **Barry Boudreault**. The all aluminum puck was fabricated by Alcan's fabrication shop in honour of Alcan's 50th Anniversary.

"We'd also like to thank Alcan's corporate affairs manager Colleen Nyce for sponsoring the event and director of operations Paul Henning for opening the tournament and presenting the awards," says Doug Linton.

"There is an enormous amount of planning and activity that takes place to organize any tournament," adds Poun

Levesque, "but Doug Linton and Paul Quinn have to be congratulated for putting together a two-week schedule for 22 teams, which accommodated all Alcan shift workers. We also appreciated the help from the arena staff and the Ol' Keg team and the Snooker Club during the dance."

The tournament began on Saturday, March 27, as Alcan's director of operations Paul Henning dropped the aluminum puck to officially open the tournament. The face off was between Barry Boudreault of Les Habitants and Dusty Danis of D-9 in the B-division, as pictured.

The tournament ended with the four divisional finals on Saturday, April 10 with a dance that evening to the tunes of Semi Chronic. Tournament winners were:

**A Division – Kaman (7) vs Rockies (3)**

**B Division – Viva Portugal (3) vs Bad to the Bone (3) shoot out 1-0**

**C Division – Blizzards (11) vs Hitman DJ (3)**

**D Division – Guys & Dolls (5) vs Roadrunners (3)**

Each team also elected a MVP; Poun reminds these winners to contact him if they haven't received their trophy.



▲ The A Division winners were Kaman. Back row, from left is, Alcan's director of operations **Paul Henning**, **Bill Leffers**, **Kevin Fletcher**, **Dale Orosz**, **Gord Tuckerman**, **Emil Gagnon**, **Brad Owen**, **Mike Correia** and **Brent Rogers**. Front row, from left, is **Chris Chicoine**, **Carl Boudreault** and **Lee Marleau**.



▲ The B Division winners were Viva Portugal. Back row, from left, is **Tony Velho**, **John Pacheco**, **Pierre Amado**, **Craig Hewitson**, **Tony Pavao** and **Rafael Lopes**. Front row, from left, is **Brandon Guerreiro**, **Donald Pacheco**, **Bill Pacheco**, **Joe Velho** and **Mike Escaler**. Missing were **Verissimo Lopes** and **Paul Amado**.

## AT-A-GLANCE

### Nechako Reservoir Update



▲ Skins Lake Spillway

As of April 13, the reservoir elevation was 2790.79 feet above sea level. The long-term average for this time of year is 2791.35 feet above sea level. The inflow into the reservoir during March was 98 per cent of the long-term average.

The reservoir storage at present is at 92 per cent of the long-term average storage. The snow accumulation at the three automatic snow pillow stations so far is only 72 per cent of the long-term average for this time of

the year. Based on the manual snow survey data of April 1st, the inflow volume for the April-August period is forecasted to be 70 per cent of the long-term average. The next manual monthly snow survey will be carried out on May 1st.

Spillway discharges are currently set at 32.7 cubic meters per second and will be increased to 49 cubic meters per second later this month once ice clears from the Murray/Cheslatta lakes.

## Hearts @ Work Cardiac Risk Assessment health fair

# Heart health

The Hearts @ Work health fair is designed to promote heart health in the community and at the workplace level. The fair was held for staff in the main office building on Wednesday, March 7. The 35 participants who attended learned about stress, physical activity, and nutrition and had their cholesterol and glucose levels checked. Mike Beauchamp won the door prize of *The New Lighthearted Cookbook* by Anne Lindsey, recommended by the Heart and Stroke Foundation, and Rachel Stern won the second door prize of a Big Bike T-shirt.



Occupational health nurse Mary-Ellen Kallio attended Hearts @ Work workshops and worked with community health professionals from the Kitimat General Hospital and Health Centre. With the completion of the first fair, she plans to arrange another fair for employees working inside the plant. "We're hoping to expand the program and offer it to plant workers," says Mary-Ellen.

