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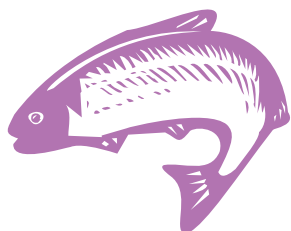
ALCAN PRIMARY METAL BRITISH COLUMBIA



▲ *ingot* profiles focus on Career Edge interns. **Read page 5.**

For Alcan employees, retirees and their families

HoT ToPICS



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Chinook salmon return in large numbers to Nechako River. **Read page 3.**



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Casting employees achieve record production and safety targets. **Read pages 6 and 7.**



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Dwight Magee - photographer extraordinaire. **Read page 9.**



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Alcan employees involved in Northern BC Winter Games. **Read page 10.**

DIRECTOR'S THOUGHTS: Improving the way we do business

Safety remains a challenge

Paul Henning, director of operations at Alcan Primary Metal - BC, touches on safety, production, metal markets, maintenance and the Northern BC Winter Games.

PM4005231

Director of operations Paul Henning continues with his monthly series of *ingot* articles on activities at Kitimat Works and the challenges ahead.

Safety

January proved to be a very disappointing month in terms of safety, yet encouraging in terms of production. Our safety performance resulted in two lost time accidents (LTA), with a third under review, one medical treatment and an average of over three first aid treatments per day. My goal was to be injury free in 2004, this is now not possible. However, I still believe we should aim to be injury free for the remainder of 2004. Our first goal should be to reach one million man hours without a lost time accident. With the total hours worked at Kitimat/ Kemano in a given



▲ Director of operations **Paul Henning**

month, this should be achievable in three and a half months, so it would be wonderful to commemorate our 50th Anniversary during

the July/August long-weekend with our first million hours LTA free.

Production

Our production numbers have given us a good start in 2004. Power generation was better than planned, but remains under review due to lower than planned snow and water levels. We are following levels closely and anticipate reduction in generation during the second half of February.

Potroom performance resulted in 60 tonnes of metal better than planned due to a combination of increased pots operating and current efficiency. Unfortunately a run of pot failures at the end of January resulted in the smelter being well below plan in February.

Continued on page 2

Alcan and Eurocan employees attain water treatment certification

Employees diversify skills

Alcan utilities' employees as well as a group of steam and recovery employees from Eurocan began their journey to attain water treatment certification.

Alcan's Class IV permit to operate its water treatment plant requires that its utilities' operators achieve at a minimum, Water Treatment Certification Level I and continue working towards Level III and IV designation by 2006.

Reduction services superintendent Bill Taylor and human resources manager Michel Roy support the certification program.

Supervisor utilities and chief engineer Ed Florencio organized the delivery of the water treatment level I program through the two recognized provincial agencies and invited Eurocan employees to participate.

The two agencies involved – the BC Water & Waste Association (BCWWA) provides course instruction and material, while the Operators Environmental Certification Program (OCEP) conducts the examination and awards certification.

"The level one course is intensive with four days of classroom instruction followed by a three-hour examination after a full-day on the fourth day," explains chief engineer



▲ Certified water treatment operators. From left, are instructor **Lorne Johanson** from Teknowledges Consulting Ltd. on behalf of the BCWWA; Alcan's **Bob Tucceri**, Eurocan's **Arnie Lepisto**; Alcan's **Paul Voykin**; Eurocan's **Ralph Johnston**; Alcan's **Ken Snell**; Alcan's **Bill McEnhill**; Eurocan's **Jason Parlee**; Alcan's **Ed Florencio**; Alcan's **Ron Chase**; a Telkwa resident; Alcan's **Cam Wiebe**; Alcan's **Bob Johnston**; Alcan's **Gert Matthee**; Alcan's **Paul Dodd**. Missing from the photo opportunity was Eurocan's **Randy Dobson** and **Al Lane**, Director Facilities Classification and examiner for OCEP.

Ed Florencio. He adds, "The benefits – Alcan and Eurocan now have operators diversifying their skills and experiences by becoming dually qualified as power engineers and water treatment operators. It's a win – win for everyone."

The first group of 13 participants, of which nine are Alcan employees, attended classroom instruction at Alcan's main office complex (pictured) in January. This group successfully passed the OCEP examination and are now certified as Water Treatment Level I operators.

The second group of 14 participants, of which six are Alcan employees, begin class instruction and examination in March, again to be held at Alcan.

Congratulations and good luck!

DIRECTOR'S THOUGHTS

page 1 ... Safety remains a challenge

Markets

Metal markets followed the trend of late 2003, with good sheet demand. Both casting centers responded, DC4 again achieved record production levels, without accident. Credit goes to the DC4 crews and the A-center crews for working flexibly, given that we increased metal flow to DC4. Maintenance and metal shipping also provided support; this was a great team performance.

Maintenance

A crack in the calciner wall was discovered during the month, within a 36-hour shutdown, working around the clock, a repair

was made and the calciner was returned to service. Many thanks to all involved, in particular, the anode paste plant maintenance crew.

Now that we are into March, the challenge is to get hot metal back on plan and to continue the review of maintenance optimization "breaking the cycle". Obviously, safety performance is a priority; as a result, I feel we need to get back to basics.

