

# Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA



▲ Richard Lovell is our profile this month. **Read page 5.**

For Alcan employees, retirees and their families

## HoT ToPICS



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Ingot readership survey completed. Changes to come. **Read page 3.**



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Employees upgrade fire fighting skills. **Read page 11.**

## DIRECTOR'S THoUGHTS: Working together to achieve solutions

# Challenges and opportunities

Alcan Primary Metal – BC Works Manager Paul Henning looks forward to challenges and celebrations as our 50th Anniversary year begins. By working together he's optimistic that we will achieve maximum results.

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**W**orks Manager Paul Henning continues with his series of monthly *ingot* articles as he talks about issues and viewpoints, and explains business challenges, expectations, initiatives and programs.

### EHS

Obviously, safety is a key performance issue, not only for you, as an employee but for Alcan Inc. worldwide and for myself, as works manager.

Closing out 2003, we ended the year on target according to our safety plan, but the last four months were a bit of a struggle. There were too many incidents and too many employees got injured. We must accept responsibility for the safety of our fellow employees and for ourselves.

The focus for me this year is to lead and talk more about *EHS First* and what it means for you,

as an Alcan employee. This system is integral to Alcan's overall integrated business management system. It aligns with our risk management systems, our joint Health and Safety program and our business unit objectives.

We have demonstrated that by working together we can achieve results. For example, we achieved QMI registration of our risk management system for Environment, Health and Safety and Quality in December, thanks to many employees. I know we can succeed and in the weeks and months to come, more information will be provided to you about how you can contribute, get involved and commit to *EHS First*.

### Production performance

By year-end we had achieved better than plan on the number of pots operating, but not enough to overcome the 900 tonne deficit from plan.



▲ Works manager **Paul Henning**

Casting performance was excellent – not only did the employees achieve zero lost time accidents, a fantastic

**Continued on page 2**

Project corrects 50-year-old deficiency

# Moore Creek diversion completed

For the past 50 years, Moore Creek has received storm water run-off from certain areas of the smelter. Not any more. Now the water bypasses the creek and goes directly into 'B' Lagoon for treatment.

When construction on Kitimat Works began 53 years ago, it was standard practice to drain storm water directly into creeks, such as Moore Creek. Today, however, it's no longer an acceptable practice. As a result of changes in environmental regulations and corporate responsibilities, the company has implemented a program to redirect surface water runoff away from the surrounding waterways and into the smelter's network of settling lagoons east of the plant.

The most visible aspect of this program to date has been the Moore Creek drainage diversion. The intent of the diversion was to channel surface water collected from an area stretching from the medical building to main gate and direct it past Moore Creek into newly installed storm sewer pipes.



▲ Moore Creek runs through the smelter. The drainage diversion project is now completed.

"The Moore Creek diversion was an important project for the plant because we were concerned with the quality of the stormwater and the need to protect fish habitat around the smelter," explains environmental engineer Shawn Zettler.

Major project engineer Gary Martin, led the project from the beginning. He notes that laying the storm sewer pipe was one of the more difficult phases of the project. "The excavation crew had to dig a trench 18 feet below grade," he explains. "Working that far down is difficult at the

best of times, but in this case the crew was confronted with all kinds of debris that was used as fill during smelter construction."

In spite of adverse conditions, the crew maintained an excellent safety record and managed to keep construction debris out of Moore Creek.

Both Shawn and Gary would like to thank all employees for the patience and cooperation shown during the course of the project, which at times blocked traffic along the road north of line 5.

"The crew in the air-conditioning shop were particularly affected by the closure and were very patient with the people doing the work," recalls Gary.

With this phase of the project nearly complete, attention in 2004 will focus on further improvements to plant drainage systems, particularly at the wharf and at the spent potlining site.

## FEATURE

page 1 ... Employees celebrate anniversary milestones

achievement, production at DC4 was timely supporting the upswing in the sheet market. Billet was challenged because of a softer market, but production still contributed to the bottom line.

The Strathcona Plant achieved two milestones – the rebuild of the plant and 13 years without a lost time accident in 2003. This performance is one that Strathcona employees can be proud of.

The net result was a solid year financially, mainly due to LME values supported by strong value-added products – sheet, billet and power.

### What else is ahead?

The achievements of 2003 set the stage for this year but with challenges internally and externally, and I'll summarize these.

Internally we must maintain our focus on operations, emphasizing safety first. Sadly, we had, two lost time accidents in January, so the 2004 plan is already challenged and that means we are going to have to be

exceptional for the rest of the year to achieve the plan – zero injuries.

One initiative we will be concentrating on is mobile equipment / vehicle safety. We will introduce the 5S principles to vehicles as well as analyze the interaction between vehicles and people. We lost ground last year due to vehicle incidents, so we are going to pay particular attention to mobile equipment. But we need your help and input to develop solutions. Volunteer your ideas to your supervisor.

To reduce the number of incidents – if you feel that safety is compromised, please stop what you are doing and consult with your supervisor. If it's a near miss, report it. I would like to see a ground swell of employees highlighting and reporting safety issues, incidents and near misses but at the same time, offering ideas and be willing to work with us to implement solutions.

The 5S program will continue throughout the plant as well as the continuous improvement program, introducing five black belt champions supported by 20 green belt

change agents. Their function will be to identify continuous improvement projects to achieve operational excellence by implementing process improvements and engineering solutions.