Here is *ingot's* feature on the Hearts @ Work health fair toolkit.

## Prevention –Cholesterol/Glucose, Nutrition and Diabetes . . . by eating right

You heard it from your mother and father a thousand times — eat your vegetables. Even though you fought against it all those years, as an adult, you discovered you were still being told to eat your vegetables by doctors and nutritionists. Well the trend continues—eat your vegetables!

Of course, eating vegetables isn't the only component to eating right. The Heart and Stroke Foundation recommends a balanced diet. They also say that grain products should make up half of your daily food intake and that vegetables and fruit should make up one quarter of your daily food intake.

Health care professional **Laurel DeGee** discusses cholesterol and glucose levels with Alcan's director of operations **Paul Henning**.

## Cholesterol

There are two types of cholesterol low-density lipoprotein (LDL), bad cholesterol and high-density lipoprotein (HDL), good cholesterol. Some cholesterol is essential for certain functions to be carried out in your body. A problem occurs when a person has high, or excessive cholesterol and it begins to build up in the arteries. The Canadian Heart and Stroke Foundation's website states that people get more cholesterol from eating meat, poultry, fish, seafood, dairy products and foods high in saturated fat.

### How to control your cholesterol:

- Eat less fat, especially saturated fat;
- Exercise; and
- If overweight: lose weight.



Health care professionals, left, **Laura Davis** and **Sally Rigoni**, right, test the cholesterol level of payroll's **Janet Munro**, centre.



Alcan occupational health nurse **Kathie Bock**, right, checks the blood pressure of HR benefits and DIP support **Lorna Lott**.

## Control blood pressure

According to the Heart and Stroke Foundation one in five adults in Canada have high blood pressure; yet, many people don't even know it. There are usually no symptoms and high blood pressure is often called the silent killer. To find out if you have high blood pressure get it checked by your doctor and check it yourself where machines are available. Risk factors for high blood pressure:

- Having a family history of high blood pressure;
- Obesity;
- Eating too much salt;
- Drinking too much alcohol;
- Physical inactivity; and
- Stress.

An inaugural **Hearts @ Work** health fair was held to inform employees about the importance of healthy and active lifestyles and how choices may affect their health.

## Diabetes

Diabetes occurs when your body stops making insulin or cannot make enough for your body. Sugars in foods are changed into glucose, which is needed to fuel your cells. Insulin allows the glucose into the cells and when this doesn't occur your cells slow down. The Canadian Diabetes Association lists the following risk factors for developing diabetes:

- Being overweight;
- Having a family history of diabetes;
- Being over age 45;
- Mother of a large baby (over 4kg. Or 9 lbs.);
- High blood pressure; and
- High cholesterol or other fats in the blood.

### Some symptoms of Diabetes:

- Increased thirst;
- Irritability;
- Extreme fatigue or tiredness;
- Unexplained weight change;
- Blurred vision; and
- Tingling and/or numbness in hands and feet.

## Be active

The Ministry of Health recommends that people adopt basic habits to maintain a healthy lifestyle. Some habits to adopt:

- Be physically active;
- Manage your stress levels;
- Eat a balanced diet;
- Maintain a health body weight; and
- Avoid drugs, alcohol, and tobacco.

## Be smoke free — benefits of quitting

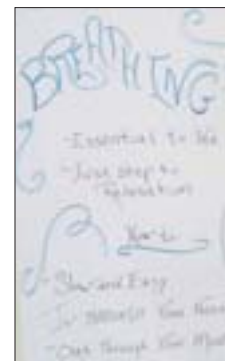
- Stress on the heart will be reduced;
- Your risk of cancer and heart disease will go down; and
- Your smoker's cough will most probably disappear.



## Managing stress

Stress seems to be a normal part of life but depending on how you handle stress, it can affect your physical and mental health. According to the Canadian Mental Health Association there are several steps you can take:

- Exercise: take a walk; breathe in the fresh air;
- Try relaxation techniques: breathing, yoga, etc.;
- Remember you don't have to be perfect;
- Eat a balanced diet; and
- You don't have to tackle every problem alone.



