

ALCAN Ingot BRITISH COLUMBIA

For Alcan employees, retirees and their families



▲ *Ingot* profiles new benefits and pension administrator Lucy Miani. **Read page 5.**

HOT TOPICS



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Kemano technical library undergoes transformation. **Read page 10.**

DIRECTOR'S THOUGHTS: Hotspots – Pedestrians and Vehicles

Hotspots identified

Get involved – your input is critical to change the safety performance at our plant, says director of operations Paul Henning. Improvements are needed to survive in a global company.

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As a leader in safety, it is my duty to set by example and to encourage our employees to become more involved in eliminating accident / incidents from the workplace. All of us have a responsibility to ensure a safe working environment to achieve zero work-related injuries.

Already we have had several high potential incidents and as of mid-February two lost time accidents. This is unacceptable and I urge you to re-focus your energy to be more active and aware of your surroundings, as you carry out your day-to-day work activities. You need to be safety-conscious to ensure that no other accidents / incidents occur.

In a discussion with my colleagues from around the world, chaired by Cynthia

Carroll, our senior vice president of Alcan Inc. and president and chief executive officer of the Alcan Primary Metal Group, it was noted that our facility accounted for roughly half of all lost time accidents within APMG during 2004. This safety performance fact is not something to be proud of. Again, I repeat, it is unacceptable. It is an alarming trend.

People / Mobile Equipment

Many areas have begun to separate the inter-action between pedestrians and vehicles. The mandate for each superintendent was to identify at least one-hot spot in each of their areas and to improve it.

Work is proceeding on many initiatives, thanks to employees and their suggestions. As well, I asked each area to clear the

floors of materials being stored around walls, on walkways and in parking areas. Here is a brief list of a few hot spots identified with action plans in place to improve the situation in the coming weeks. The *ingot* will also feature other initiatives in an upcoming issue.

- Installing barricades at machine and fabrication shops so people can walk to stores and to prevent vehicles from cutting through fabrication shop stockyard.

- Defining a walkway in A-casting between offices and shops, move material, paint lines and install barricades.

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Potroom mandate: to safely produce 245,000 tonnes of hot metal

Potroom focus is safety first

Potroom manager Frederic Laroche talks candidly and optimistically about improving production, health, safety and environmental results during 2005.

In terms of production and safety results for 2004, reduction manager Frederic Laroche acknowledges that it was not a very good year. "We were short by 2,000 tonnes of hot metal and we had 18 lost time accidents – too high, as well as too many restricted work and first aid visits," Frederic states.

So far in January 2005, there hasn't been a lost time in the reduction organization, but the number of first aid visits does concern Frederic. "Far too many people are getting injured, and this is unacceptable," Frederic says.

Employees visit first aid for pain to the elbow or back, cuts and abrasions, irritation to the eyes, burns and fractured bones. While reviewing the number of first aid visits for the previous months of January – in 2005 there were 84; in 2004 there were 83; in 2003 there were 109; in 2002 there were 79 and in 2001 there were 131.

"We have to work together to improve this situation," says Frederic. To combat this alarming trend and to increase health and safety awareness, Frederic and his newly appointed lines organization is implementing a 'structured' approach to resolving health and safety issues more quickly.

New lines organization

"With the placement and development of a strong team with operational backgrounds, we have the opportunity to build a stronger organization, one that is dedicated to making a step change in EHS – environment, health and safety," says Frederic.

The team: Tino Pereira in lines 1&2; Bill Taylor in lines 3 to 5; Louis Thiffault in lines 7&8; Ralph Braun in reduction services and Dave Fowler at APP/Coke Cal.



▲ Frederic Laroche

"It is a positive step. Case in point – during the last quarter of 2004, we were above plan in hot metal production, pots out, pot replacement and turn-around. This rolled over to significant improvements in health and safety as well as a decrease in our emissions. We were in good shape to start 2005," says Frederic.

Safety tours

To increase safety awareness, to identify issues and to address employee concerns, the mandate for each superintendent and supervisor of the area is to tour their areas every day between 8 and 10 a.m. Others are asked to participate, offering different perspectives and could include supervisors from other departments, maintenance people and area occupational health and safety representatives, when available.

OH&S meetings

Building a stronger team structure to improve production, tackle environmental issues and most importantly, increase the awareness of health and safety is a primary focus this year. "Our area's occupational health and

safety meetings (OH&S) with our new management team will have a better ability and opportunity to support and address issues of concern. Each superintendent also co-chairs their area OH&S meetings to improve safety results," Frederic notes.

Joint committees

Joint committees are working on improving floor slabs led by Paul Bjorn. A microenvironment committee is mandated through KKOHS&E to improve air quality and conditions within vehicle cabs and crane cabs led by Terri Taylor.