Production targets are going to be key challenges particularly in a changing and fluid marketplace.

We have slated \$50 million towards re-investment to improve and sustain our plant. It will be equally split between power and metal production projects.

Externally, the lawsuit launched by the District of Kitimat against Alcan is a distraction and unfortunately creates economic uncertainty. Despite this, please be assured that it is business as usual. I encourage all employees to remain focused on safety and the challenges that face our business.

In conclusion, this is an exciting year with events and activities being planned to observe our 50th Anniversary. I look forward to celebrating it in style with employees, retirees and the community.

Results of the *ingot* readership survey

# *ingot* readers respond

The results of the *ingot* readership survey reveal strengths in design as well as suggestions to improve reporting.

**The *ingot* readership survey was conducted as a result of the Alcan Employee Global Survey.** A Global Survey action plan was developed to focus on challenges and to develop solutions in four key areas of concern: leadership, communication, employee recognition and social community issues.

On internal communication, the *ingot* is one of the primary communication mediums used to report local issues and explain management strategies to employees of Alcan Primary Metal – BC.

The readership survey was an opportunity to further flesh out employees' comments on local issues rather than global and to support the Action Plan. We also wanted to find out what employees thought about the re-designed *ingot*. Four years ago, the *ingot* underwent a complete shift in editorial direction and reporting relationships, and shortly after that, a major re-design in style, content and frequency.

"There was a business case at the time to do so," explains editor Cathie Stevens. "The shift in editorial direction came about around the time of the Alcan / Algroup merger. Management at the time felt there was a need to focus our communications internally by providing employees with more information on business unit objectives and how they could contribute to APM-BC reaching its full business potential."

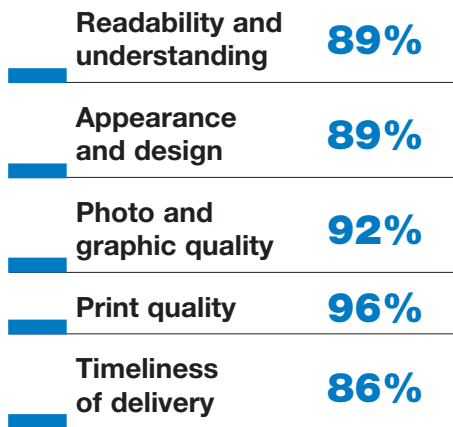
The recent Global surveys provided management with the basic employee opinions and information, the readership survey has provided internal communication and *ingot*, in particular, some details and insights as to what employees want communicated. "We realize that we will have to work harder to better align our communication efforts between individual and organizational needs. The results of the readership survey support this concept," Cathie says.



**Results**

A total of 76 employees and retirees (57 employees and 19 retirees) responded to the survey providing 175 comments, from what they like, what they don't like and some interesting suggestions. Generally, readers rated the overall content of *ingot* between good and excellent at 78 per cent, while the overall story rating was slightly lower at 65 per cent.

The highest ratings received were in the following categories, which indicates that the re-design of *ingot* is well accepted by our readers.



**What do employees want to read?**

We asked our readers, what they would like to read more of in *ingot*? The highest response was 44 per cent saying they would enjoy reading more about employees and related news, featuring employee recognition, employee volunteerism, *ingot* profiles and benefits communication.

Business information was next with a rating of 26 per cent of our readers asking for more information on manager's thoughts, production and processes, industry updates, challenges and products and markets.

Corporate information received a 21 per cent rating, asking for more stories related to social

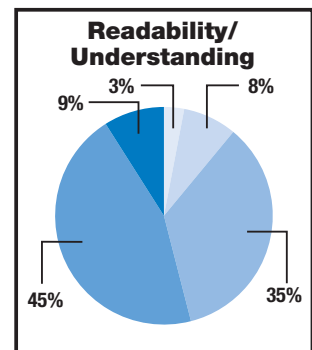
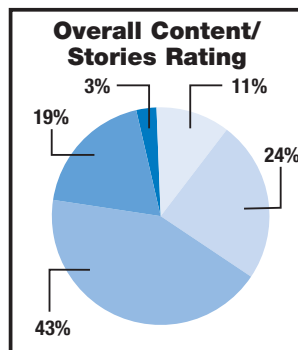
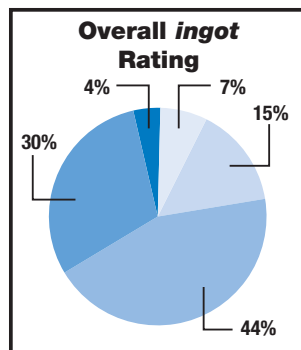
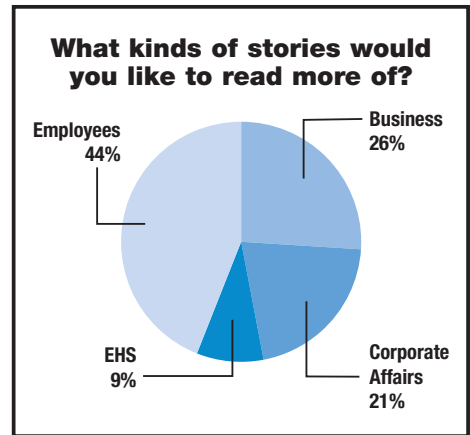
responsibility, community investment and reservoir management.