The management team will be more visible, as I plan to have "walkabouts" prior to the forecast meeting. I would encourage everyone to use these opportunities to share ideas on incident/accident prevention. I am really interested in your thoughts on

how we can make it easier for incidents/near misses to be reported, as without this, I don't think we can prevent recurrence and potential accidents.

Whether it is by email, telephone call, a visit to the office, or better still, stop me next time I am in the plant, I'd appreciate your involvement.

Winter games

On a closing note, the Henning's experienced their first Northern BC Winter Games. We thoroughly enjoyed the experience. It was a pleasure to continue Alcan's support of the event. The organizational team, led by our very own Colleen Nyce, did a superb job.

Employee feedback sets the tone to deliver results

Global survey action plan

ingot is pleased to present Alcan Primary Metal – BC's Action Plan to deliver results based on the 2003 Global Employee Survey.



In the December issue of *ingot*, a special insert was mailed to employees presenting Alcan Primary Metal – BC's statistical/graphical analysis results from the Global Employee Survey held in 2003.

Since then, an Action Plan was developed based on negative ratings of 25 per cent or higher in five of 19 categories.

"The results of the 2003 Global Survey

indicates that employees remain concerned about leadership, communication and social/community issues. The Action Plan focuses on these key areas, as an opportunity for all of us to actively participate and improve two-way communication," says human resources manager Michel Roy.

ingot is pleased to present the 2004 Action Plan based on employee feedback.

Social/community

- Increase corporate profile in the community through community investment emphasizing Alcan's 50th Anniversary and involvement in community events.
- Kitimat Works 50th Anniversary Committee was formed and includes senior staff; long term employees; communication and corporate affairs staff; KWSA representative; Retiree Association representative, and CAW representative.
- Alcan's 50th Anniversary will be celebrated July 30th to August 2nd in Kitimat, recognizing the contributions made by employees, retirees and community.
- Alcan will continue its involvement in community economic development, Kitimat Chamber of Commerce and Kitimat Community Task Force.
- Increase community awareness through communicating weekly articles/stories in newspapers focusing on Alcan's 50-year history and its community involvement.

Leadership

- Senior managers will meet regularly with the CAW
- Implement *EHS First* and leadership best practices to develop an effective EHS management system.
- Improve the investigation and root tree process and involve employees, do follow-up.
- Involve the CAW in audits.
- Continue supervisor development program placing emphasis on coaching, EHS and labour relations.

Communication

- The *ingot* readership survey presented in the January issue communicated that its editorial direction for future coverage would recognize the contributions of employees emphasizing volunteerism in the community and contributions made by individuals and crews at work.
- Implement a plant-wide communication strategy to ensure communication mediums are effective.
- Senior management will attend employee quarterly review meetings.

Growth/opportunity for development/ maximizing value

- The focus of the continuous improvement (CI) program represents a huge investment in training employees, providing the tools for projects and maintenance of the plant. Employees will be asked to participate in CI initiatives.
- Individual performance reviews will be linked to related development plans, which includes training and will identify the next potential career move.
- Plant-wide selection process for temporary supervisors and other staff positions.
- Continue our efforts in employee training (60,000 hours planned).

Recognition

- Implement coaching/feedback sessions for all employees once a year in order to recognize employees that excel.
- The *ingot* will cover more stories and features recognizing employee and crew accomplishments and employee volunteerism in the community.

SPONSORSHIP

Alcan donates a variety of 'goodies' to School District 82

Alcan donates computers and tools



Alcan donated recycling barrels, computers, monitors, printers, keyboards, mice and cables and a variety of mechanical tools to Coast Mountain School District 82.

Several schools throughout Coast Mountain School District 82 will benefit from surplus computers and tools donated by Alcan.

Alcan's recycling coordinator Dan Siepmann and corporate affairs manager Colleen Nyce arranged the educational donation through the School District's maintenance superintendent Robert Gillfillan. "Speaking on behalf of the School Board Trustees, we appreciate and recognize Alcan for its donation," Robert says.

The School District's Kitimat maintenance centre previously received a forklift from Alcan, which was used to move the computers and tools into the maintenance centre. School District's IT technician Jason Ellis (son of Alcan's own Don Painchaud) received delivery from Alcan's mobile equipment operator Mike Correia (pictured).

Kitimat City High will receive several computers and associated equipment and nine recycling drums for pop can collection.

Terrace Skeena Junior School will receive three recycling drums. A variety of toolboxes, hand tools, metric and imperial wrenches and die sets were also donated for mechanical shop programs.

Jason appreciates the computer donation, as he is setting up computer labs for the school district. "Oddly enough," he says, "these computers were identified as Alcan surplus when they installed 'Thin Clients'. We'll be setting up our computer labs as 'Thin Clients' too, using the Linux operating system rather than Windows."

Nechako River Chinook return in strong numbers

Managing Chinook salmon

THIS ARTICLE WAS CONTRIBUTED BY JUSTUS BENCKHUYSEN

Chinook escapement in the Nechako River has exceeded the upper target limits established in 1987 as part of the Settlement Agreement between Alcan, the provincial and federal governments.

The 1987 Settlement Agreement between Alcan, the provincial and federal governments provides the parties of a certainty of a guaranteed volume of water released into the Nechako River for the benefit of fish as well as to allow Alcan to manage its remaining stored water for efficient power generation.

