

# Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA



For Alcan employees, retirees and their families

## 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.

## HOT TOPICS



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Payback of the KHALE project in the potrooms realized in 36 months. **Read page 3.**



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Our 50th year in review saw challenges, achievements and celebrations. **Read pages 6 and 7.**



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Plant shops implement the principles of 5S. **Read page 10.**



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Working towards reducing salt on Alcan roadways. **Read page 11.**

## DIRECTOR'S THOUGHTS: Safety, safety, and safety!

# Get involved – move forward

Safety is the number one priority for director of operations Paul Henning, and he suggests that all employees make it their priority too.

PM4052301

Our target for 2005 is to be lower than 0.6 lost time accident case rating, with a recordable accident frequency of below 2.7. Is it conceivable to aim for zero injuries this year? I believe it is possible. I ask you to get more involved. What are you going to do to help your co-workers and yourself be safe?

I'm formulating ideas to recognize and highlight specific areas that are achieving injury free results. Whether I'll meet with the organization or individuals to personally recognize them, or write about the results and achievements in the *ingot*, I'm determined to focus on yours and our plant's safety throughout the year.

Our safety organization has developed a Score Card, to record by area the number of lost time injuries, restricted work and medical treatments. Think of our safety statistics like a game of

golf. The lower the score the more euphoric you feel about your game.

You'll be hearing more about the Score Card, an initiative to track our statistics. It also supports my expectation for each organizational leader to tour his or her areas of responsibility weekly, on the floor, recognizing safe acts and collecting your suggestions to improve.

### Mobile equipment / people

The fatal accident of Peter Daschke, a mechanical craftsman working at the Alunorf facility, now a part of Novelis, affects all of us. This fatality occurred in an area where pedestrians and forklifts interact and was the third fatality, involving mobile equipment, out of five fatalities during 2004.

Alcan Inc. has completed an analysis assessing the risks involved with mobile equipment.

We are developing a strategy for our facility. The bottom line – we must eliminate vehicle accidents / incidents, God forbid we should have a fatality.

### Communication

Briefly, a flurry of press releases was issued at the end of the year. Alcan paid Powerex, a subsidiary of BC Hydro US\$110 million. At the same time, we advised BC Hydro of our five-year notice to recall 140 MW of power that we sell to them under the LTEPA. This recall provides us with choices to operate our business, whether experiencing low or high waters levels in the Nechako Reservoir or considering future potential industrial needs. It gives us options for the future.

Sadly, as individuals we witnessed the Southeast Asia disaster. Alcan Inc. quickly supported

**Continued on page 2**

Alcan assists and supports sustainability and economic development

# Economic resource officer appointed

Alcan Primary Metal – BC appoints Don Timlick to the post of economic resource officer.

**A**lcan Inc.'s commitment to its integrated business management system goes beyond corporate and extends in to the social and economic fabric of the communities in which it operates. Alcan Inc. is promoting regional sustainability and economic development.

About a year ago Alcan Inc. appointed Don Macmillan, Nigel Steward and Louis Delage to a new portfolio of regional industrial development in the Saguenay Region in Quebec, and traveled to Kitimat to introduce the concept and mandate in B.C.

Supporting this new strategy, director of operations Paul Henning, appointed Don Timlick as Kitimat Work's point man to promote, assist and support our own communities' economic diversification initiatives. It's an exciting opportunity for Don who has 23 years of Alcan experience.

Looking beyond the business of power generation and aluminum smelting, Don is jumping the fence, so to speak. His mandate is to learn more about initiatives or business opportunities taking shape within Kitimat and our operating area.



▲ Don Timlick

## Assist vs fund

Don's ability to assist and support rather than fund, in most cases, comes with years of energy management and more recently, property management of Alcan's assets. As an example, he is able to draw on technical expertise or provide introductions to the needed resources or contacts, inside and outside of Alcan, as well as government agencies or others involved in business development.

"It's important to link development endeavours to our assets, where our main operations are located, from the reservoir to the smelter," Don explains. "We have always worked with business groups, regional districts and First Nations to assist in development where practical and possible."

What is the difference now? Don says, "We are looking at the future. We want to help stimulate and grow the economies where our operations are located. If others are looking at opportunities to generate value, whether it's something for Kitimat or within our operating area, and if they ask for our assistance, we're actively providing it. This is a different approach than what was done in the past."