Environment, health and safety received a low rating of 9 per cent, suggesting employees would prefer receiving this information either face to face or in another format. While EHS information will continue to be reported in *ingot*, internal communication is reviewing alternative communication mediums.

**Action plan**

"I think it's clear what our employees want to read in the *ingot*," says Cathie. "We will continue to communicate APM-BC's vision and values on business, but we will attempt to better balance the business side with the human side of reporting by focusing more on employee and crew recognition, volunteerism types of stories, along with continuing the popular *ingot* profile series.

"Since, it's Alcan Kitimat Works and Kemano's 50th anniversary this year, it's also a perfect opportunity for *ingot* to celebrate the past and the present with feature articles about the history of Alcan in British Columbia and the contributions made by our employees and retirees," concludes Cathie.



Vehicle fleet gets big boost with new vehicles delivered

# Vehicle replacement program delivers

Car fever or in this case, mobile equipment fever hits Alcan with the delivery of three new vehicles to operation areas.

Alcan is committed to reinvesting in its vehicle fleet by providing the finances and involving employees throughout the design, purchasing and commissioning phases.

"The perception in the plant is that we are not investing in new vehicles," says vehicle fleet coordinator Doug Rumley. "This is not the case. Three new vehicles arrived in December, under the 2003 vehicle replacement program and the keys were ceremonially presented to the drivers."

These specialized vehicles included an 8500 International Truck for mobile equipment; a Mobicup Crustbreaker for lines 1&2, and a furnace charger forklift for A-casting operations. There are two more crustbreakers scheduled to arrive in February under the 2003 program.

In 2004, Alcan's \$3.5 million vehicle replacement program will deliver:

- Six crustbreakers for the lines;
- One wheelbreaker for lines 1&2;
- One pic-n-lift for gas skirt operations; and
- One hot metal tractor for casting's hot metal distribution.

"We are also assessing a combination lithium / fluoride truck, similar to an ore truck, for replacement this year," Doug adds.

While the vehicle replacement program focuses on operational vehicle / mobile equipment needs, there is also a \$1.5 million re-investment program this year to purchase 'off the shelf' vehicles, such as pick up trucks; forklifts; dump truck and backhoe.

The importance of the vehicle replacement program is the re-establishment of the concept of utilizing a 'design team' or better known in vehicle circles at Alcan, a project team, led by the vehicle fleet coordinator, an operations supervisor, a vehicle operator; a maintenance supervisor and a heavy-duty mechanic.

The project teams draw on expertise, as needed for ergonomic and design, industrial hygiene for



▲ A new Mobicup Crustbreaker was delivered to lines 1&2. Two more will be delivered in February and another six later this year. Accepting the delivery of the new crustbreaker were, from left, garage supervisor **Ron Minaker**, superintendent lines 1&2 and 7&8 **Frederic Laroche**, senior cell operators **John Pacheco** and **Shawn Edwards** and heavy-duty mechanic **Doug Rice**.



▲ A new furnace charger forklift was delivered to A-Casting where employees involved in the project accepted the vehicle. From left, are billet process coordinator **Joe Dias**, heavy-duty mechanic **Tom Keating**, garage service coordinator **Real Coude**, casting operator **Jay Roberge**, casting supervisor **Tom Hyland** and industrial instructor **Iain Illing**.

microenvironment and cab and ambient noise, and vehicle training resources. As well, environment, health and safety experts confirm compliance issues in relation to WCB Regulations, Alcan's EHS First directives and the Joint Occupational Health and Safety Program for mobile equipment plant procedures.

"Vehicle incident statistics and analysis are also provided to the team to pin-point problems and to possibly adjust the design of the vehicle before delivery. This information is invaluable, particularly when the focus this year is to reduce the number of vehicle / mobile equipment incidents," Doug concludes.



▲ Bob Bauer L.E.J. International Truck Ltd. Representative, centre, presents a set of keys for the 8500 International Truck to mobile equipment driver **Richard Leduc**, left, along with heavy-duty mechanic **Shawn Mitchell**, right, who completed commissioning. Also on hand during the presentation were mobile equipment supervisor **Bob Rogers**, superintendent plant services **Benoit Boivin** and garage supervisor **Ron Minaker**.

## Anode paste truck re-built



This isn't a new vehicle but what is important is that this 20-year old anode paste truck was completely rebuilt, thanks to heavy-duty mechanics, from left, Tom Keating and Bento Pedro, with help from the fabrication and machine shops for making specialized parts. Thanks also go to operations for freeing up the vehicle for the rebuild – the paste truck is critical to operations. Bento replaced the auger assembly, the manifold, pumps and hoses and re-routed the hydraulics and about 50 valves from the front of the machine to the back. Tom helped out Bento as well but he concentrated mainly on upgrading the electrical panels to standard. The rebuilt truck was put back into service on January 15th, but will also be sandblasted and painted when the weather clears.

Kitimat's charm – northern hospitality

# Superintendent of procurement Richard Lovell

**Developing relationships and exchanging best practices between Sebree and Kitimat excites Richard Lovell, as he recognizes the potential of available resources.**

“You can't beat Kitimat's southern hospitality style nor the awesome scenery of snow capped, glacial mountains, as you fly in to the airport,” says Richard Lovell, Kitimat Works' new superintendent of procurement.