Area ergonomics committees are assessing a variety of items, such as pot poking to reduce wrist, elbow and shoulder injuries; crane operations in lines 7&8 to assess console concerns and joystick improvements led by Vincent Dang.

A vehicle committee is involved in assessing and purchasing new vehicles. This year, the lines will receive 10 new crustbreakers. Separately, there is a vehicle sub-committee of the KKOHS&E to separate pedestrians and vehicles led by Tino Pereira.

EHS solutions

With the introduction of the 'pager system' in the potrooms to reduce the frequency of anode effects, it has helped to stabilize and better control the process, which also happens to reduce emissions. More importantly, it helps to reduce employee exposure to heat and fumes, burns and repetitive movements.

In very basic terms, the potroom process computer sends a message to the pager saying that the pot is about to come 'on light', which tells the employee to break the crust before this happens. It reduces the number of times that employees have to 'kill a light'.

As well, a new 'high softening point (HSP) pitch' is being introduced to the process, which

has reduced PAH gas generation and again, reduces employee exposure.

Continuous improvement projects

Continuous improvement (CI) initiatives in the potrooms helped to improve potroom process significantly in the last quarter of 2004, as far as pots out, pot replacement and pot turn-around time; significant gains were made by the efforts of many people involved. To complete this circle, a CI project this year is to increase the number of anodes delivered from potshell repair (226). Another CI project involves eliminating items from falling from the cranes. You'll be hearing more about other CI projects, in upcoming issues of *ingot*.

Reinvestment

The KHALE project (Kitimat High Amperage, Lower Energy Pot), another CI project will increase the output of pots by five per cent and reduce pot energy consumption by two per cent.

"It's a \$6-million investment in the potrooms and very exciting for Kitimat Works," says Frederic. "It will significantly improve operations, environmental concerns and protect the health and safety of our employees as well as increase employee job satisfaction."

The timing of KHALE as well as the work that has been done with the CAW to develop a new potroom organization looks promising. Frederic is pleased about the direction and discussions that have been held with the CAW executive.

"There's been a tremendous amount of work over the last year and we look forward to a successful conclusion and implementation soon," Frederic concludes.

Managing from a customers perspective

Capital investment challenges

Louis Laganriere bids adieu to reduction operations and says hello to project engineering. He thinks it's a 'capital' idea.

As the newly appointed capital investment superintendent for the project engineering group, and with a budget of \$40 million to manage, Louis Laganriere is redefining his view of project work—but that's not to say he'll forget what it's like to be a customer of engineering services.

After all, he was superintendent of reduction operations in lines 3-5 for more than two years.

"It's a fact that operating departments are always trying to improve things, whether it's the process or the infrastructure," Louis points out. "From an engineering point of view, it's important that these projects meet the customer's needs. From the customer's point of view,



▲ Louis Laganriere

it means fully defining their expectations at the beginning of the process.

"Getting it right in the early stages is the key," he continues. "Both engineering and the customer have to do a good job on their front-end analysis because this is the stage that will determine a successful project outcome."

Louis' team leaders are Bob Robinson, Vincent Dang, Tony Kreuzinger, Bruce Sheedy, and Darren Sarich.

He'll also be responsible for managing the \$40 million allocated to Kitimat Works capital projects budget.

"Forty million dollars is a lot of money, even though some say it's not enough," Louis points out, "but it's a significant sum of money to spend on capital projects."

Louis and his group will ensure that it's spent wisely, as Montreal will audit APMG

projects to confirm they add value to the company and generate a return on investment for Alcan.

Where is the money being spent? The highest value projects include KHALE, the Kitimat High Amperage, Low Energy Pot Project, set to start in line 7 in 2005; the DC4 furnace capacity increase project; and the powerhouse turbine needle upgrade project in Kemano.

"I'm very enthusiastic about this new role and the opportunity to get to know the new group of people I will be working with," concludes Louis. "I'll have to learn what the organization is all about and like any new leader, challenge it where it needs to be challenged."

And an office with a nice view doesn't hurt either.

Brainstorming for continuous improvement

Power operation's employees attended a three-day workshop in January to use the continuous improvement process.

Power operations' employees explored the voice of the business, customer, process, EHS First and employee. Staff participated in brainstorming activities generating ideas for improvement projects.

General supervisor power operations maintenance Mike Smith and CI black belt champion Yvan Morissette coordinated the workshop. Director of operations Paul Henning opened the workshop while Yvan, Mike, Gaetan Tremblay, Dave Dhaliwal, Shawn Zettler, Dan Bouillon, Ralph Braun, Nick Tremblay, John Rilkoﬀ and Bruce Sheedy made presentations. Wolfgang Schmitz, CI director for Alcan, also participated.

"Wolfgang was very pleased with what was accomplished and was impressed by the employees co-operation and respect towards each other," says Yvan.