## Successes

A successful initiative was the signing of the Alcan and Three Nations Forest Stewardship Initiative to harvest pine beetle infested timber in the reservoir area. (*Ed's Note: ingot* reported on this initiative in August 2004.)

## At the table

Don meets regularly with Kitimat's

Economic Development group. "As a matter of fact, we're supporting an initiative that will potentially involve greater water access for the public," Don says.

The newly formed Kitimat Terrace Industrial Society, involved in industrial and market opportunities, has asked Don to regularly participate in their meetings.

"We're pleased to participate on these committees but again, when we look at value in our operating area, we are assessing how or what we can do to help others generate greater value.

"I've had tremendous response since taking on this position. There are a lot of great ideas out there and people are pleased that we are assisting and supporting the development of our communities," concludes Don.

If you are interested in discussing your economic development idea, you can contact Don Timlick at his Kitimat office. Working with Don in the reservoir area is Valorie Fehr. Valorie can be contacted at Alcan's corporate affairs office in Burns Lake.

page 1 ... Safety, safety, and safety!

Red Cross relief efforts, matching employee contributions until the deadline of February 4. I'm proud to relay that our employees, as of January 21, 2005, contributed slightly over \$25,000. We thank Envision Credit Union and the Kitimat and Terrace branches of the Royal Bank for assisting.

Closer to home, we received the results of the 2004 Employee Global Survey. The results will be communicated to employees through on-site presentations as well as detailed in an upcoming *ingot* special for employees.

## Production

Retiree Jack Rigoni asked why the hot metal production target for 2005 at 245,000 tonnes would create over 250,000 tonnes of value added product (last issue of *ingot*). The

accounting figures are correct but to clarify, it should have read 'over 250,000 tonnes of value added (billet and sheet) as well as remelt'.

## Reinvestment

I'm pleased to report the development of some exciting projects this year focusing on our reinvestment strategy – the KHALE project will increase amperage in the potrooms. Read page 3 for more details.

Although, the DC-4 expansion won't actually begin until the first quarter of 2006, an enormous amount of preparation work is taking place. The plan is to enlarge the furnaces from 76 to 96-tonnes as well as purchase a new saw to handle increased production.

We are also reinvesting in our fleet of mobile equipment again this year with the

delivery of 10 more units throughout the year.

## Building relationships

On January 14, we received the BC Supreme Court ruling that the District of Kitimat has no legal standing to challenge Alcan's compliance with the 1950 Agreement between Alcan and the province of BC. The Court's decision brings to a close the District of Kitimat's legal action.

I'm pleased with this decision and we hope that we can now focus on working together to address the economic challenges in our region. The action created uncertainty for local investment and has been taxing on our employees and the community. I look forward to moving on to more constructive pursuits and working with our employees and the community, building stronger relationships.

Potrooms to increase production and efficiency

# Making more with less

Using less electricity to produce more aluminum is the objective of an interesting reduction department project.

If you hear the acronym KHALE used in the potrooms, don't confuse it with a leafy purple cabbage that demands an acquired taste. KHALE stands for Kitimat High Amperage, Lower Energy pot. It's a project that will boost the output of Kitimat pots by five per cent and reduce pot energy consumption by two per cent.

**KHALE will boost the output of Kitimat pots by five percent and reduce energy consumption by two per cent.**

The project team includes Doug Hamilton, Brent Volk, Gilberto Silva, George Weeks, Louis Thiffault and Steve Tomlinson.

The KHALE project is made up of a number of smaller components, some of which got their start two years ago.

Lines 7 & 8 superintendent Louis Thiffault explains that all of these projects, when combined, will result in a more efficient pot. "The work that has been completed on reducing anode effect frequency, increasing control over metal level height, bath chemistry and alumina feeding (using smart feed logic for alumina addition) have made a contribution to a more efficient pot," says Louis.

"The next big step is to work on the rectifier control system that feeds the energy into the pot," he explains. "Our objective is to increase the operating amperage of the pot without generating additional heat. This means we'll use less electricity per tonne



▲ The KHALE project team includes, from left, **Louis Thiffault, Brent Volk, Doug Hamilton and George Weeks.** Missing from photo are **Steve Tomlinson and Gilberto Silva.**

produced. Some process improvements remain to be done but we are on the right track with upgrades to our anode raw material and anode operation.