This was Richard's first impression of Kitimat, as he describes his 20-year career with Alcan's Sebree Kentucky smelter. Richard joins Kitimat Works and is now splitting his time equally between both plants, two weeks at a time – the situation is certainly a unique career opportunity of a lifetime.

On joining Alcan 20 years ago and with a financial background, he has worked as an inventory accountant, an accounting supervisor and a stint with the cost and budget organization. In 1994, he moved to the purchasing organization where he began specializing and advancing through the echelon to the position of superintendent.

After eight years in the purchasing organization at Sebree he spent two-years with the corporate purchasing group working on initiatives throughout North America. “As a matter of fact,” Richards says, “I worked on some Kitimat initiatives – the potshell contract that was awarded to Kitimat Iron, which saw the expansion of that business and last year, I worked with Kitimat's contract negotiator Garry Didow on sourcing stud steel.”

Richard is enjoying his new mandate, feeling totally confident about his Sebree responsibilities, as he gets to understand the Kitimat organizations and meets the employees. “As I learn about the challenges facing the purchasing group, it occurs to me that



▲ Superintendent procurement **Richard Lovell**

we have a unique opportunity to learn from one another and to implement best practices – there is so much potential.”

For the short term, Richard feels that there are internal challenges related to process and procedures and how the inter-relationship between purchasing and plant customers can be solidified. “Now that Maximo is in place, I see our organization

focusing on processes and improving our service levels to our customers,” he comments.

For the long term, Richard is excited about building relationships and developing and fine-tuning the business processes with Kitimat Works' regional suppliers. “This is an opportunity for us to discuss and develop business models to establish future working relationships,” he says. “As Alcan Inc. moves forward with globalization, this is very important, we have to start thinking about how we approach business. It's my job to help our suppliers understand these challenges and get on board.”

Richard and his wife of 20-years, Anita have two sons, Mitch, aged 15 and Ryan, aged 12 and of course a family dog – Mugsey. “I hope to get the entire family up to Kitimat for a visit, but when you have teenaged kids busy in wrestling and in football, sometimes the family vacation is set aside for watching and supporting their activities throughout the year,” Richards laughs.

When Richard describes Kitimat to his family, friends and colleagues, in his hometown of Newburgh, Indiana, he says that Kitimat folk's charm reminds him of the States southern hospitality. “When I first visited Kitimat 10 years ago, my impression was good people, they go out of their way for you, and this impressed me. I also felt overwhelmed by the nature and the beauty of the mountains, it's so unspoiled and the scenery is spectacular,” Richard concludes.

## AT-A-GLANCE

### Nechako Reservoir Update



As of January 14, the reservoir elevation was 2793.38 feet above sea level. The long-term average (LTA) for this time of year is 2793.66 feet above sea level. The inflow into the reservoir during December was only 59 per cent of the long term average.

The reservoir storage at present is at 97 per cent of the long-term average storage. The snow accumulation at the three automatic

◀ **Kenney Dam**

snow pillow stations so far is only 62 per cent of the long-term average for this time of the year. First manual monthly snow survey will be carried out on February 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.

5S certification sweeps across the plant



# Employees recognized for implementing 5S principles

The 5S process represents a progressive trend at Kitimat Works and Kemano to reduce safety risks, to improve the appearance and ergonomics of the workplace, and to continuously improve workflow and procedures.

After months of implementing the principles of 5S and undergoing an intensive certification audit by Alcan's 5S specialist Mike Biron and Jean-Claude Savard (Consulting) and senior adviser Jacques Carrier, members of the International Academy for Quality, eight areas were recognized and awarded 5S certificates in December.

The 5S initiative is about establishing a more organized and focused approach to managing housekeeping. But, more importantly, its primary purpose is to reduce safety risks, by developing ergonomically designed workplaces. Equipment and / or placement of equipment are made easily accessible and identifiable to facilitate workflow improvements for employees.

Jean-Claude Savard was impressed and acknowledged the efforts of the employees. He also acknowledged Mike Biron, who recently became a 5S certified specialist and has been helping and supporting the employees on their 5S journey.

"Mike has done a fantastic job of getting people involved in the program, soliciting their ideas and proposing solutions to help improve the efficiency of their workplaces. He was particularly instrumental and supportive of Kemano employees in their efforts to organize

the maintenance shop," Jean-Claude says.

Engineering and maintenance manager Jean Claveau is responsible for APM-BC's 5S portfolio. He explains that the 5S initiative is not just about housekeeping, it is completely re-engineering the workplace to minimize or eliminate safety risks.

"The 5S initiative is an enormous undertaking to make our facilities safer for our employees. I am very proud of those employees who contributed and the supervisors and superintendents who supported them. By working together, their ideas, ingenuity and cooperation have raised the bar of excellence in safety, setting an example and a challenge for other work areas when implementing 5S. I congratulate everyone for achieving certification," Jean says.

In terms of audit compliance, all shops achieved higher ratings than the world class standard of 85 per cent. All employees were presented with an Alcan 5S-ball cap, a small token of the company's appreciation, to recognize their contributions.

The next schedule of audits for certification are expected to take place by the end of June 2004, for air conditioning; fabrication shop; electrical shop and MCC rooms in A-Casting, and the cladder and paint shop.

## 5S Principles

**1 Sort** - Distinguish the necessary items from the unnecessary and eliminate the unnecessary from the workplace.

**2 Set in order** - Arrange material so that it's easy to find and put back after use. Labeling, painting and tool outlining helps maintain the second S.