As part of the Agreement the Nechako Fisheries Conservation Program (NFCCP) was formed to conserve and protect Chinook stocks, manage the flows that enter the Nechako River via the Skins Lake Spillway, and to operate the computer model that determines the amount of summer cooling flows for migrating fish.

Since 1988 the NFCCP has conducted annual research and monitoring projects directed at understanding the factors affecting Chinook survival within the river. The parties agreed that Chinook returns in the Nechako River should be between a target average of 1,700 and 4,000 fish each year. Returns in the last three years have been above the target average:

- Year 2001 record return of 6,000 fish

- Year 2002 just over 3,900 fish
- Year 2003 strong return of 5,000 fish

Research shows that spawning habitat, egg survival, and juvenile habitat and survival have remained stable over the past 15 years. It is probable that in addition to the stable habitat conditions in the Nechako River, factors outside of the river have contributed to the high numbers, such as migration to the ocean, or factors affecting adults while migrating back to spawning grounds. Alternately, it could be the ocean phase of salmon life that most controls numbers that return to the river to spawn.

In the Nechako River, Chinook eggs hatch in April, and most of the young spend the next year in the river. By summer of the following year most of these juvenile fish have begun their journey to the ocean through the Fraser River. For the following three years (on average) Nechako Chinook, along with salmon from other regions, live and feed in a vast area of the North Pacific Ocean off the B.C. coast. This ocean habitat is very productive allowing for fast growth. However, the ocean also presents



dangers from predators, anglers and in particular, coastal and in-river commercial fish harvesting operations as the salmon begin their return to the spawning grounds.

Although we do not yet understand all of the factors affecting salmon populations it is clear that the quality of Chinook habitat in the Nechako River is stable or improving, and capable of supporting a large abundance of Chinook. Survival outside of the river is outside of the Nechako River's influence but appears to have increased over the last few years, perhaps



▲ **Justus Benckhuysen,**
Skins Lake Supervisor

because of improving ocean conditions and / or reduction in fishing pressure of the stock.

The NFCCP will soon be publishing a report reviewing much of the research conducted in the Nechako River since 1988 – a large effort involving many scientists. This data review will assist Alcan and its partners – the Ministry of Water Land and Air Protection and Fisheries and Oceans Canada – in continuing to ensure conservation of fish stocks in the Nechako River.

AT-A-GLANCE

Nechako Reservoir Update



As of February 13, the reservoir elevation was 2792.40 feet above sea level. The long-term average for this time of year is 2793.04 feet above sea level. The inflow into the reservoir during January was 81 per cent of the long term average

The reservoir storage at present is at 93 per cent of the long-term average storage. The snow accumulation at the three

◀ **Skins Lake Spillway**

automatic snow pillow stations so far is only 69 per cent of the long-term average for this time of the year. The second annual monthly snow survey will be carried out on March 1.

Spillway discharges are currently set at 32.7 cubic meters per second and will be maintained at this rate until the end of March 2004.

Career Edge interns gain valuable experience for future job success

Protecting your health

Adjusting to small town life in the community of Kitimat offers recreational rewards for **Karen Beran**.



▲ Karen Beran

Karen Beran is an industrial hygiene intern in the industrial hygiene department. She has been working since last June, through Career Edge focusing on the microenvironment project involving mobile equipment in lines 1 & 2. She also conducts general sampling throughout the plant to ensure regulatory standards are being met.

"Career Edge has given me an important opportunity to further my career," says Karen. She explains new graduates find themselves in a difficult position when entering the workforce for the first time and Career Edge helps many get that first chance. She adds,

"Career Edge will help me in whatever I want to do in the future."

Karen graduated from the University of Alberta with a bachelors in science, specializing in environmental science. Karen is continuing her education through distance learning courses in industrial hygiene. "I find it interesting how it applies to my every day work," says Karen. "I have a lot of support from my colleagues." She finds that consulting with people with practical knowledge about industrial hygiene helps her.

Karen was born in Calgary and lived there for 10 years before moving to Edmonton. Commenting on her adjustment from Edmonton

to Kitimat life, Karen says, "I enjoy the community of Kitimat. The people are awesome! They make you feel welcome. You don't feel like an outsider."

The accessibility of nature in Kitimat allows Karen to enjoy many activities she has wanted to do but were not as easily accessible in Edmonton. She enjoys camping, canoeing and fishing. She has also joined the women's indoor soccer team.

When asked what makes an enjoyable working environment, Karen says, "Great people make a huge difference and that's what makes it easy or a really great place to be — the people."

Writing for a living

Personality profiles, employee recognition, and environmental concerns; **Rachel Stern** will cover them all as the new Career Edge intern in internal communications.



▲ Rachel Stern

Joining the *ingot*, as a contributing writer, Rachel Stern will contribute to 50th anniversary projects and write articles for the *ingot*. She graduated from the University of Victoria with a double major in English and History and experiences on summer co-op terms convinced her to pursue a career in writing.

"The internship at Alcan will help me gain experience in my chosen career field and allow me to expand my writing portfolio," says Rachel, "I'm looking forward to working on the *ingot* during Alcan's 50th anniversary year."

On a previous summer co-op work term, Rachel worked for the Ministry of Education, Information

Technology Branch, as a marketing and communications assistant. "I enjoyed the experience because my supervisor let me take on a lot of responsibility," recalls Rachel.

Rachel was born and raised in the small community of Lac La Hache, B.C., and says the lack of entertainment was a blessing in disguise. "It forced me to pursue a lot of hobbies, like writing and sculpting, I now love."