Co-ordinator administrative services **Maria Marques**, left, learns about stress management techniques from health care professional **Linda Van Omme**.

This poster from the 'managing stress' booth outlines steps for breathing relaxation.



Primary health care coordinator **Esther Stevens**.



Training's **Dennis La Hue** and Alcan's occupational health nurse **Mary-Ellen Kallio** discuss health issues.

**"It's a good opportunity to measure your health and to confirm if you are on the right track or not," says Dennis La Hue.**

Infrared thermography helps pinpoint heat sources or problems

# Infrared beyond the visible

Power operations have developed a new training course on infrared thermography, created, organized and instructed by power systems operator Jim Tessier.

**J**im Tessier is the only person in power operations certified to use the thermacam, which is a camera that uses infrared to measure heat and detect possible equipment failure. He wondered, what would happen if there was an emergency and he wasn't available but the camera was needed to pinpoint an electrical problem? His solution – create a course – train more people.

The half-day course was designed for electricians who work with power operations. "It was a huge effort on Jim's part and a huge gain for us," says

supervisor of power operations Andrew Simpson. "Jim set the whole course up and it has been and will be a strong tool for power operations," he says.

The course provides information on the safety risks associated with thermography such as: arc-flash explosion, enclosed space entry and shifted center of gravity because of equipment use. Also, it is designed to strengthen communication between the electricians repairing the equipment and Jim who was including the infrared images in work orders.

"When I take the picture the equipment is working. When the

electricians shut it down to isolate the problem it's dead and cold and they depend on my picture to fix the problem. Now, after completing the course, they understand exactly what infrared does and the settings I've used on the equipment and why.

"The electricians can even use the infrared camera in an emergency or to get information on the equipment they're repairing. Basically this course explains infrared technology to the electricians," Jim notes.

"Jim looks for innovative ways to improve the way we maintain and operate our equipment," says power operations production superintendent Dave Dhaliwal. "After he received training he used thermography as part of his routine and has been doing so for the last 10 years. During this time he has detected a number of hot connections or component failures allowing for timely repairs and helping to prevent major failures and damage. His development of the training course for electricians is another continuous improvement initiative and will certainly be a beneficial tool for our organization," he says.

## The infrared camera

Infrared technology has been used in the plant since the early 1990s and is instrumental in pinpointing potential equipment failure or breakdowns. Both power operations and central electrical use infrared for preventive maintenance. The camera receives thermal radiation, then calculates the heat of the object by using the emissivity (the power to radiate light or heat) and converts the data into a colour-coded photograph for the user.

A colour-coded heat photograph can then be used to determine if there are component failures. The colour graph used

in the photograph is set by the user and can be tweaked to include different heat ranges represented by different colours.

The camera allows the user to take a picture of the system and determine the heat of the object. "It gives you a good timeline on how much time you have to

## Infrared

Many of us use infrared in our own homes, maybe without even knowing it. By changing the channel with your remote control, you've used infrared. The military and police often use infrared during search and rescue or when pursuing an individual during an investigation.

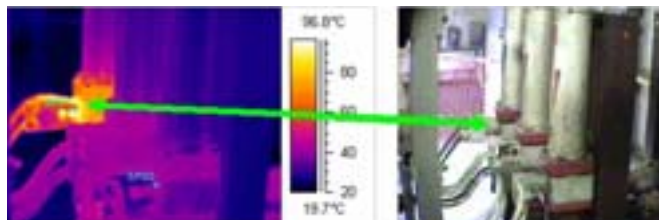
## Emissivity

Emissivity is an object's ability to radiate energy according to its temperature. Every object has an emissivity rating used to calculate the objects normal heat range. An emissivity range is between 0 and 1. Human skin has an emissivity of 0.98, snow 0.80, and white paper 0.68.

repair the system. If it usually runs at 25°C and it's running at 380°C you know you don't have long to fix the problem before the component breaks down or explodes, possibly injuring someone. But if it's running at 38°C, only 13°C above normal, you can plan the maintenance by entering the work order in *Maximo*," concludes Jim.