**3 Shine** - Keep the equipment, tools and work environment clean.

**4 Standardize** - Continually improve the work area by making housekeeping a priority.

**5 Sustain** - Ensure that housekeeping is sustained by making it a part of the daily routine.



▲ The employees of central instrumentation.



▲ The employees of the Kemano maintenance shop implemented 5S in their work area as well as the shop's office.



▲ The employees of major maintenance.



▲ The employees of the pipe shop.



▲ The employees of the anode paste plant.



▲ The employees of the carpenter shop.



▲ The employees of Kitimat's power operations control room.



▲ The employees of the water treatment plant.

Focused approach to delivering plant-wide vehicle training

# Vehicle training update

Mobile equipment / vehicle training packages are now available on *Integrum*<sup>™</sup> and *PeopleSoft*<sup>™</sup>

The EHS First directive for mobile equipment safety training states: only individuals who meet the medical requirements and have successfully completed both the required theory and practical training shall be permitted to operate the specific mobile equipment for which they were trained.

At Kitimat Works, the learning and development network within the human resources organization officially organized and standardized the plant vehicle-training program for employees almost a year ago. The expectation at that time was and still is – to provide driver / vehicle training for employees to improve driving skills, knowledge and ability to operate mobile equipment safely.

Plant vehicle trainer Bob Oliver, in collaboration with organizational vehicle trainers provides mobile equipment training to current, new and transferring employees.

This training may include lectures, discussions, interactive computer learning and videotape, written materials and practical vehicle training. To verify knowledge, a test and / or competency demonstration may be required.

Streamlining the process, Bob has standardized the vehicle training packages to ensure that vehicle training is coordinated and the approach used by all of the organizational vehicle trainers is consistent. He has

posted several of these generic packages to the *Integrum* system for employees to review and to the *PeopleSoft* system for trainers.

"Even though there are specialized vehicles in several areas of the plant, a vehicle is a vehicle," Bob says, "We have created generic packages for forklift 101, dump truck 101, front-end loader 101 or manlift 101. Training is based on theoretical and practical demonstrations complete with competency checks."

The generic vehicle packages on *Integrum* contain a power point presentation, student handout and a competency checklist, as well as a pre-use checklist that can be added to vehicle logbooks. The trainers have access to instructor's workbooks, tests and test keys through *PeopleSoft*.

"The packages are also good for refresher and self-evaluation. Employees can review them on-line, then they can challenge the test," Bob suggests.

No matter which organization an employee works for, the vehicle training packages are the same. It makes life a lot easier for the organizational vehicle trainers. The ultimate goal is to develop a vehicle training package for every single vehicle in the plant and post them to the *Integrum* and *PeopleSoft* systems.

If an employee would like to schedule mobile equipment training, they are asked to discuss it with their supervisor. The



▲ Plant vehicle trainer **Bob Oliver**

supervisor will contact the appropriate organizational safety training coordinator, who in turn will contact Bob to coordinate or assist the organizational vehicle trainers to arrange training.

## HEALTH

Onsite physiotherapy now available to employees

# Rehabilitation/fitness centre opens doors

**Building 170, for many years the home of the *ingot*, takes on a new role as a combination physical rehabilitation / fitness centre. The doors opened in December.**

Business is brisk at Kitimat Works' new physical rehabilitation / fitness centre, located in Building 170, next to A-gate.

Cedar River physiotherapists Lori Janzen and Mallory Glustein are busy conducting fitness evaluations for those wanting to use the gym, as well as physiotherapy sessions for employees with physical limitations.

Dr. Vern Davis, APM-BC's chief medical officer, is pleased with the results of the renovation. "The fitness centre is well laid out, offering a variety of equipment and stations at which employees can exercise, accessible 24 hours a day," he says. "Once employees complete their fitness evaluation, their employee identity card will give them access to the centre."

**Fitness evaluations can be booked by calling 1-866-966-1010.**

For those requiring physiotherapy services, appointments can be made through your personal physician or Dr. Davis.

Physiotherapist **Lori Janzen** does a fitness assessment on plant protection supervisor **John Koszynski**. The physical rehabilitation office offers two treatment beds, one with traction capabilities. The gym contains a good selection of exercise equipment including a TRUE elliptical trainer, a CONCEPT 2 rowing machine, a TRUE treadmill and reclining stationary bike, two VISION upright bikes, an APOLLO five-station workout centre, and a complete set of freeweights.



Alcan reaches a milestone – 50 years of excellence

## A tribute to 50 years

Alcan Primary Metal – BC's 50th Anniversary plans are coming together. Here begins the first in a series of monthly *ingot* articles to let you know about our celebration plans.

Our 50th Anniversary year is upon us and plans are underway to begin our 'seasonal' celebrations. "That's right," says Colleen Nyce, manager of corporate affairs and community relations. "We are sponsoring and / or co-sponsoring unique events throughout the year focusing on winter, spring, summer and fall themes. Our main event is planned for the B.C. Day long weekend, beginning on Friday, July 30. So start making plans retirees – head up to Kitimat to help us celebrate."

The organizing committee has been meeting since the beginning of January. Ideas are coming together; plans are building in momentum. Work has begun to organize special tours of the plant, a meet and greet / wine and cheese event, a barbecue, a dance with live entertainment, a picnic, retirees tea and much, much more.