"The workshop was a good team building exercise for the whole organization," adds Mike. "We had a 100 per cent participation rate."

"The CI selection process was used to select ideas, initiatives and projects and weigh them against the benefit/effort matrix," explains Yvan. "This means looking at the benefits, value creation and the EHS First performance improvement aspects and comparing them to the effort, financial investment and time needed."

Employees identified 114 potential projects, narrowing the list to 29 to define in more detail. Six projects were selected to have mandates written and project work assigned.



▲ CI selection workshop participants paused for a photo at the conclusion of the workshop. Back row from left, Peter Cotter, Dave Dhaliwal, Mike Smith, Ken Whittington, Eric Halland, Dave Tasker, Alan Brumwell, John Rilkoﬀ, Mario Feldhoff, Ralph Kerman, Don McAndrew, Michael Kant, Ralph Braun, Larry Wilyman, George Weeks, Bob Walker, Wolfgang Schmitz and Dale Webster. Front row seated, from left, Bruce Sheedy, Andrew Simpson, Mary Gunderson, Suzana Clemente, Malcolm Hill, Jerry Zechel and Yvan Morissette.

The workshop gives employees the tools to keep the process alive by selecting projects with the most benefits. The projects and new database of ideas



created will be monitored by the power operations best practices committee.

CI selection workshops are planned yearly and the next one will involve hourly paid employees.

Collective labour agreement set to expire in July, 2005

Company's negotiating team

Preparations are underway to renew the contract between the membership of Canadian Auto Workers Local 2301 and Alcan Primary Metal - B.C.

With a collective labour agreement set to expire on July 23, the company has named four employees to its 2005 negotiating team. The group includes two familiar faces and two new ones.

Coming back for his second set of negotiations is company spokesperson Kirk Grossmann. Time spent on the 2002 negotiating team and a year as labour relations superintendent have helped clarify many of the issues facing the company and its employees in 2005. Kirk joined Alcan in 1975 when he hired into the potroom organization. In 1984 he received his journeyman millwright status and in 1992, took on the role of planner. He was named chief planner in 1998, maintenance general foreman in 2000, maintenance superintendent in 2002, and in 2004, he became labour relations superintendent.

Also in her second set of negotiations is labour relations supervisor Laurie Levesque. Laurie is a 25-year company



▲ The company's negotiating team, from left, are Tanya Stevenson, Kirk Grossmann, Laurie Levesque and Frederic Laroche.

veteran who joined Alcan in 1979 in the word processing department. In 1983, she moved into the human resources field as an employment and placement assistant. Assignments in compensation in 1985 and in health and safety in 1988 were followed by a transfer to the labour relations department in 1998.

She brings on-the-job knowledge about various aspects of the human resources/ labour relations issues in her role on the negotiating team.

New to the team is reduction manager Frederic Laroche. He joined Alcan's Arvida Research and Development Centre in 1988, transferred to Kitimat

Works in the summer of 2000 and is continuing to develop his potroom process expertise. Frederic is looking forward to representing the company on the 2005 negotiating team. Gaining invaluable insight and experience over the last year, Frederic and potroom staff have worked closely with the CAW to develop a new potroom organization. "Through this experience I've learned a lot and better understand and appreciate the union's point of view," he says.

Tanya Stevenson is new to negotiations and is the fourth member of the company's team. Her career with Alcan was launched in 2001 when she joined human resources as an organizational development and training consultant. In 2003, she was asked to manage the smelter's staffing needs. Tanya has a Bachelor's degree in commerce with a major in human resources and she brings her knowledge of the company's goals for people management and employee development to the negotiating team.

Apprenticeship Openings at Alcan Primary Metal – BC

The company is inviting applications from permanent employees for the following apprenticeship openings in 2005.

Three (3) Electricians

Applicants for the above positions MUST have Grade 12 graduation with the following courses: Math 11 or Algebra 11 or Applied Math 12 or Principles of Math 11 or CCP Math 0401/0402, Physics 11 or CCP Physics 040, and English 12 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math, Science, Physics and Algebra through written examinations.

Three (3) Millwrights

Applicants for the above positions MUST have a minimum education level of Grade 10 with the following courses: Science 10 or CCP Science 10, Math 10 or Applied Math 10 or Principles of Math 10 or CCP Math 0301 / 0302 and English 10 or CCP English 030 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math and Science through written examinations.

Industry Training Authority (ITA):

Recommends Grade 12 graduation, with appropriate Math, Physics and English, as prerequisites for entry into all apprenticeships. Visit the ITA website at www.itabc.ca for more information regarding apprenticeships.

To Apply:

If you qualify and wish to apply, please contact Christa Brais at the Learning and Development Center, Building 158, office 204, between the hours of 8:30 a.m. to 12 p.m. and 1 p.m. to 3:30 p.m., Monday to Friday, for an application form. All completed application forms are to be submitted personally on or before April 1, 2005, 3:30 p.m., to Christa Brais. Applications not completely filled out will be considered invalid and returned to the applicant.