"Increasing the amperage is the easy part," Louis says. "The tough part will be to maintain good control over the process. This requires consistency and commitment from everyone."

The KHALE project was given the green light by APMG president Cynthia Carroll; it's an investment of \$6 million in the reduction organization and meets Alcan's Asset Optimization Strategy requirements. The project team estimates the payback will be realized in 36 months.

According to Louis, the project makes the most of the Alcan purchase of Pechiney.

Through a link to Pechiney's reduction development laboratory in France, Alcan personnel are able to take advantage of Pechiney's development knowledge. Alcan's strength lies in its ability to operate and improve a technology, Pechiney's strength is to develop technology. It's a win-win situation for Kitimat Works.

"Our operators won't see much change to the pot physically," Louis says. "The changes are internal upgrades to the insulation and refractories used to build the cathode."

However, the new pots will run at tighter operating tolerances, so it will be important for operators to be more aware of the symptoms of trouble. Training money for reduction employees has been budgeted in the project.

The pilot project will roll out in one line shortly, and will follow across the plant throughout 2005 and 2006.

**Alcan's strength is its ability to operate and improve a technology. Pechiney's strength is to develop technology.**

Production depends on pot turn-around

# Teamwork leads to reduction in pots out

It's more than a numbers game. Achieving world-class standards in pot turn-around time can only be good for Kitimat Works.

**T**he pot replacement department was identified for a continuous improvement (CI) initiative designed to reduce pot turn-around time, about a year ago.

Every Tuesday morning, the stakeholders meet to review past performance and look at the upcoming schedule of events. This is a key meeting where communication barriers are removed and new targets are set.

One of the positive outcomes of this collaboration is the Lost Opportunities Report, developed by pot replacement planner Luis Borges. The report explained where the pot replacement process was being delayed.

"It was assumed that pot replacement was responsible for changing out pots," explains Luis, "and if pots weren't getting replaced, it was because our department wasn't working hard enough.

## Who are the stakeholders?

The group includes mobile equipment, pot replacement, reduction (operations and technical), crane maintenance, the garage, procurement, potshell repair, crush and recovery, and cathode lining.

"I began monitoring why pots weren't being replaced in a reasonable length of time that we realized the important role that other departments play in an efficient change-out schedule," he continues. "The reasons range from a crane not being available, a transporter truck being out for maintenance or a lack of manpower. The report showed us where opportunities for improvement existed."

The hurdle was a pot turn-

around time averaging 65 days and a growing burst pot rate. The pot turn-around target is between 12 and 15 days and burst pots are the exception, not 34 per cent of the failures.

Pot replacement supervisor Guy Brais says, "For nearly every pot planned for replacement, we had one that burst. Burst pots present a dangerous situation: the pot is still energized so it creates an electrical hazard for employees who have to shut it out, the aluminum can flow one or two pot lengths and it's a miserable job to clean up. A burst pot often contributes to major damage and lengthens pot turn-around time.

"I can't emphasize enough how much we rely on our crews, especially the veteran crew leaders with 25 years of experience or more, who are able to assess the situation and know exactly what needs to happen to make the area safe and get the clean-up started," Guy says.

The situation reached critical levels last year when three pots failed within three days. There was no way the department could keep up. Another hurdle is dealing with five different cathode designs across the plant.

However, since the beginning of the fourth quarter of 2004, things have improved. By December, the department reduced the number of pots out to 12; by January 2005 it was down to six.

CI leader Yvan Morissette has watched the improvements. While many, the most significant one has been the reduction organization's effort to get its process under control. "The crews in the lines have worked very hard. Stable operations helps them and us big time!" says Yvan.