▲ Power systems operator **Jim Tessier** poses with the infrared camera he uses to find electrical problems.



▲ Both photos show the same breaker. The one on the left is taken using infrared and shows an elevated heat level. The right photo shows the breaker as seen by the human eye.

## Long service employees retire from Alcan



### Lorne Holmberg

Pipefitter journeyman Lorne Holmberg retired from Alcan after 24 years of service. Over 100 people from across the plant turned out for Lorne's retirement fete in the pipeshop on March 31. Pipeshop supervisor Scott Blackman recalled some of Lorne's memorable experiences to the delight of the group. Lorne's wife Betty and daughter Sandy were also on hand, as Scott presented a bouquet of flowers. Scott commented that Lorne will be missed and that he was a stellar, loyal, hard-working employee and wished him a future of happiness. Adding to the comments of Lorne's loyalty, maintenance manager Jean Claveau added his best wishes and thanked Lorne for his many years of dedicated service, as he presented the company retirement plaque. CAW president Rick Belmont and CAW retiree chapter representative Bill Garvin also added their congratulations, presenting CAW memorabilia and a \$200 cheque. Graham Anderson passed on his congratulations and also read a note from Ken Fredrickson, while Richard Bruhn and Doug Linton offered their best wishes as they presented Lorne with several retirement gifts, most notably a contribution towards a golf membership.



### Louise Munro

After 20 years of service with Alcan, administrative assistant Louise Munro retired from the company. On Friday, March 26, friends and co-workers gathered in the main office to bid farewell to Louise, who couldn't stop smiling on her last day of work. Presentations made to Louise included the company's retirement plaque by human resources manager Michel Roy, as well as a selection of gifts from co-workers presented by Maria Marques, Sherr Galamini and Christine Roberts. Administrative services supervisor Elgjen Henriksen provided an amusing overview of Louise's different roles during her career. While her retirement plans include return visits to Kitimat, Louise and partner Al Munson have retired to the growing city of Fort McMurray, Alberta.



### Leonard Stewart

Heavy-duty mechanic journeyman Leonard Stewart retired from Alcan after 27 years of service. Friends and coworkers celebrated Len's retirement at the garage on his last day of work on March 31. Gary Warren welcomed the group noting it was a pleasure to work with Len, as he wished him well in retirement. CAW president Rick Belmont and CAW retiree chapter representative Bill Garvin also added their congratulations, as they presented CAW memorabilia and a \$200 cheque towards a gift. Maintenance manager Jean Claveau extended his congratulations and commented that everyone appreciated Len's work and contribution to Alcan. Thanks were extended to co-workers Mike Taylor and Brian Correia who organized the retirement party, as Dale Maitland presented several gifts – hat, watch, carry bag, grinder, stool, rotary tool, tackle box, a combination kit and a power washer. Dale said it was a pleasure to work with and hold a conversation with Len. Co-worker Leo DeSousa added that Len would be missed as he had a wealth of information and was a nice person to be around. Len said that now he was joining the ranks of the idle rich, he would miss everyone and thanked all for the many unexpected gifts.

## Summer student annual hiring draw

**A record number – 65 summer students are being hired this year along with six co-op students.**

The annual summer student lottery was held Friday, March 26: 44 students successfully returned with 21 new students to be hired. Applications from 117 students were received who met the eligibility requirements. Vice president of CAW, Local 2301 Ross Slezak and Alcan's manager of corporate affairs

and community relations Colleen Nyce, participated in the draw while human resources advisor Tanya Stevenson, and Nicole Audette and Nancy McNab from McNab Morris Developments assisted.