Candidates will be selected based on the merit of results from testing and an interview. Proof of educational standards (supporting documents) must be supplied by the deadline date. Non-Canadian transcripts or diplomas must be taken to the B.C. Ministry of Education for a Canadian equivalency rating prior to the closing date. Those employees wishing to upgrade for these and / or future apprenticeship openings should contact the Kitimat or Terrace Campus of Northwest Community College, Kitimat – 632-4766, Terrace – 635-6511 re: Alcan Apprenticeship Upgrading. Further information may be obtained by contacting Gerry Skitcko at 639-8751 or local 8751.

A new benefits and pension administrator settles in

Introducing Lucy Miani

The last impression an employee has of Alcan, as they begin retirement, is Lucy Miani's congenial personality.

Lucy Miani was born in Portugal and immigrated to Canada with her parents, brother and sister in 1972. She graduated from Mount Elizabeth Secondary School and from a college business administration program. She joined Alcan's reduction services organization in 1986, as temporary staff. A few weeks later two job opportunities came up, one in invoice approval and the other in payroll.

She accepted the payroll position and worked there for 13 years before accepting the role of human resources systems administrator, where she became involved in the maintenance of employee records and report generation initially using the *JDEdwards* system before implementing the *PeopleSoft* system.

Life / work skills

"I learned a great deal about the human resources side of data gathering versus payroll," she explains. "It was very technical but I had exceptional support from our IT systems analyst. It was job growth and career development and I believe it has helped me prepare for my current job."

Payroll is geared to following the rules as outlined in the collective labour agreement,



▲ Lucy Miani

whereas the systems work offered Lucy an opportunity for creativity, analysis and troubleshooting. When she became involved with implementing the *PeopleSoft* system, she felt fortunate to have been a part of this team.

"We had a short timeframe to investigate, setup and install the system before training all of our HR practitioners. It was a huge learning curve but I thoroughly enjoyed the experience," she says.

Benefits calls

Lucy is APM-BC's new benefits and pension administrator,

replacing newly retired Pauline Marcial. Her first taste of benefits occurred a few years ago, when Alcan offered an early retirement incentive program and she assisted Pauline and others.

"I have big shoes to fill," she claims. "Pauline was an exceptional administrator and was (and still is) much admired by the Alcan retirement community."

While many of the basic Alcan employee benefit questions are handled by Oracle Financial Services, Lucy says, for her, answering questions is an opportunity to maintain contact with employees and retirees in particular.

Lucy was very touched by one retiree's observation ... "Your job is very important because you are the last impression an employee has of the company before retiring – you are the last visual face of Alcan."

The retirement process begins four months in advance, meeting with the retiree to review, estimate pension options and complete the paperwork, which is forwarded to Montreal. Lucy is very aware that as an employee begins retirement, she ensures they leave happy and content and that they have selected the best retirement package for their future. Since

last fall, Lucy has assisted 32 employees to retirement.

Welcoming nature

Lucy by nature is a welcoming, helpful, emphatic person and the most difficult part of her job is assisting a widow or widower to complete the necessary paperwork.

"I don't think I would have been able to handle this aspect of the job earlier in life, but I'm comfortable about offering my assistance now, as people enter another phase of life. I feel rewarded that I can help to ease their pain somewhat," she says. Lucy relates that she is her mother's primary care giver, and has learned patience, caring and understanding. She's able to relate to others who are in need because of her own personal experience.

Goals

What are Lucy's goals? "To learn this job inside and out," she laughs. "Just when I start to feel comfortable, someone will ask me a question that I'm not sure of, but by doing the research, I have been able to find the answer. I'm personally gratified when I sense in others that I've been helpful," Lucy concludes.

Nechako Reservoir at-a-Glance



As of February 13, the reservoir elevation was 2796.43 feet above sea level. The long-term average for this time of year is 2793.14 feet above sea level. The inflow into the reservoir during January was 163.6 per cent of the long-term average. The inflows for the September 1, 2004 to January 31, 2005 period have been the highest on historical record.

The reservoir storage at present is at 138 per cent of the long-term average storage. The February 1 manual snow survey indicates that the snow accumulation to date is 99.8 per cent of the long-term average for the three high mountain sites. The second manual monthly snow survey will be carried out on March 1.

Spillway discharges are currently set at 31.40 cubic meters per second.

◀ Skins Lake Spillway

Preventing spills, measuring emissions and recycling materials

Reducing environmental impacts

Do you know what to do when you come across a spill, the rules of the wood burn area, fluoride emission sampling or why it's important to segregate your waste?