The first 'winter event' sponsored by Alcan, was the Hirsch Creek Golf and Winter Club's Aluminum City Bonspiel on the weekend of January 16. Alcan provided the aluminum Hoselton trophies for this event.

The next 'winter event' is Alcan's major corporate sponsorship of the 30th anniversary of the Northern B.C. Winter Games, which takes place February 5th to the 8th. This is a wonderful opportunity to build excitement and pride as the community of Kitimat hosts the Games.

"We are honoured and proud of our long association and beneficial corporate sponsorship of the Northern B.C. Winter Games," says Colleen. "This is an important year for us in that the Games are being held in Kitimat, specifically because it is Alcan's 50th Anniversary."

The seasonal events and themes of Alcan Primary Metal – BC's 50th Anniversary focuses on respecting and showcasing the past by highlighting and acknowledging the contributions made by employees and retirees. As the weeks and months progress, you'll hear a lot more about upcoming



▲ Alcan's 50th Anniversary Winter Event sponsored the Aluminum City Bonspiel. Pictured are the 'A' Event winners receiving the trophies from works manager Paul Henning. From left, are **Ray Foster** (garage), **Jim Humphrey** (retired), **Ryan McDonald** (garage and skip), **Paul Henning** and **Murray McDonald** (retired).

50th Anniversary events and activities.

Stay tuned to *ingot*, the Northern Sentinel Press, The Northwest Weekly and radio announcements throughout the province.

### Web Site Tributes

In February, Alcan will launch a special web page devoted to the 50th Anniversary at [www.alcaninbc.com/kitimat/index.html](http://www.alcaninbc.com/kitimat/index.html)

By mid-March the Kitimat Centennial Museum is expecting to launch its tribute to Alcan's 50th Anniversary with a pictorial web page devoted to the construction of the aluminum smelter and the development of the Kitimat townsite. Check out the Museum's web site at: <http://www3.telus.net/kitimatmuseum>

## Obituaries

Readers may recall that in the September 2003 issue of *ingot*, we responded to our readers' requests to publish obituaries every three months. Since our last report, the following current and retired employees have died. We pass on our condolences to the family, relatives and friends.

**George Kaounas**, aged 73  
Joined Alcan in August 1966  
Retired as a potliner crewleader in July 1990. Died on August 15, 2003

**Mike Parsons**, aged 67  
Joined Alcan in March 1982  
Retired as an engineer from casting in December 1999  
Died on September 28, 2003

**Helmut Haase**, aged 91  
Joined Alcan in January 1956  
Retired as works power janitor in July 1976. Died on October 18, 2003

**John Latham**, aged 72  
Joined Alcan in May 1971  
Retired as a technician from maintenance in October 1992  
Died on October 23, 2003

**Eli Fricker**, aged 89  
Joined Alcan in May 1954  
Retired as a technician from potrooms in April 1978  
Died on November 12, 2003

**Stan Pucelj**, aged 79  
Joined Alcan in July 1957  
Retired as a shift analyst in March 1985  
Died on November 19, 2003

**Erwin Miserre**, aged 74  
Joined Alcan in May 1956  
Retired as a gas skirt crewleader in February 1991  
Died on December 22, 2003

**Chris Gelinas**, aged 47  
Joined Alcan in June 1994, as a journeyman carpenter  
Died on January 17, 2004

**Paul Sanghera**, aged 44  
Joined Alcan in September 1981, as an ingot finishing operator  
Died on January 17, 2004



## FINANCIAL MATTERS

### Kids and money

During a game of Monopoly last night, my niece Tess, 11, turned to her brother Daniel, nine, and said: "Don't spend that money you just got on a house, Daniel. You should always keep some money in case you have to pay it out, so you don't have to mortgage your property."

Then turning to me she added: "I'm trying to teach him, because it's like that in real life." If an 11-year-old can teach her sibling about sound money management, we parents better not be far behind.

As the kids settle back in school for the New Year, this might be a good

time to review allowances and other means of providing youngsters with cash, unless you already conduct such a review on birthdays.

Kids who receive regular allowances are almost twice as likely to put money into savings and to contribute to charity than kids who just receive spending money.

There's no one right way to provide kids with money. But you should come up with a clear system (ideally, put it in writing) which family members accept and which you review at least once a year.

Give youngsters increasing amounts of money – and increasing responsibility for managing that money – as they get older. Teach them about the different savings and investment options, from savings accounts to GICs and CSBs to mutual funds and stocks, especially those of companies with which they are familiar.

Give them the freedom to make spending and investment decisions, to learn from poor consumer purchases and running short of money as well as from wise moves like having a cash reserve and saving for specific objectives.

A recent survey showed younger kids were happier with their pay than older kids, girls were happier than boys. Nearly all the youngsters had to do chores (cleaning their rooms and caring for pets were the most common), whether or not they got an allowance.

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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.

## Respiratory protection systems working

# PPE and microenvironments create winning combination

Better health protection in the reduction organization is being achieved by improvements to both microenvironments and personal respiratory protective equipment.

In the past year there has been renewed emphasis on improving air quality within mobile potroom equipment, also referred to as 'micro-environments'.

The microenvironment concept reduces employee exposure to workplace contaminants. Instead of the worker wearing a respirator, the vehicle is engineered to provide the needed protection.