The summer students will be working in various locations throughout the plant and

will also fill in for employees when they take vacations. The majority will be working in casting and wharf operations and reduction services: 18 in casting and wharf operations and 20 in reduction services and others elsewhere in the plant.

## FINANCIAL MATTERS

### To rent out or not

You have decided to sell your home. But you have trouble attracting a buyer at your price, and so you finally move out, leaving the place empty.

Should you rent out the home while you wait for the right buyer?

That will at least generate some income and perhaps allow you to deduct repairs and maintenance. (Note if "repairs and maintenance" increase the value of your property, the tax office will expect you to claim depreciation, which means deducting only part of the expense.)

Having people living in your home could make it easier – or harder – to

close a subsequent sale.

A furnished, lived-in place usually shows better than an empty home. But tenants might not make any particular effort to keep up the place, knowing a sale probably means they will have to move.

In fact, you might have a hard time attracting tenants. In that case, consider a pre-arranged incentive to spur their co-operation. Perhaps offer free or reduced rent up to a certain amount.

Many people have said one of their biggest financial regrets was selling their first home, instead of

keeping it to rent out. Of course, they were looking back over a period when property prices climbed fairly steadily.

Still, whatever happens to real estate values, there will always be landlords/ladies and tenants.

Run your financing figures very carefully. If you decide to keep the place to rent out, expect to lose money at first and want to deduct those losses from your other income, make sure you can defend the "reasonable expectation of profit" guideline in case the tax (wo)man comes calling.

Even if you get a tax break on your losses, you still end up out of pocket each year. Will future income and hopefully capital gains profits – be sure you look at the after-tax figures – more than make up for current losses?

– Copyright 2004 Mike Grenby –

**Mike Grenby** is a speaker, author and independent personal financial adviser. He writes an award-winning "money" column, which appears in newspapers across Canada.

Do you know what to do, who to call or where to go in an emergency?

## Evacuation exercises tested

Alcan's EHS system requires all personnel and plant protection's emergency response team to test skills.

Responding to an emergency situation – numerous evacuation drills are held throughout the year at Kitimat Works and Kemano. In some instances, the fire truck, ambulance and spills response team, confined space team or the hazardous materials team and associated equipment may be required.

Plant protection personnel are trained to respond to an emergency and through practices get hands-on experience to deal with specific hazards and the required responses for each event.

Other situations that are tested, include molten metal spills in the potrooms and chlorine alarms from the casting areas.

Fall protection drills are also held to ensure victims from incidents or injuries are rescued

from heights or confined spaces.

Visitors, contractors, sub-contractors and their employees must also be aware of the emergency response plan and what to do in the event of an accident, incident or emergency situation. Primarily, instructed and made aware of site alarm systems, evacuation plans and assembly points (muster station).

Alcan's employee induction program for new employees and area induction programs as well as the safety orientation film for employees, visitors and contractors describe what to do in an emergency situation.

On April 13, main office personnel evacuated the building as plant protection responded to a fire drill. Later that day, a man-down rescue from a freight container was initiated from the warehouse building 285 to test rescue