Spill response

A spill is any material wet, dry or gaseous spilled from its original container or intended container. Know the location of your areas spill clean-up material. It's the responsibility of all employees to report and take steps to clean up a spill.

What are the steps you need to take?

Step 1 — Notify plant protection

- Please call 8273 in Kitimat or call 3030 in Kemano,
- Please identify yourself,
- Please describe what you observed and provide the spill location.

Step 2 — Assess the situation and take immediate action

- If it's safe to do so, try to stop or isolate the spill.
- If it's a hydraulic leak, shut down the equipment. If it's a burst product line, locate and shut off the valve.

Step 3 — Contact your supervisor

- Quickly contact your supervisor. (S)he needs to know what happened or what you've seen. Describe the situation.
- Confirm a clean up plan.

Step 4 — Clean up the spill and dispose of the spill clean-up material

- Clean up the spill promptly, following the clean up plan. Different types of spills require different plans. If you're uncertain how to clean up a spill ask for support.
- Remember a spill isn't considered cleaned up until all the spill clean up material is disposed of properly.

Bag the clean-up material separately and place on a pallet board, protected from the elements. Booms and floor mats should be placed in a separate bag from the floor dry because they're disposed of differently. Issue a work ticket for mobile equipment to pick up. In some cases, mainly solid spills, the material will be put back into the process.

Preventing spills

Learn from previous spills and identify high-risk areas. With input from the whole crew you could identify quick fixes to prevent future spills. You know the best way to prevent spills in your area! Let your supervisor, your OHS&E representative or ESD staff know!



▲ Spill kits are located at the end of each work bench in the main garage.



▲ Mobile equipment operator **John Ribeiro** picks up a pallet of batteries, ready to go to recycling, wrapped by garage employee **Gord Correia**, left.

Did You Know?

Office facilities maintenance employees take beverage containers you recycle in the plant to the Kitimat Bottle Depot and the proceeds are donated to the Kitimat General Hospital. In the main office, employees collect bottles and donate the proceeds to community clubs and the SPCA.

Be safe in the wood burn area

Safety is Alcan's number one priority when people enter the wood burn area to collect pieces of wood. It's monitored by plant protection. You should be aware of the following rules:

- You must be 19 or older to enter the site.
- Those using the area do so at their own risk.
- You must sign in at the main gate each time you want to enter the wood burn area.
- Wood salvaging is only permitted during daylight hours.

Vegetation monitoring of fluoride and sulphur impacts

APM-BC has conducted sampling since 1970 and data shows generally that plant health has improved.

Kitimat Works monitors vegetation near the smelter and in the Kitimat Valley to determine the impact of fluoride and sulphur emissions.

Independent consultants collect annual samples of Hemlock at the end of each growing season, usually in September and October. Hemlock is used because it's hardy, well distributed throughout the valley and provides reliable results involving fluoride and sulphur absorption. Every second year, an expert

from the Boyce Thompson Institute for Plant Research at Cornell University in New York State conducts vegetation observations/surveys in the Kitimat Valley. The expert surveys plant health and determines if insects, disease or pollution is damaging the plants.

Survey data is reported to the Ministry of Water, Lands and Air Protection; the APM-BC Public Advisory Committee and in the APM-BC Environmental Annual Report. Visit the Alcan in BC website at www.alcaninbc.com or the Kitimat Public Library to view the report.

Recycling and segregating waste

Whether its steel, wood, copper, oil, paper, batteries or dross, segregating your recyclable material is an important step to reduce plant waste and extend the landfill life span. Recycling containers are located throughout the plant, colour coded for each type of material, and clearly labelled. Different companies process the recycled material, ensuring proper segregation is crucial.

Paper recycling

Each area is responsible for ensuring pickup of their recycled paper. Common contaminants found in paper blue bins include carbon paper, overhead transparencies, apple cores, plastic wrapping, earplugs and wet paper towels. One stray apple core or a wet paper towel can contaminate an entire bin. What can you do?

- Keep the paper recycling bins dry and out of the elements.
- Keep garbage out of the bins.
- Place binders and catalogues directly in the green KUTE containers, they're too heavy for paper blue bins.

Cardboard

Each area is responsible for the pickup and delivery of cardboard to the baling area. What cardboard is recycled?

- Corrugated cardboard boxes;
- Boxboard, like cereal boxes;
- Brown paper bags;
- Unbleached file folders;
- Green hanging files.



▲ Office facilities maintenance employee **Yvonne Alves** empties a bottle-recycling container. The bottles will be transported to the Kitimat Bottle Depot.



▲ Office facilities maintenance employee **Margaret DaSilva** dumps paper recycling into bins to take to the KUTE container.

Recycling Report 2004

Thanks to employees' recycling initiatives, Kitimat Works recycled the following material in 2004.