According to Guy and Luis, the bottom line is working safely and going home safe. The department handles tonnes of material and equipment during the pot replacement process



▲ From left are pot replacement crew team, **Luis Borges, Dana Mazurak, Lawrence Martel, Dave Littler, Scott Cook, Rick Taylor, Al Hoover, Ken Demiris, Joe Silva, John DeMedeiros, Jody Craven and Guy Brais.**



▲ From left are pot replacement crew team, **Tony Calado, Harry Sandhu, Dave Middleton, Tony Furtado, Peter Walsh, Brad Porteous, Al Sheil, Mike DaCosta and Ed Silveira.** In the back, from left, are **Mark Unrau, Les Robinson and Marc Young.**

and both men are proud of the attention the crews pay to working safely.

Reduction services superintendent Bill Taylor is equally proud of the team's accomplishments. "They met the mandate of less than 12 pots out by December 31 by reaching seven.

Their challenge in 2005 will be to turn-around each pot in less than 15 days. I'm confident they will succeed," says Bill.

## New people join Kitimat Works

### Contributing to a healthier workplace

**Career Edge intern Randy Urbanowski finds industrial hygiene rewarding, as he works towards the goal of preventing workplace diseases.**

Randy Urbanowski monitors health risks for the industrial hygiene department at Kitimat Works, applying his knowledge to several projects during a one-year internship.

Randy has a bachelor's degree in kinesiology from Simon Fraser University and although he was contemplating becoming a chiropractor, industrial hygiene intrigued him. After being introduced to several industrial hygiene courses during his kinesiology studies he decided to attend the University of British Columbia and obtained a master's degree in occupational and environmental hygiene.

After graduation, Randy worked for Forintek for six months, Canada's national wood products research institute, as a research assistant. He researched microbial growth on buildings and its health affects. After this, he worked for UBC, also as a research assistant, monitoring the respiratory health of tradesmen.

Randy's assignment at Kitimat Works will include sampling technical workers in the potrooms, measuring electromagnetic fields (EMF) in the potrooms and rectifier buildings and monitoring oil mist exposure in Kitimat Works' machine shop.

Randy says industrial



▲ Randy Urbanowski

hygiene is interesting and offers the opportunity to work on different projects. "I feel that I'm contributing to a healthier workplace, which makes my work meaningful, since its goal is the prevention of disease."

Randy was born in Kitimat so adjusting to local life has been easy. In fact, he explains that one of the reasons that Kitimat appealed to him was because of the accessibility to the outdoors.

### New opportunities to improve processes

**Process engineer Jean-Francois Corbeil is enjoying the experience of a new job, meeting new people and setting up a new home.**

Jean-Francois Corbeil transferred to Kitimat Work's in September 2004 from Alcan's Shawinigan Works, where he began almost four years ago as a process engineer in operational services.

He received his bachelor's degree in metallurgy from L'Université Laval in Quebec City. "There are a lot of opportunities to work on various projects," says Jean-Francois. "You can work in development, process, research and training."

Some of the projects Jean-Francois will be working on include overseeing the day-to-day process controls in the potrooms, reducing anode effects and continuing current projects involving setting pot voltage targets.

"The project to reduce anode effects is really important to me because it's good for the process and the environment," explains Jean-Francois.

Jean-Francois is an avid traveler who has trekked in Europe, Asia and Africa. He travels to discover different cultures, different viewpoints and to understand more about the world. His most memorable experience was visiting Northern Europe and Vietnam.

He's looking forward to enjoying outdoor recreation in



▲ Jean-Francois Corbeil

the wilderness surrounding Kitimat and meeting people who are interested in activities like hiking and mountain climbing.

**Ingot is always looking for people to profile. Interested - call *ingot* editor Cathie Stevens at local 8519.**

## AT-A-GLANCE

### Nechako Reservoir Update



As of January 7, the reservoir elevation was 2796.06 feet above sea level. The long-term average for this time of year is 2793.89 feet above sea level. The inflow into the reservoir during December was 187.9 per cent of the long term average.

The reservoir storage at present is at 123.76 per cent of the long-term average storage. The snow accumulation at the three

▲ Skins Lake Spillway

automatic snow pillow stations so far is 90 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 30.5 cubic meters per second and will be maintained at this rate until the end of March 2004.

A year in review

# Kitimat Works' 50th anniversary year

The past year presented challenges, achievements and celebrations for employees and the management team at Alcan Primary Metal-BC, as reported in *ingot* throughout 2004.