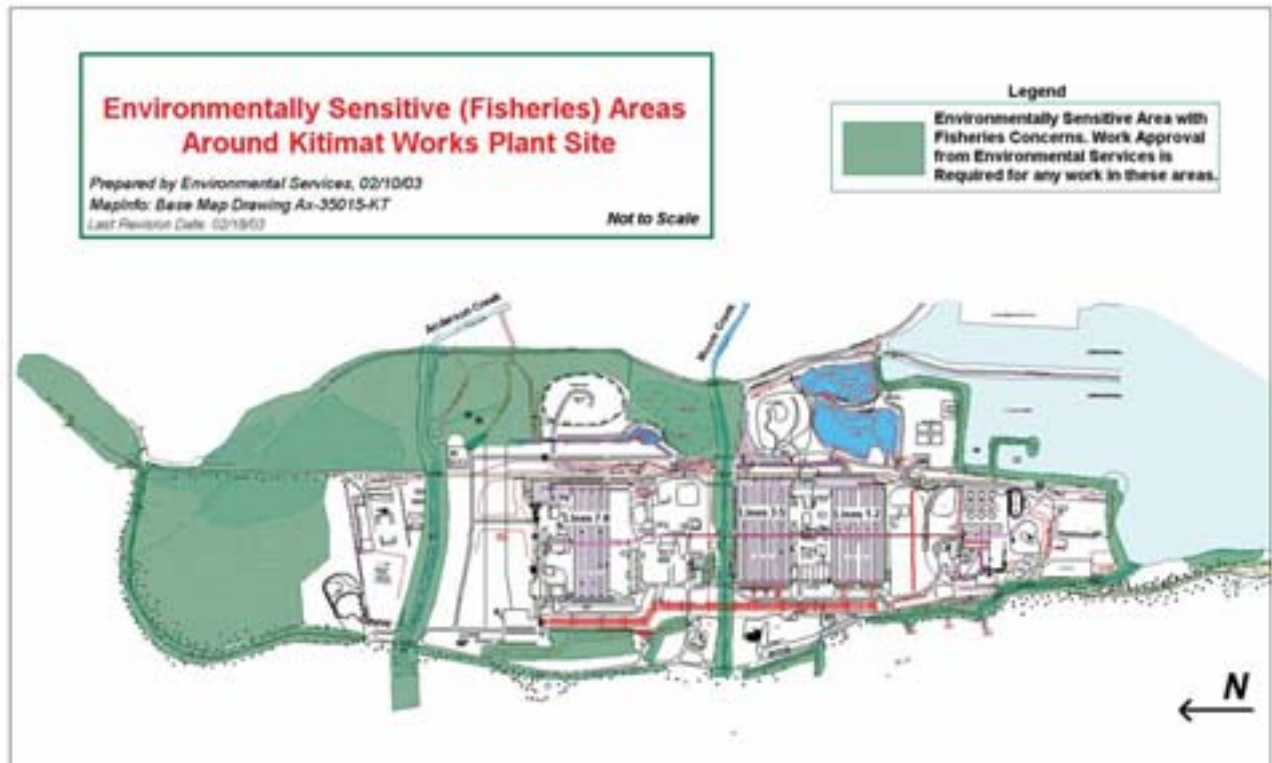


▲ A man-down exercise was held in the warehouse building to test rescue procedures. From left, first aid attendant **Susan Minaker** and warehouse personnel **Harvey Hartmann** and **Karen Jonkman** assist co-worker and victim **Jim Robertson**.

procedures and knowledge of employees to report an emergency.

When you hear an alarm,

evacuate the building, phone plant protection and report to your area muster station and captain.



Up close and personal with Alcan's director of operations

## Kemano employees get an update

**It was a sunny, pleasant day to fly by helicopter over the coastal mountain ranges to watch the powerline technicians train 'live line'.**

An awesome day got Paul Henning out of the office and flying the transmission line route from Kitimat to Kemano to inspect it, and to watch Kitimat Works five-power line technicians perform 'live line'.

Live line training involves working on Alcan's energized 287 kV line. The men use 'hotsticks' (insulated tools) to replace old or damaged pin and clevice and cotterkey type insulators and install new insulators with the ball and socket type system, the same insulators that BC Hydro uses.

Paul was impressed with the work being done to upgrade the transmission line and particularly watching the men so well versed and attuned in this type of grueling training. The climb up the tower structure, as well as working 130 to 150 feet above ground is definitely hard work, not to mention the coordination and communication efforts involved to ensure for the safety of the crew and helicopter pilot delivering the insulators.

Alcan began upgrading the insulators along the Kitimat and Kemano transmission line in 1998, when the first group of powerline technicians undertook 'live line and bare hand' training. At that time, BC Hydro and Alcan technicians became certified in both techniques and changed 900 insulators on a variety of tower structures. (*Ingot* May 8

and August 28, 1998 issues.)