Her first brush with literature began in the small elementary school library where she happened to pick up a copy of William Blake's poetry. "Blake was the first poet I ever read, and the most moving, before that I had only read kid's

books," recalls Rachel.

A self-described sci-fi junkie, Rachel remembers watching Star Trek and other science fiction shows when she got home from school everyday. She says, "My friends always thought I was strange because of my fascination with space and sci-fi. When they were watching shows like *Saved by the Bell*; I was contemplating the possibility of a Mars colony in my lifetime."

"Eventually I want to write my own series of sci-fi books, which I am currently creating, I know the process will be long and hard; so don't look for my work just yet," concludes Rachel.

A Passion for safety

Whether working on corrective actions or implementing ergonomic projects, **Sylvie Tremblay** is determined to help keep the workplace safe.



▲ Sylvie Tremblay

Sylvie Tremblay joined the safety department in October through the Career Edge program as a safety specialist. She has a bachelors degree in kinesiology and a masters degree in health and safety management from the L'Université-Laval in Quebec. Her specialization is ergonomics, physical activity and health and safety.

"Alcan is the place to give me the passion to continue in safety," says Sylvie. She wants to continue applying her knowledge and expertise to ensure people work in safer environments.

As a co-op student she worked as a casting operator at Grande-Baie and on ergonomic and summer

student safety projects at the Arvida Research and Development Centre. Sylvie is now working on similar projects at Kitimat Works.

Other co-op terms included work at the Cardiac Rehab Center and the Pavillon de Prévention des Maladies Cardiovasculaires (PPMC), to rehabilitate heart patients to get back to work in good physical condition. She also worked at the Centre Hospitalier de L'Université-Laval (CHUL) where she helped create health and safety guidelines and ergonomic workstations.

Sylvie believes Career Edge is a good program because it allows people to enter the workforce and gain valuable experience in the fields

they want to pursue. "It's a good program because it helps people get a job for the first time," says Sylvie. She adds, Alcan is a good supporter of the program, providing an excellent work environment to gain experience.

Sylvie was born in the city of Jonquiere in the Saguenay region of Quebec. She enjoys a variety of activities and describes herself as a very social person. For six years Sylvie was in a swimming club and competed in national competitions. She has recently taken up skiing and has fallen in love with the sport; so if you're heading out to the slopes you might ski with her.

Casting employees pumps out the product

DC-4 sets exceptional production record in January

There seems to be no stopping casting as employees set new production records at DC-4 in January. The trend is a continuation of one set in 2003.

It's the night shift on February 3 and the conference room at DC-4 fills with employees. Eyes move from the boxes of doughnuts on the table to the front of the room where Bob Chow, B-area process coordinator, and Lindsay Thomson, director - metal products, are waiting to make an announcement. Casting technical manager Jean-Claude Pomerleau joins them.

With the crew finally gathered, Bob begins: "This evening, we've come together to recognize the fantastic production and recovery records that the crews at DC-4 achieved in January. I can't believe it."

"My mistake was to think that it wasn't possible to continue the 2003 record production. You proved me wrong. We used to pour three drops a shift and think that was a great achievement. Well, in January, you had one three-drop shift with the remainder being four-drop shifts. That's an outstanding achievement," he says.

2003 results also tell the tale

For Lindsay Thomson, the achievements for the month of January were foreshadowed in 2003. "January was certainly an incredible month, but 2003 was an incredible year," he tells the employees. His comments, as well as Bob's, will be repeated as they meet with each of the four shifts at DC-4.

"The previous production record for DC-4, set in 2002, was 103,800 tonnes of sheet ingot production," he continues. "In 2003, we produced 116,800 tonnes. The pessimists out there

might argue that not having had an annual maintenance shutdown at DC-4 in 2003 allowed us to produce another 3,000 tonnes of metal. Even if we take that amount off the total, we were still 10,000 tonnes ahead of 2002. In January, 11,472 tonnes were produced, which is 800 tonnes above the previous monthly record set last May.

"While I talk about production, I also want to underscore the importance of working safely. I feel confident in saying that the employees who work at DC-4 have the best safety record in the plant," he continues. "While I don't want to jinx your safety performance, I think it's important to note that the last time a lost time accident (LTA) occurred at DC-4 was in August 1995. Since then, employees have worked more than 900,000 hours without an LTA. You should be proud of your ability to combine record-level production and safety."

"Improving production output is an important goal for all of us, but if I were to stand up in front of my boss and brag about one thing, it would be DC-4's incredible safety performance," Lindsay concludes.

Step change brings results

Meeting with *ingot*, process coordinator Bob Chow attributes the area's results to a number of factors.

"We are successful because of our ongoing commitment to continuous improvement," Bob remarks. "Steady gains have been made over the past 10 years in the areas of reliability, quality, production planning and tooling. However, a step change was created in 2003 which resulted in

the record-breaking performance in January 2004.

"An analysis on production delays was completed in 2003 and it was determined that the major delays were hot metal filling and furnace batching," Bob explains. The challenge was presented to hot metal drivers and furnacemen

department continues to make an impact through the development of operating practices. This was realized in January, 2004's record 93.5 per cent recovery rate. Everyone makes a contribution to B-casting's success.