## January

- Vehicle replacement program reinvests in Kitimat Work's vehicle fleet and mobile equipment. Vehicle training packages made accessible through *Integrum*™ and *Peoplesoft*™.
- Improvements to PPE and mobile equipment microenvironments reduce employee's exposure to workplace contaminants.
- 5S principles implemented in eight areas at Kitimat Works and Kemano.
- Moore Creek drainage diversion project completed, redirecting runoff away from waterways into the settling lagoons by installing storm sewer pipes.

## February

- Employees at DC4 set exceptional production record of 116,800 tonnes and achieved 900,000 hours lost time accident free.
- Alcan sponsors the Northern BC Winter Games and employees volunteer during the event.
- Alcan utilities employees begin program to attain water treatment certification.

## March

- Three continuous improvement black belts appointed at Kitimat Works.
- Kitimat Works announces 50th anniversary plans, confirming the booking of the Scottish rock and roll band Nazareth.
- Alcan continues its effort to protect and enhance the population of the Nechako River white sturgeon through involvement in the Recovery Team, a group of biologists and scientists who research and monitor white sturgeon and their habitat.

## April

- Alcan continues its environmental commitment by regulating Kemano tailrace releases to protect eulachon habitat.
- Hearts @ Work health fair held for employees to test cholesterol, glucose and blood pressure levels and offer advice on nutrition, exercise and stress handling techniques.
- In celebration of Alcan's 50th anniversary, the company sponsored a hockey tournament held at the Tamitik arena, 22 teams from across the northwest participated.



◀ Kitimat Works



▲ Powerhouse in Kemano



▲ Skins Lake Spillway

## May

- Compressed air-line project in the pot lines improves the health and safety of employees.
- Kitimat Work's hydro line technicians get hands on training in live line techniques and replace 4,000 insulators along Alcan's energized 287 kV lines.
- Employees focus on health and safety through hazardous materials training and North American Occupational Safety and Health (NAOSH) Week activities.

## June

- 50th anniversary photo contest winners announced; 80 Alcan employees, retirees and community folks entered the contest.
- Maintenance employees complete machine-guarding project to improve operator safety.
- Training accomplishments are recognized as black belts and green belts complete training and two engineering employees receive professional certification training.

## July

- Hundreds of Alcan employees, retirees and community folks celebrate Kitimat Work's 50th anniversary on the August long weekend, enjoying fireworks, a retiree's high tea, the Nazareth concert, plant tours and the memory lane exhibit.
- Eight Alcan retirees share their pioneer stories in the *ingot*, while Cynthia Carroll CEO & President passes on her congratulations.
- Second wave of 5S certification sweeps through plant.

## August

- Alcan and the Cheslatta Carrier Nation, the Nee Tahi Buhn Indian Band and the Skin Tyee Nation sign the Three Nations Forest Stewardship Agreement, to manage pine beetle infestation.
- Portuguese General Consul visits Kitimat Works.
- Alcan employees, retirees and family members enjoy summer social events —Alcan half marathon, KWSA slopitch tournament, golf scramble and Canada Day festivities.

## September

- Strathcona Works celebrates 30 years of operation and 15 years without a lost time accident.
- Kemano Asset Improvement Project completed, increasing reliability and revitalizing the Kemano powerhouse. Overhead shield wire also replaced at Kitimat Works.
- Kitimat Work's celebrates 30 years of women working in industrial jobs.
- The Maximo User Group develops an inventory management strategy to make systems easier for employees to use.

## October

- Distri-Mag vending machines dispenses safety equipment.
- The 10th anniversary of the Kitlope Heritage Conservancy Protected Area was celebrated and environmental services develops a best management practices manual for the environment.
- Plant protection members and Kemano's emergency response crews receive high angle rescue training.



▲ Kenney Dam

## November

- The industrial hygiene department unveils a new plant-wide skin hygiene program.
- Modifications to compressors in building 140 decreases waste oil, reduces maintenance, improves the health and safety of employees and reduces the environmental impact on the lagoon system.
- QMI audit of RMS reveals strengths and weaknesses.

## December

- Alcan employees take live-fire training at Northwest Emergency Services Training Association's training grounds.
- Alcan hosts annual Christmas parties for over 640 Alcan children.
- Fab shop employees continue to volunteer their time to construct signs and stars for St. Paul's Hospital Lights of Hope fundraising campaign.