*Ingot* will report on the current status of 'live line' training for powerline technicians in an upcoming issue.

### Powerhouse crews

Next on Paul's agenda along with power operations management group Ralph Braun, Dave Dhaliwal and Mike Smith was to meet and update the powerhouse crew on the market, supply and demand of aluminum, the Pechiney merger and where Kitimat and Kemano fits into Alcan's worldwide scheme. He also pointed out the concentrated effort by all divisions to implement *EHS First* and for everyone to embrace it.

Paul complimented the crew for their attention to safety and tremendous achievement of continuing to be injury free. "Obviously, with a smaller crew, it's easier for all of you to pay attention to details and to work together to be safe throughout the workday," he says. "It's all about prevention and staying injury free."

A lively discussion was held on smelter conditions and production issues, environmental issues, water conditions in the reservoir and upgrading Kitimat Works smelter and Kemano powerhouse, and Alcan's role in economic development initiatives.

The crew was interested in confirming powerhouse upgrades. Paul pointed out that the challenges are many and right now the key ones are to continue to reduce our impact on the environment, improve process control and current efficiency.

He is confident that this is possible for an aging smelter and is the basic criteria to achieve continual improvement and to attract reinvestment in our plant. This builds the business case for Alcan Inc. to seriously review future reinvestment. As for upgrading the powerhouse the current challenge he says is to continue with the runner replacement program.

Externally the challenges are many and involve a Cold Water Release Facility to protect fisheries, and other issues about West Tahtsa, Tahtsa Narrows and the water level in the Nechako reservoir.

Paul advises the best that we can do is to remain focused on the work at hand, continue evolving and improving the environment, health and safety for all of our employees and in the communities we work in. "I look forward to my next visit to Kemano," Paul concludes.



# MILESTONES

## Employees celebrating anniversaries with Alcan

### 30 Years



▲ **Paul Quinn**,  
Millwright

### 25 Years



▲ **Joe Botz**, Warehouseman



▲ **Paul Schulmeister**, Wharf  
Crane Operator

### 15 Years



▲ **Josee Goupil**,  
Environmental Services  
Superintendent

### 10 Years



▲ **Karen Jonkman**,  
Warehouse

## NAOSH WEEK May 2-8

### What is NAOSH week?

NAOSH week is the North American Occupational Safety and Health week which takes place in Canada, the United States and Mexico. It is a continent-wide event. The Canadian Society of Safety Engineers (CSSE) are recognized as the official safety organization responsible for NAOSH week. There are local chapters of the local chapters of the CSSE in Kitimat and Terrace, with many employees as members.

### Get involved

NAOSH week is an opportunity to focus, reinforce and strengthen commitment to Occupational Health and Safety. Getting involved fosters a safe work (or play) attitude. Lots of activities are scheduled to ensure involvement of all family members.

### How can you and your family get involved?

#### In the Workplace

- > Plant clean up of hazardous products
- > Impaired vision awareness

- > Fire extinguisher demonstration
- > Kitimat Adventures Game
- > Drawing contest for children of Alcan employees

#### In the Community

- > The CSSE annual conference in Terrace – May 6 and 7

#### In the Schools

- > Presentation of video “Lost Youth” for grade 11 and 12 students



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**Please respect *ingot* deadlines for copy, revisions and photographs. The deadline for the next issue is May 10th.**

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### Alcan's Kitimat smelter and town history goes on-line

The Kitimat Centennial Museum recently changed its website address and at the same time announced the launch of its new website with the publication of 300 Kitimat – Kemano project images – artifacts, photographs and memorabilia – at <http://www.kitimatmuseum.ca>.

In celebration of Alcan's 50 years of history, the District of Kitimat and Alcan partnered with the BC Digital Collections (sponsored by the BC Arts Council and BC Museums' Association) to fund this unique on-line collection. Check it out!