"I'm proud to say B-casting is a top performer because of



▲ Front row left to right: Tom Thomopoulos, Rodney Boston, Nathalie Asselin, Russ Warnock, Norm Fossil, Tony Demelo, Bob Chow, Ricardo Milhomens. Middle row, left to right: Dustin Storey, Kul Mann (Kul works on D-shift), Dale Bailey, Arthur Delisser, Olaf Luehrke, Larry McGoury, Sean McGoury, Bill Franklin. Back row, left to right: Ken Killen, Richard Bodey, John Komat, Darrell Fontaine, Ed Contumelias, Derrick Downey, Brian Connell.

to improve; they responded with a 75 per cent reduction in these delays. This improved performance created momentum throughout B-casting where the casting and saw operators converted the 'ready furnaces' into saleable products and the shipping/railway/wharf personnel made sure the metal was loaded promptly onto the vessels.

"Our partners in A-casting and logistics also provide an excellent support function," he continues. "The maintenance department have exceeded reliability targets in 2003 and our metallurgical

excellence in the areas of safety, quality and production," Bob concludes. "It's people who make the difference."

Working together

Casting machine operator Ed Cochran is a 13-year veteran in the department, all of which has been spent at DC-4. *ingot* asked Ed what he thought contributed to the significant achievements of 2003 and the record-breaking results of January?

"It comes down to teamwork," he replies without hesitation.

OPERATOR COMMENTS

"It comes down to teamwork. It has to be. How else can we achieve these types of results in a facility that was originally designed for less than 100,000 tonnes?"
Ed Cochran.

"Improving production output is an important goal for all of us, but if I were to stand up in front of my boss and brag about one thing, it would be DC-4's safety record."
Lindsay Thomson.



▲ Front row, left to right: Paul Soares, Krista Pires, Doug Collier, Nelson Macedo, Al McMillan, Marlene Ward-Cox, Joe Mendes, Mario Firmino, Herman Vieira, Bob Chow. Back row, left to right: Dave Brousseau, John Ferreira, John Ribeiro, Tony Almeida.



▲ Front row, left to right: Ed Gutknecht, Adrian Balatti, Steve McKay, Julie Riddle, Ed Cochran, Joe Pacheco, Larry Lam, Rob Roy, Dusty Danis, Bob Chow, Rick Snider, Gerry Raposo. Back row, left to right: Tomas Bilina, Gerry Pustiauk, Roger Papish, Bill Fois, Sammy Sahota, Scott Ballantyne, Kammy Pannu, Daniel Howell, Steve Bell.



▲ Front row, left to right: Lindsay Thomson, Gerry Raposo, Alain Brais, Lance Griffin, Brad Benoit, Noel Yassinsky, Steve Sheasgreen, Brady Byrne, Jim Rigler, Bob Chow, Donald Rafeiro. Back row, left to right: Jean-Claude Pomerleau, Arnie Reay, Kul Mann, Mike Develiros, Gus Anagnostou, Art Siver, Nelson Leonardes, Duncan Peacock, Ron Fossil (Ron works on A-shift).

"It has to be. How else can we achieve these types of results in a facility that was originally designed for less than 100,000 tonnes? It's happening because all four shifts are leaving things in good shape for the incoming shift."

"For example, in the past, we'd charge scrap into the furnace near the end of the shift. This would delay the next shift because the furnace wouldn't be ready to pour," he explains. "Sometimes the furnace would be left two or three cruces shy of full; that would also cause delays. You can't maximize the output of

the DC-machine doing that."

Ed says that improvements to the tables have also helped: "Drops used to average three hours; now the average is two hours thanks to the faster tables. It's almost getting to the point where if we've got a drop underway and the other furnace isn't almost ready to go for the next shift, they'll be hard-pressed to maximize production out of the machine."

"Without all four shifts working this way," he continues, "I don't think those numbers would be achievable."

With reference to the area's

safety record, Ed believes it comes down to knowing one's limitations and not pushing beyond them and keeping an eye out for fellow workers. "There's nothing magical about it," he concludes, "you just have to be aware of what's going on."

Taking pride in the job

Area supervisor Mario Firmino echoes Ed's words when it comes to defining what is contributing to the area's success.

"It took a lot of co-operation between shifts to achieve the results we did. This included

constant information exchange between the operators and a lot of knowledge about the job," he explains. "Most importantly, employees take pride in what they do and help each other achieve common goals, which are to work safely, to continuously improve, to follow standard practices of the area and to respect the people they work with. The safe working record and increases in production are a by-product of that effort. In the end, we all win," he says.

Delivering the 'goods' on new vehicles

Employee input critical

Alcan is investing \$3.5 million to purchase specialized mobile equipment and another \$1.5 million to replace 'off the shelf' vehicles, such as trucks and forklifts.

Alcan's commitment to vehicle investment ensures the renewal of operations with critical pieces of vehicle / mobile equipment.

More importantly, employees are involved throughout the conceptual, designing, purchasing and commissioning phases.

The vehicle replacement program utilizes employee project teams consisting of vehicle fleet coordinator Doug Rumley; an operations supervisor; a vehicle operator and occasionally several operators; a maintenance supervisor; a garage supervisor and a heavy-duty mechanic.

The project team draws on expertise for ergonomic design, industrial hygiene for microenvironment and cab and ambient noise levels and vehicle training resources. Environment, health and safety experts are also consulted about compliance issues relating to WCB Regulations, Alcan's EHS First directives and the Joint Occupational Health and Safety Program for mobile equipment.