▲ Mount DuBose in Kemano



◀ Strathcona Plant

## Congratulations to our retirees

# Retirements



### Henry Amos



▲ **Joe DaCosta** presents gifts to **Henry Amos**, right, on the occasion of his retirement.

With exactly 35 years of service Henry Amos retired from 226-potshell repair. Henry joined Alcan on December 31, 1969. During his many years of association with Henry, supervisor Ron Perrier stated he was always at ease with Henry because of his safety conscious attitude and wished him a happy retirement. On behalf of the crew Joe DaCosta presented Henry a cash gift and an aluminum sculpture of an eagle. Henry commented how important that was to him, as the eagle represented his Clan. On behalf of the CAW Rick Belmont and Bill Garvin presented several union gifts as well as a \$200 gift certificate. On behalf of the company Dwight Magee congratulated Henry as he presented the official company retirement plaque. Henry thanked everyone for many years of friendship and for making his retirement special.

### Al Annett



▲ **Scott Blackman** presents the Alcan retirement plaque to **Al Annett**, right, on the occasion of his retirement.

A party was held on December 17 in honour of Al Annett's retirement. On hand were co-workers from major maintenance, where Al concluded his career with Alcan that began in 1968. Major maintenance supervisor Scott Blackman kicked off the event, thanking Al for his many years of service to the company and presented him with the Alcan retirement plaque and a gift. CAW representative Bill Garvin followed, welcoming Al to the CAW retiree fraternity and presented him with a gift. Finally, numerous crewmembers toasted and roasted Al with a few more stories as well as presented him with a few more mementos.

### Willard Grant



▲ **Willard Grant**, left, accepts his retirement plaque from supervisor of reduction maintenance **Ron Leibach**.

After 35 years of service Alcan employee Willard Grant retires. Maintenance general supervisor Mark Annibal commented on Willard's wonderful sense of humour and mischievous spirit. Supervisor of reduction maintenance Ron Leibach presented the retirement plaque, saying he was proud to have known and been a part of Willard's life. Rick Belmont and Bill Garvin made presentations on behalf of the CAW, Local 2301. Willard thanked everyone for coming to his retirement party saying they held a special place in his heart and that he would miss working and his friends. Willard's wife Audrey and his children Trish, Teena, Caroline, Kirsten and Chris attended the party to share in the celebrations.

## 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

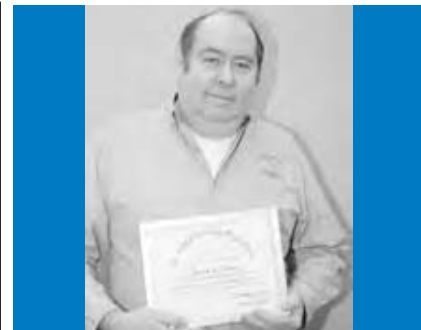
Ages 7 and up 11 a.m. which includes handle tow pass, rental and 1.5 hour lesson for \$35.95. For an extra \$5 you can get a lift pass for the mountain.  
 Ages 6 and under \$27 (private lesson required).

### 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.

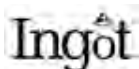
### Contact

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



▲ **Allen Veasey** displays his certificate that he received from The Society for Maintenance and Reliability Professionals.

Reliability engineering team leader Allen Veasey successfully passed an examination and received certification from The Society for Maintenance and Reliability Professionals, formed and chartered in 1992. The society is dedicated to instilling excellence in maintenance and reliability engineering. The two-hour examination covered five areas: business and management, manufacturing process reliability, equipment reliability, people skills and work management. Based on Allen's 24-years of accumulated knowledge in the maintenance field, he was pleased with the results. How will this help him in his job? "Well, it's professional recognition and I look forward to the networking opportunities with other professionals. I can proudly say, Kitimat Works is leading in the application of best practices in maintenance and reliability," Allen says. There are slightly over 800 certified maintenance and reliability professionals in the world, of which 26 are located in Canada and of which, two individuals work for Alcan in Kitimat. Rejean Pageau received his certification in the spring of 2004 and now Allen Veasey in October. Congratulations.