Aluminum Dross (Skim) 4,753 S/T	Electrical Wire 100 S/T	Batteries (Lead Acid) 40 S/T	Waste Gas/Diesel 615 L	Fluorescent Bulbs 9,297 EA	Note: S/T = short tonnes L = litres KG = kilograms EA = each Conversion example: Stainless Steel 6 ST x 2000 = 12,000 pounds recycled
Aluminum Saw Chips 279 S/T	Ferrous Scrap Metal 5,946 S/T	Transformer Oil 89,303 L	Paint Sludge/s 2,870 L	H.I.D. Bulbs 875 EA	
Aluminum Pot Pads 759 S/T	Mild/Stainless Steel Mix 60 S/T	Waste Oil 55,170 L	Waste Grease 1,369 L		
Aluminum Scrap 66 S/T	Stainless Steel 6 S/T	Oily Water 32,725 L	Oil Filters 2,550 KG		
	Brass/Copper 1 S/T	Waste Solvent 1,230 L	Oily Rags 2,800 KG		

CORPORATE SPONSORSHIP

Alcan Sponsors Northern BC Winter Games

It's game time

Alcan renews its corporate sponsorship of the Northern BC Winter Games.

On January 31, director of operations Paul Henning and the Northern BC Games Society president Bob Irwin signed a renewed partnership agreement, that positions Alcan as the lead corporate sponsor of the Northern BC Winter Games.

Alcan's commitment to the games began in 1975, originally sponsoring the medals. Over the years, sponsorship has grown. In 1999, Alcan announced that it would become a corporate partner of the games.

"We greatly appreciate Alcan supporting this worthwhile cause in the northern communities and helping us to promote physical fitness, individual and team accomplishment, and community spirit," says Bob.

"Kitimat hosting the games last year was a highlight for Alcan because it complimented our own 50th anniversary celebrations," comments manager of corporate affairs and community relations Colleen Nyce. "We saw



▲ Director of operations **Paul Henning**, left, presents a cheque to Northern BC Games Society president **Bob Irwin**.

first hand how positive the event was for the Kitimat community and that reinforced the vision Alcan had to continue corporate sponsorship of the Games."

Colleen and Justus Benckhuysen, supervisor environment and corporate affairs, represented Alcan at the 2005 Northern BC Winter Games held in Dawson Creek, February 3 to 6, where some 126 athletes from the Kitimat/Stikine region participated. The 2006 Northern Winter Games are to be held at 100 Mile House.

The 2006 Northern BC Winter Games are to be held at 100 Mile House.

SUSTAINABLE PARTNERSHIPS

Partnership provides benefits to northern communities

Alcan/PSF ink salmon agreement

During the next two years, community groups in the north will have access to funding to help implement salmon conservation projects, thanks to a partnership between Alcan and a sustainability-focused foundation.

Alcan and the Pacific Salmon Foundation (PSF) are teaming up in a partnership that will see Alcan contribute a total of \$60,000 over two years towards northern community-based salmon conservation projects. PSF will administer the funds on Alcan's behalf. (Editor's note: This is not the first time Alcan has made a significant contribution to a salmon conservation program. From 2000 - 2005, Alcan formed a partnership with the Vancouver Aquarium to demonstrate and research the life-cycle of Pacific salmon stocks.)

Unveiled on January 18 at the Kitimat Rod and Gun Club, the partnership follows on the heels of a review by Alcan of its partnership commitments through its Community Investment Fund (CIF).

According to Richard Prokopanko, Alcan's B.C. director of corporate affairs, the review helped the company shift the CIF's focus onto opportunities that will benefit the communities that make up Alcan's operating region. "In this instance, we're looking at a program that will benefit a region stretching from Prince Rupert in the west to Prince George in the east and from Terrace to Rivers Inlet.

"By supporting the world-renowned Pacific Salmon Foundation, we'll be supporting smaller organizations in northern communities that may otherwise have difficulty securing funds for salmon conservation projects," Richard continues.

Dan Bouillon, Alcan's Kitimat-based superintendent of marine and external environmental affairs, worked closely with Richard and the PSF to develop the framework of the partnership.

"We had been in discussions with PSF for about a year prior to announcing the partnership," explains Dan. "During that time, we met to discuss the mechanics of the partnership and provide them with the criteria we felt were necessary to help reflect the new objectives of Alcan's Community Investment Fund, including the need to see the fund benefit communities in our northern operating region," explains Dan.

The Alcan/PSF partnership criteria can be summarized as follows:

- To conserve and rebuild Pacific salmon stocks in northern B.C.
- To increase the number of technically sound community-based salmon projects in northern B.C.
- To ensure that significant funding is available to technically sound, volunteer-driven community projects in the north.
- To create a public profile for the work done by community volunteers on behalf of Pacific salmon.
- To promote the work done by Alcan and the PSF in northern B.C. on behalf of salmon and community volunteers, First Nations and fishing organizations.