"This is the first time that I'm aware of that a mechanic was invited to participate on a project team and I really appreciated that."

Pat Lafferty

Last month *ingot* reported on the arrival of new vehicles / mobile equipment. In February, *ingot* was again invited to report on the arrival of some more new equipment. However, this time we review some of the project team member's considerations as they accept delivery of two Mobiquip crustbreakers – one each for lines 4 and 8; a new dump truck for the anode paste plant and a new plow truck for mobile equipment.

Vehicle operator input

During the conceptual and design phase, anode paste plant operator Leland Harris suggested an air filtration system for the cab as a critical microenvironment consideration. Leland had a lot of help from employees in drafting, air conditioning and the garage when they designed a simple air filtration system in the older dump truck to reduce driver exposure to pitch, dust and fumes. This first hand knowledge helped L.E.J. International to design an improved pressurized air filtration system in the new truck.

Heavy-duty mechanic input

Veteran heavy-duty mechanic Pat Lafferty was instrumental during the ergonomic assessment of the Mobiquip crustbreakers.

He ensured that the mechanics perspective was taken into consideration by suggesting a tilt cab, lifting brackets for the radiator and oil cooler, and a stand to make axle maintenance and installation easier. Specialty tools for the centre joint and the rear pump was also developed by garage employees Ron Minaker, Doug Rumley and Pat. Pat was impressed with the fine-tuning done on the joysticks to reduce the repetitive motion for the crustbreaker operator. "This is the first time that I'm aware of that a mechanic was invited to participate on a project team and I really appreciated that." Pat has some great ergonomic ideas from a

mechanics perspective and is looking forward to participating on future project teams, particularly during the conceptual phase.

Potroom perspective

Superintendent lines 3 to 5 Louis Laganiere comments how pleased he is to see investment in new generation crustbreakers for the potrooms. "The employees work in an aggressive environment and the new crustbreakers will resolve a lot of issues, particularly health and safety of the operator with an improved microenvironment and an ergonomically designed vehicle. We have the right tool for the job."



▲ Accepting delivery of the crustbreaker for line 4 were, from left, garage supervisor **Ron Minaker**; senior cell operator **Jim Sevigny**; owner/president of Mobiquip Industries **Marco Galdames** presenting the keys, and superintendent lines 3 to 5 **Louis Laganiere**.



▲ Accepting delivery of the plow truck for mobile equipment were, from left, mechanic **Andy Vandersman**; garage supervisor **Ron Minaker**; **Jack Earle** and **Bob Bauer** of L.E.J. International Truck Ltd. presenting the keys to mobile equipment operator **Dave Ringham** and **John Ruston** from L.E.J. Missing was mechanic **Shawn Mitchell** and mobile equipment operator **Kim Vilness** who was instrumental on the project team and also helped specify the 'belly plow'.



▲ Accepting delivery of the 7400 dump truck for the anode paste plant were, from left, mechanic **Andy Vandersman**; garage supervisor **Ron Minaker**; **Jack Earle** and **Bob Bauer** of L.E.J. International Truck Ltd. presenting the keys to anode paste plant operator **Leland Harris**; superintendent anode paste plant **Dave Fowler**; safety and manpower coordinator **Dave Sivyer** and **John Ruston** from L.E.J. Missing was mechanic **Shawn Mitchell** who was instrumental on the project team.



▲ Accepting delivery of the crustbreaker for line 8 were, from left, mechanics **Pat Lafferty** and **Kirk Baker**; vehicle fleet coordinator **Doug Rumley**; senior cell operator **Stan Blain**; lines 7&8 supervisor **Tony McHale** and process coordinator **Fred Stevenson**.

Alcan worker by day, avid photographer the rest of the time

Soul and character photographer

Dwight Magee's signature photography captures the 'soul and character' of his subjects.



▲ Foundry workers take lunch break.

Supervisor reduction services Dwight Magee, a 27-year veteran with Alcan inherited his passion for photography when his father, also an avid photographer, presented him with his first Kodak Instamatic camera at the age of 10.

Dwight moved up to the 35-mm rank within a few years and now dabbles in portrait studio work with a Mamyia RB67 and Olympus digital camera. His preference is taking pictures of people in black and white format.

While much of his photography is a personal pursuit and passion during his free hours, Dwight volunteers his skills in the community. Recently, he led the paparazzo effort during the Northern BC Winter Games.

While on an Alcan-related business trip to China, during his spare time, Dwight hauled out his camera to shoot the receptive, warm and enthusiastic subjects of China.

As a matter of fact, there was a wedding at his hotel. The best man attempted to recruit Dwight to photograph the wedding party and ceremony.

"Unfortunately I only had a half an hour before returning to Beijing to fly home. The only pictures I was able to take were a few of the bride and groom privately. Ever the obliging photographer, I sent them copies via email and they were quite happy with the results.

"The pictures that I take always focus on people and they must be in my favourite medium which is black and white. I believe this is the only medium which captures the 'soul and character' of the subjects," Dwight says.

Currently Dwight is building a collection of portraits of people with tattoos. "I am quite excited by this project as this one will also be exhibited in about a year when I have enough subjects," he reveals.

In honour of the people of China, Alcan is sponsoring Dwight's 'Faces of China' exhibit at the Kitimat Centennial Museum during multicultural week in Kitimat.