## Improving the micro-environment

Recent improvements to the concept include the introduction of a four-stage filtration system and pressurized cabs. Yvon St-Laurent, an engineer working in Alcan's Arvida engineering group, developed this system. It is used in several Alcan locations.

The system is designed to



▲ Frank Lafrance and Karen Beran

keep air contaminants out of the cab, ensuring that air entering the cab passes through the four-stage filtration system first.

Vehicles in lines 1 & 2 were the first to have their cabs converted to four-stage filters and sealed so

that positive pressure could be maintained. This project has been managed by project engineer Gary Martin, who worked with and received input from lines 1-8 vehicle coordinator Gerry Gilchrist, vehicle fleet coordinator Doug Rumley and garage service coordinator Real Coude, mechanical engineer Kelly Beran, air-conditioning mechanic Frank Lafrance and industrial hygiene intern Karen Beran.

## Program gets revamped

Another way that worker health has been enhanced is through improvements to the respiratory protective equipment (RPE) used at Kitimat Works. In 1998, the smelter's RPE program was revamped and since then has served as a baseline against which improvement in the use of RPE has been measured.

During the last six years, the correct use of RPE by reduction employees has increased from 32 per cent to 97 per cent in 2003. For members of the industrial hygiene department, this remarkable improvement is worthy of recognition.

"Many people worked hard to make this achievement possible, including area supervisors and employees," says industrial hygiene supervisor Marc-Andre Lavoie. "I believe it means that reduction employees have heard the message of using personal protective equipment properly and they're applying what they've learned on a daily basis.

"We've learned many things from this project and are making improvements as we go along. More work remains to be done," Marc-Andre concludes.

## Exposure assessment for beryllium-contaminated dust

# What is Beryllium?

**Exposure to beryllium-contaminated dust can lead to sensitization and chronic berylliosis, a serious lung disease.**

Alcan Inc. corporately began a campaign to evaluate the presence of beryllium in its Quebec smelters in 2001.

Beryllium in its natural state is found in bauxite and alumina. Traces of beryllium can also be found in the manufacturing of alloys for various applications. For example, beryllium is used in the manufacture of electrical goods, atomic energy applications, aeronautics, sport and vehicle sectors and ceramic manufacturing.

Alcan facilities in North America do not add beryllium during its alloy-manufacturing processes. However, beryllium can be found in electrolytic bath and, by extension, floor sweepings, pot residues, dross, ventilation duct deposits, spent potlining and dry-scrubber residues.

The current workplace exposure standard for beryllium to ensure adequate employee protection is 2 ug/m<sup>3</sup>. The international community is contemplating a permissible exposure limit of 0.2 ug/m<sup>3</sup>.

Alcan Inc. is pro-actively setting its permissible exposure limit to 0.1 ug/m<sup>3</sup>, as the point to initiate preventive and screening efforts.

## What does this mean?

The industrial hygiene department under the umbrella of the joint Alcan / CAW Cancer Causing Material Committee conducted bulk exposure sampling for beryllium in June 2002.

Between May and June 2003, personal exposure sampling was then conducted to determine exposure of workers to beryllium as well as total particulate dust. The sampling was focused to areas where beryllium may be found.

Sampling was conducted on employees who work in pot exhaust maintenance; major maintenance's scrubber operator; basement crew; conveyor belt picking crew; potroom sweepers and B-castings' siphon cleaner.

"Basically, we assessed anyone whose duties involve significant

handling of electrolytic bath or materials containing bath," explains industrial hygiene supervisor Marc-Andre Lavoie.

The results of the employee sampling indicated that beryllium exposure is well under the Alcan target of 0.1 ug/m<sup>3</sup>. This information was communicated to all of the employees within the sampling group.

To raise awareness of beryllium, APM-BC is taking the pro-active approach and providing information to employees, who may be concerned about beryllium exposure. As well, Alcan worldwide and the aluminum industry in general continue to study beryllium.

The industrial hygiene department in partnership with the occupational health department has extensive information about beryllium. Employees are asked to talk with their supervisor or occupational health and safety representative who will contact a representative of the Cancer Causing Material Committee.



## Cancer Causing Material Committee

**Kathie Bock  
Teresa Guest  
Marc-Andre Lavoie  
Larry Blackmore  
Gord Lechner  
Margit Westergard**

Fire simulation exercises offer realistic training experience

## Building fire fighting expertise

### Alcan employees upgrade and fine tune fire fighting skills with hands on training.

Alcan's EHS First emergency preparedness and response directive states: emergency response team (ERT) members must receive annual training and participate in simulations for emergency medical, fire, rescue, security and environmental services.

Kitimat's plant protection and Kemano's emergency crews are responsible for emergency response and participated in four days of live fire training scenarios and simulations to upgrade their fire fighting skills.

Live burn instructors and fire fighters Alex Dobri and Pete Bizarro from the District of Kitimat provided training at the Northern Emergency Services Training Association (NESTA) fire fighting grounds on Forest Avenue, early in December.

Instructor Alex Dobri says that the training was focused on interior fire fighting tactics,

concentrating on fire behaviour, extinguishment, reaction and methods and direct fire attacks. "The scenarios were set up for a smoky environment rather than a heat environment, giving the illusion and realism of the heat that can be generated while fighting a fire in reduced visibility," Alex explains.