▲ **Dr. Paul Kariya**, right, executive director of the Pacific Salmon Foundation (PSF), accepts a gift from **Richard Prokopanko**, Alcan's B.C. director of corporate affairs, on the occasion of the January 18 signing of the partnership agreement between Alcan and the foundation.

Both Richard and Dan agree that there are a lot of good ideas in the communities of northern B.C. and it's hoped that this partnership and the funding that comes with it will bring some of those ideas out of the woodwork.

For more information about the PSF's community salmon program, call 604-664-7664 or visit the foundation's website at www.psf.ca.

Employees active in the community

KWSA Ski Trip to Shames Mountain in Terrace March 12, 2005

Transportation

Bus leaves ESSO at 8 a.m. Bus arrives at Shames at 9:30 a.m.
 Bus leaves Shames at 4 p.m. Bus arrives at Mount Layton Hot Springs at 5 p.m.
 Bus leaves Mount Layton at 9 p.m. Bus arrives at ESSO at about 10 p.m.

Cost: \$15 per person, which includes dinner buffet at Hot Springs

Two-hour swim: Pool is \$3.50 per person. Slides are \$5.50 per person

Dinner: 7 p.m.

Ski Costs

	Lift	Lift & Rental Ski	Lift & Rental Snowboard
Adult	\$26	\$41	\$50
Youth (13-18)	\$18	\$34	\$42
Junior (7-12)	\$13	\$29	\$37
Senior (65+)	\$18	\$34	\$42
Child (6 & under)	FREE	FREE	FREE

Lessons

Ages 7 and up 11 a.m. which includes handle tow pass, rental and 1.5 hour lesson for \$35.95. For an extra \$5 you can get a lift pass for the mountain.

Ages 6 and under \$27 (private lesson required).

Your responsibility

Alcan families are welcome. It is the responsibility of each person to pay for his or her own ski pass, rental and pool entry at Mount Layton Hot Springs. If we can't fill the bus, we will open it up to the public.

Contact

Doug Linton at local 8490 or at home 632-7797
 Clayton Merritt at local 8782 or home 632-4077



▲ Alcan's economic development officer **Don Timlick**, left, presented a cheque to **Godfrey Grant** of the Kitamaat Athletic Club. These funds are to be disbursed to all other athletic organizations that come under the Club's umbrella.



▲ Alcan's director of operations **Paul Henning**, centre, presented the A-event winners with their trophies during the 2005 Aluminum City Bonspiel. Alcan sponsors A-event. The winning team, from left, is **Darren Regush, Greg Morgan, Gary Habinger and Jim Yakiwchuk**.

page 1 ... Hotspots – Pedestrians and Vehicles

- Reviewing utilities parking at the control room. For conveyors area reviewing parking at Bin 40 and at the APP, assessing traffic at truck unloading station #1.
- Installing barricades at centre passage at lines 3 to 5 south ramps.
- Main gate traffic lanes – people dismount from vehicle and walk across traffic lanes. Post signs and communicate policy to contractors and plant personnel.
- Pedestrian walkways between B158 and B162 clearly marked with stop

signals and communicate to employees to respect signage.

- In A-casting implementing a walkway along the north side of the A area Tac building to prevent employees from cutting through casting.
- One initiative at lines 1&2, a committee is working with potlining to free up anode storage bays to use for vehicle and equipment parking, which frees up pedestrian walkways and barricades can be put into place.

In conclusion

I urge all employees to get involved, offer suggestions and

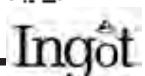


▲ **Paul Henning**

take a more active role in helping us to improve our plant's safety performance. All of us have a responsibility and a role to play to ensure for the safety of ourselves and of our co-workers.

There are many areas in the plant that are achieving real improvements.

Be a part of the solution, not the problem. Get involved – move forward – eliminate accidents / incidents from our workplace.



Kemano technical library undergoes 5S project

Where's that manual?

5S principles were used to transform the Kemano technical library into an easily accessible resource for employees.

Inspired by his office's 5S certification, electrical technician Larry Wilyman contacted Kitimat Works 5S specialist Mike Biron to discuss, and they eventually agreed, that the Kemano technical library would be an excellent 5S project. It would increase efficiency, decrease research time and lower costs. Larry enlisted the administrative services of Nicole Barriault, who had been working on several power operations projects.

"Larry and Nicole developed a well-designed library with control measures that make access easy. A lot of thought went into the project. The new library is an excellent example of a project that aligns with best practices," comments Continuous Improvement champion Yvan Morissette, who recently visited Kemano.

"We worked on the library for six weeks, arranging manuals and documents into new binders, weeding out obsolete material, naming each section and creating a library index for quick reference," explains Nicole. "Mechanical engineer Michael Kant helped us organize the mechanical manuals and documents.