◀ Scanning the newspaper.



▶ 100 year old great grandmother



◀ A picture perfect wedding.



Al Pfeffer of power operations celebrated his retirement during the crew's Christmas party. Special guest invited was retired system operator **Henry Thiele**. Al's former supervisor **Alan Brumwell** presented the company retirement plaque while the union gift was presented by Chief OH&S rep **Bjorn Humle**. Colleague **Horst Voigt** presented a Dewalt cordless drill on behalf of the crew. Al and his wife Edna will be spending their winters in Kitimat for the time being, and in the summers traveling Canada to visit family and friends.

◀ Al Pfeffer and Chief OH&S rep Bjorn Humle.

'Faces of China' is on display at the Museum from February 20 to March 20. The display will also be sent to other regional museums and galleries when the Kitimat show is over. You can also view Dwight's 'budding' photographic collection at www.fineartgrafics.com.

FINANCIAL MATTERS

RRSPs

For many people, RRSP (normally registered retirement savings plan) could also stand for the "richer route to successful planning".

Following retirement, company and government pensions should more or less take care of basic expenses. These days, you rarely hear of retired employees who don't have enough money to live on – unless they have experienced some unexpected personal or financial catastrophes.

However, while your needs are covered, you might not have enough money for all your wants. For the average Canadian, the RRSP offers the most

tax-effective investment available to provide money to pay for post-retirement wants. You get a tax deduction when you contribute to a plan. The money in your RRSP grows tax-free.

You must declare money you take out of an RRSP. But ideally, you are in a lower tax bracket when you withdraw your funds than you were when you contributed. So you pay back less tax (and in future dollars) than you originally saved.

Through spousal contributions, the RRSP also allows you to shift that future income to the spouse in the lower tax bracket – saving even more

tax. You can really get ahead if you use the tax you save on your contributions to pay down debt or make other investments.

The RRSP also provides non-retirement benefits: You can access your funds for housing (the Home Buyers' Plan) or education (the Lifelong Learning Plan). Ask your RRSP company (or the tax office) for details.

Experienced investors can sometimes make more money outside an RRSP.

For example, if your investments appreciate in value, that capital growth compounds tax-free. And you pay tax at a special low rate when you sell the

investments. However, capital gains are not guaranteed and you also get no tax break when you make the initial investment.

Incorporating a family company could allow you to claim up to a \$500,000 tax-free capital gain on sale of the company's shares. But again there are no guarantees.

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

The Northern BC Winter Games was a complete success

Alcan volunteers at the Games

Alcan sponsorship of the 30th Northern BC Winter Games involved Alcan employees volunteering in large numbers.

Alcan has been a proud corporate sponsor and partner in the Northern BC Winter Games since 1975. Dual celebrations were honoured this year by observing the 30th anniversary of the Games and the 50th anniversary of Alcan in British Columbia. Kitimat was a proud host of the Games.

Planning for this great northern event began over 18 months ago when the District of Kitimat appointed Alcan's manager of corporate affairs and community relations Colleen Nyce to the lead position of Games President.

Over 1,000 volunteers dedicated their time and resources; creating an opportunity for young northern athletes to participate in 18 events that promoted physical fitness, individual and team accomplishment, and community pride.

Among the hundreds of community volunteers helping at

the different sporting events, there where many Alcan employees also involved. They worked in the Games office, represented Kitimat as hosts and hostesses, and worked at various venues as security, medical services, and at concessions. The community pulled together and did an exceptional job of hosting the young athletes in their homes.

In addition to the role of host community president fulfilled by Colleen, Alcan's regional security officer Jim Howie easily handled the Games security directorate, while Dr. Vern Davis, Alcan's chief medical officer, headed up medical services.

"Helping Kitimat host the 2004 Northern BC Winter Games was an experience of a lifetime", says Colleen. "To stage an event of this magnitude and to work with the wonderful people involved on the host community

committee was very rewarding."

Alcan sponsored the unique medals presented to the winning athletes as well as the opening ceremonies held on Friday, February 6th. The evening began with the musical stylings of Semi Chronic followed by an exuberant introduction of the 1,500 athletes by master of ceremonies and Alcan employee (a.k.a. the Hitman) Ken Demiris.

Haisla dancers Sammy Robinson, Rose Robinson, Louise Barbetti and Mike Robinson performed a traditional welcome song followed by Kirsti Seaby, Sylvia Gairdner, and Shallah Smeader singing the national anthem.

Special guests included Premier Gordon Campbell; Roger Harris, Minister of State for Forestry; Andy Burton, Skeena MP; Mayor Rick Wozney; Northern BC Winter Games Society President Gary Schmidt;

and Alcan Primary Metal - BC Director of Operations Paul Henning. Paul spoke about Alcan's continued corporate sponsorship of the Games as he wished the athletes a successful weekend.

Former Olympic skier and 2010 Olympic committee member Steve Podborski gave an inspirational speech to the young athletes and encouraged them to work hard to become competitors representing Canada in the 2010 Olympics in Vancouver. Also, former Olympic skier and 2010 Olympic committee member Nancy Greene Raine, while not at the opening ceremonies, was an inspiration to the many athletes as she made appearances at many of the sporting events during the weekend.

The ceremony closed with the lighting of the Games torch by Special O runner Medric Duncan and Premier Gordon Campbell to officially open the Games.