The training also followed the Incident Command System, on a smaller scale. Plant protection supervisors Frank Baruta and Judy Mosher and member Ken Isaak were utilized as co-instructors / safety officers, while the other employees rotated positions on the 'attack team'. This team consists of a nozzle man, a back up nozzle man, responding captain on the scene and a doorman who assists in pulling the hose and maintaining egress. Rapid intervention teams (RIT) were also utilized during the scenarios,

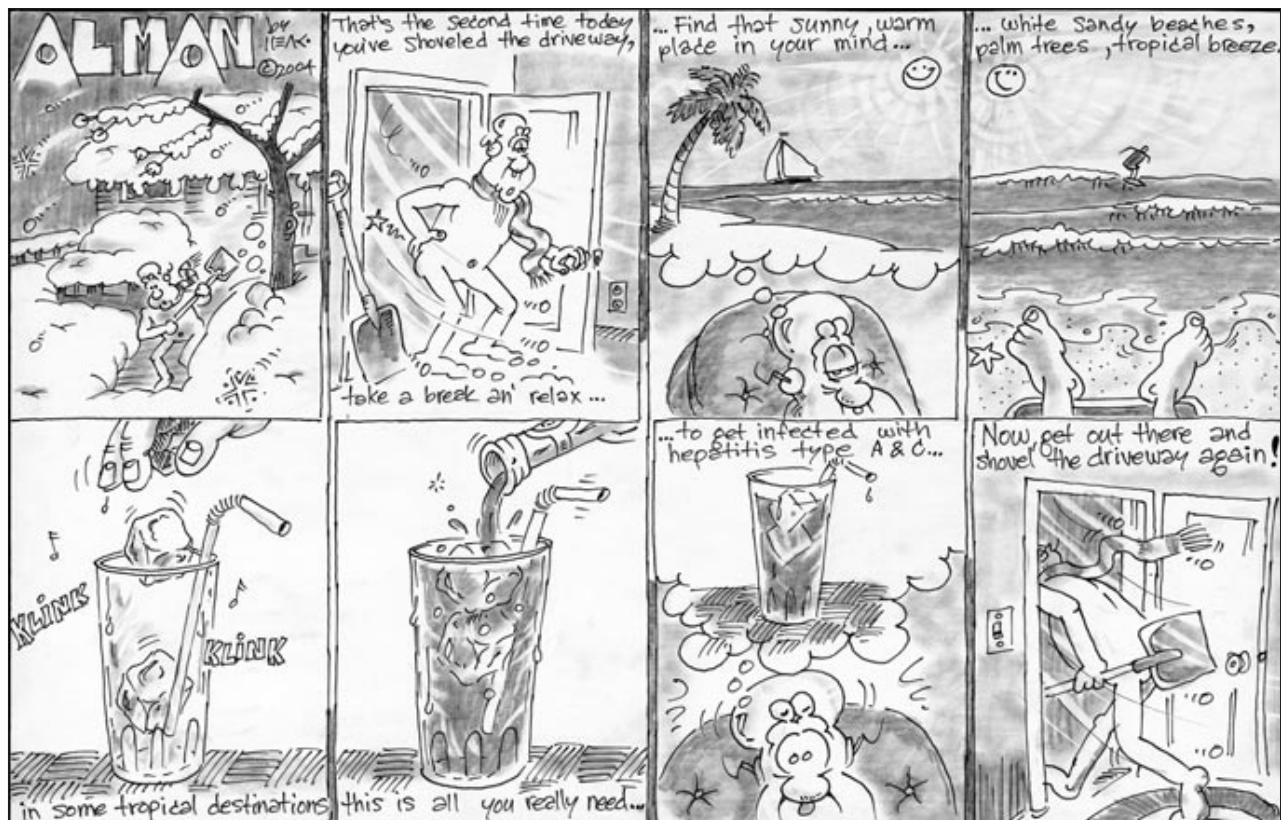


▲ A/B shift plant protection crew holds a de-briefing. From left, are Art Young, Judy Mosher, Ken Isaak, Fred Pelley and District of Kitimat fire fighters - pumper operator Doug Young and live burn instructor Pete Bizarro. Missing during photo opportunity was Andy Rowsell, James Ball and Troy Mallette.

as stand-by in the event a fire fighter needed rescuing.

"The members performed their stations very well, carrying

out their training scenarios with enthusiasm and professionalism," Alex concludes.



Alcan events for employees and retirees.

## Alcan's Community Fun Runs

The February Fun Run is on Saturday, February 14, starting from Riverlodge at 9:30 a.m.

Distances are 1, 3 or 5 km • Free refreshments to follow • Join us for a walk or run, bring your friends and neighbours

The dates for upcoming Alcan Community Fun Runs in 2004, are as follows:

March 6, April 3, May 1, June 5, July 3, August 7, September 11, October 2, November 6, December 4



## 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](mailto:cathie.stevens@alcan.com).



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Please respect *ingot* deadlines for copy, revisions and photographs. The deadline for the next issue is **February 11th**.

Please recycle

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## Summer Student Application Forms

Applications for summer student employment in 2004 for Alcan's smelter in Kitimat, B.C. can be picked up at the Employment Services Centre, located at 560 Mountainview Square. The Employment Services Centre is open Monday to Friday between 8 a.m. and 12 noon and between 1 and 5 p.m. Summer student employment is restricted to Terrace and Kitimat residents only. Applications are to be picked up by the student or the parent of the student.

**The deadline for filing applications is Friday, February 27, 2004.**