"We created a card check-out system and updated the existing library database in Lotus Notes™, entering key words for searches." Vickey Hume from the application services team created a web-based version of the library.

"I helped Larry and Nicole come up with some of the ideas of colour coding the library, creating an index and setting up and designing the room," explains Mike. "We also relocated the printer and photocopier."

You can instantly tell if a document is missing because of the colour coding and numerical system. Raised tabs along the inside of the shelf were designed specifically for the size of the binder housing the manuals and documents so they can't be put back incorrectly. "A document stands out like a sore thumb if it's put back in the wrong place," comments Larry.

When equipment breaks down employees refer to the manuals and documents located in the library. "When they can't find the manual it leads to increased man-hours and equipment down time. This problem will be eliminated once all employee training has been completed. My job of controlling the library is easier now, with the 5S changes I can readily find a manual or document for an employee," Larry concludes.



▲ From left, Larry Wilyman, Nicole Barriault and Mike Biron study the index they created for the Kemano technical library.

"The new library is an excellent example of a project that aligns with best practices."

- Yvan Morissette

BEFORE



▲ The Kemano technical library before the 5S changes were implemented.

AFTER



▲ The complete transformation of the Kemano technical library, now colour coded and clearly labelled.

In the event of a tsunami

Emergency preparedness

Kitimat Works' emergency preparedness procedures set out the steps to take if a tsunami warning is received from the Provincial Emergency Program, via the local RCMP detachment to plant protection dispatch.

When the plant receives a tsunami warning from the Provincial Emergency Program (PEP) the Kitimat/Kemano emergency preparedness coordinator, Jim Howie, or alternate may implement one of the following courses of action, depending on the location of the event that caused the disturbance, its magnitude and the estimated time of arrival.

Options may include:

- 1 Evacuation of the wharf.**
- 2 Evacuation of the total plant.**
- 3 No immediate action.**

In an evacuation situation plant protection members contact each area and instruct them

to proceed to their muster stations. Once at their muster stations, employees will be instructed to re-muster at the following plant-site muster stations.

- Central B-area to Main Gate;
- North B-area to B-gate;
- A-area to A-gate;
- Wharf/APP area to wharf gate.

If a tsunami is imminent, employees will evacuate to the following locations deemed to be at a safe elevation.

- Wharf gate will evacuate to the parking area designated as the upper Kemano parking lot, near the Moon Bay access road;

- A-gate will proceed to the 'A' Hill Tanks on the west side of the highway, south west of the A-area parking lot;
- Main Gate and B-gate will proceed to the 'B' Hill Tanks on the west side of the highway, above the rifle range.

A tsunami warning doesn't necessarily mean a tsunami will occur. In 1985 and 1994 tsunami warnings were issued by PEP but later cancelled. A tsunami generated in the Pacific Ocean has to wind around the Douglas Channel, making the likelihood of damage caused by regional tsunamis low. Tsunamis generated from local mudslides like the one in 1975, that damaged the old Northland dock and the

Kitimaat Village docks, would be the most likely cause of a tsunami affecting the plant.

Stay tuned, as a plant wide tsunami exercise is planned for early spring.

**STAY TUNED,
as a plant
wide TSUNAMI
EXERCISE
is planned for
early spring.**



MILESTONES

Employees celebrating anniversaries with Alcan

30 Years



▲ Marilyn Smith
Building Serviceman



▲ Lindsay Thomson
Director Metal Products

25 Years



▲ Ian Auton
Casting Operator

15 Years



▲ Allan Colton
Millwright

10 Years



▲ Michael Jeffery
Electrician

5 Years



▲ Shaun Edwards
Senior Cell Operator

5 Years

Lanny R. Cartie
Victor E. Dollemore
Adam A. Jomini
Michal A. Koza
Mario J. Pinto
Antonio D. Santos
Gilberto Silva

10 Years

Michael J. Szmata
Ralph W. Whitehead

15 Years

John P. Carrita
Steven R. Everitt

20 Years

Mark Z. Ciemniak

25 Years

Serafim S. Medeiros
L. D. Lewis
Manfred Notheis
James A. Robertson
Gerald C. Gilchrist

30 Years

Alain R. Deschenes

NOTICE

As of this issue, *ingot* will recognize the names of all employees who are celebrating an anniversary each month. But, please, we would still like to take your photograph. For an appointment, call *ingot* at 8519 or 8496.



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Alcan 2005 Community Investment Program

Requests for donations, sponsorships, scholarships or community investment opportunities are to be submitted in writing, at least one month in advance to:

**Ms Teresa Guest,
Community Investment Program Coordinator,
Alcan Primary Metal - BC,
P.O. Box 1800,
Kitimat, BC V8C 2H2.**

For a detailed outline of accepted criteria, please contact Teresa at 250-639-8595.