Just a few photos of the many Alcan volunteers.



▲ Jane MacDougall helped at a concession booth.



◀ Master of ceremonies Ken Demiris.



▲ Alcan contract physio therapist Mallory Glustein and Alcan employee Rick Moretti handling first aid.



▲ Terry Weightman and Jim Howie on security.



▲ Alcan retiree Ed Fisher.



▲ Alcan employees Guy Brais, far left, and Alfie Galamini, second from right, at the arena.

A different perspective on safety

Safety risk awareness training finds favour with maintenance organization

Employees in the maintenance organization have a new 'tool' in their toolbox that will help them think about safety risks in a new way, both on the job and at home.

How often have you found yourself in a situation where something unexpected happened, where the risk of injury was likely, but thanks to good luck, nothing came of it? Did you take a moment to reflect on the incident and establish what went wrong and how it can be avoided the next time?

What do you do when you're feeling fatigued, but you know the job has to be done? Do you stop and assess your ability to complete the work safely, or do you push on, ignoring the risks to yourself?

Finding the patterns

Is there a pattern to the decisions you make that affect your personal safety? For example, if you drive to

work every day, following the same route, do you adjust your driving habits for existing conditions? Do you allow more time to slow down for a stop sign if the road is covered in snow?

In the fourth quarter of 2003, some 300 employees in the maintenance organization (ORG6) were exposed to a safety risk awareness training package that teaches participants how to recognize patterns. The training package introduces the four states or conditions that can lead to an increase in safety risk.

These states include rushing, frustration, fatigue and complacency. Any one of them can increase the risk of injury due to critical errors resulting from not keeping

your eyes on the task, not keeping your mind on the task, putting yourself in the line-of-fire, or a loss of balance/traction/grip.

Terri Taylor is the safety coordinator for the maintenance organization. She says maintenance employees have reacted positively to the safety awareness training sessions.



These four states...

- 1 Rushing**
- 2 Frustration**
- 3 Fatigue**
- 4 Complacency**

can cause or contribute to these critical errors...

- Eyes not on Task
- Mind not on Task
- Line-of-Fire
- Balance/Traction/Grip

...which increase the risk of injury



MILESTONES

Employees celebrating anniversaries with Alcan

30 Years



▲ **Jose Sousa,**
Repairman Lighting

25 Years



▲ **Stefan Thorgrimsson,**
Machinist

20 Years



▲ **Mike Smith,**
General Supervisor, Power
Operations Maintenance

15 Years



▲ **Dave Dhaliwal,**
Superintendent Production,
Power Operations

10 Years



▲ **Steve Bell,**
Casting Operator

ALCAN'S 50TH ANNIVERSARY



A tribute to 50 years of excellence

Alcan's 50th Anniversary is this year and *ingot* wants to hear from our retirees and employees about their early years working at Kitimat and Kemano. We are organizing a special tribute publication, which will be available later this year. If you are interested in sharing your story with us, we'd love to include it in our tribute. We are especially interested in hearing from Alcan families'... first and second-generation retirees and second and third-generation sons and daughters who work at Alcan. Contact *ingot* editor Cathie Stevens at (250) 639-8519 or email cathie.stevens@alcan.com.

ingot Photo Contest 2004 to celebrate our 50th Anniversary

Cash prizes will be awarded for the winning entries in our 50th Anniversary ***ingot* Photo Contest**. This year because we are observing our 50th anniversary of Kitimat Works, *ingot* is reviving its photo contest. All categories are open to retirees as well as employees of Alcan. The categories:

People, Pets, Wildlife, Landscape, Historic/Nostalgic

The prizes are \$100 for the first-place winner in each category and \$250 for the best photo in the contest. The winners will be published in *ingot* and will also be displayed during our 50th Anniversary weekend gala – from July 30 to August 2.

ingot asks you to send 8x10 photo entries and to ensure that the category you are entering and your name, employee number, plant phone number and home address are recorded on the back of the photo so we can return it to you. The deadline for entries is May 15, 2004. Send entries to *ingot*, mdp 272K, Alcan Primary Metal – BC, 1 Smeltersite Road, PO Box 1800, Kitimat, B.C. V8C 2H2.

Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA



ingot is published every last Friday in the month by Alcan Primary Metal - British Columbia, for its active and retired employees and their families. Office telephone: local 8519 or (250) 639-8519 or by email: cathie.stevens@alcan.com. Our address is:

Alcan Primary Metal - BC, A Division of Alcan Inc., P.O. Box 1800, Kitimat, B.C. V8C 2H2. You can also visit us at: www.alcaninbc.com.

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

♻️ Please recycle

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Alcan Primary Metal - BC 50th Anniversary Fun Hockey Tournament and Dance

Alcan Primary Metal – BC is sponsoring a 50th Anniversary four-division hockey tournament beginning from March 27 to April 10. Team entry forms and rules for the tournament can be picked up at the Tamitik Sports Complex.

Entry of \$350 must be paid by March 15. Capping the finale of the tournament is a 50th Anniversary dance featuring the music of Semi Chronic on April 10 at the Riverlodge. Alcan invites the public to support the tournament and come out to the dance. Dance tickets are \$10 and available at the Tamitik Sports Complex or contact Doug Linton at 632-7797, Brad Riley at 632-4506 or Paul Quinn at 632-3776.