## New Tradesmen Recognized



▲ General supervisor power operations maintenance **Mike Smith**, right, presents **Brian Tweedy** his certificates on behalf of the joint apprenticeship committee, to mark Brian's journeyman status as a welder.



▲ Reduction services superintendent **Bill Taylor** presents certificates to **Russell Nicholson**, right, to mark his journeyman status as a welder.



▲ **Warren Copeland**, right, accepts his certificates from trades training coordinator **Gerry Skitcko**, to mark his journeyman status as a painter.



▲ **Glen Weins**, left, accepts his certificates from maintenance manpower coordinator **Mike Stekelenburg**, to mark his journeyman status, achieved in July 2004, as a heavy duty mechanic.

## Obituaries

Since our last report, the following employees and retirees have passed away. We extend our sincerest condolences to family members, relatives and friends.

**Jose Verissimo**, aged 71  
Joined Alcan in July 1959  
Retired as pot exhaust maintenance man in November 1997  
Died on September 24, 2004

**Jose Medeiros**, aged 65  
Joined Alcan in February 1980  
Retired as a building serviceman in October 2001  
Died on October 17, 2004

**Alfred Mund**, aged 83  
Joined Alcan in October 1955  
Retired as a mechanic in August 1973  
Died in 2004

**Charlie Galamini**, aged 71  
Joined Alcan in April 1955  
Retired as supervisor area maintenance in June 1990  
Died on November 2, 2004

**John Harder**, aged 68  
Joined Alcan in June 1963  
Retired as a lubrication man in November 1991  
Died on November 8, 2004

**John Breen**, aged 57  
Joined Alcan in December 1974  
Retired as a warehouseman in August 2003  
Died on November 7, 2004

**David Dumesnil**, aged 89  
Joined Alcan in May 1954  
Retired as supervisor machine shop in October 1977  
Died on December 2, 2004

**John Fossum**, aged 99  
Joined Alcan in June 1953  
Retired as *ingot* editor in December 1970  
Died on December 7, 2004

**Francis Robinson**, aged 90  
Joined Alcan in July 1954  
Retired as a buyer in February 1976  
Died on November 29, 2004

**Tome Cordeiro**, aged 78  
Joined Alcan in July 1963  
Retired as a potlining crewleader in October 1991  
Died on December 3, 2004

**Thomas Smith**, aged 90  
Joined Alcan in June 1956  
Retired as a production control clerk in August 1979  
Died on December 22, 2004

**Ian Dagleish**, aged 75  
Joined Alcan in August 1976  
Retired as superintendent material management in February 1994  
Died on January 7, 2005

**Tony Pacheco**, aged 54  
Joined Alcan in April 1981  
Worked in casting services as a lead equipment set-up man  
Died on January 11, 2005



5S principles introduces workplace organization

# Employees achieve 5S certification

The 5S process is about establishing a more organized and focused approach to managing housekeeping, which reduces safety risks.

The 5S process was first introduced to Kitimat Works and Kemano employees in January 2002. Ringing in the New Year of 2005, employees continue to introduce 5S principles to industrial shops and office locations.

Employees working in Kemano applied the principles of 5S in the pipeshop and lamping room and were rewarded with certification, thanks to the efforts of Kemano employees Jim Yeager and Ingrid Zechel.

In Kitimat, the IT team of Michel Martin, Ernie Urbanowski, Corrinne Howells, Vickey Hume, Pierre Blackburn, Darko Bajkin, Line Fortin and Siok Yeoh implemented 5S principles to their individual offices and were successfully recognized for their efforts.

The shipping employees in casting were recognized with 5S certification, after accomplishing a major reorganization of their work area. "Thanks to the efforts of Dan Ward,

Mike Kupyna, Ralph Marrello and Rick Taylor, even though he transferred to another shop recently. We have a safer and more organized workplace," says supervisor Randy Norman.

The paint shop employees received recognition and certification for the tremendous job they did in applying 5S principles at the paint shop.

The process of implementing 5S takes a considerable amount of crew effort, prior to auditing and certification. For anyone interested in learning more about implementing 5S principles or would like to schedule a certification audit for their work area, can contact Kitimat Works 5S specialist Mike Biron.

## What are the 5S principles?

The 5S initiative is about establishing an organized approach to managing housekeeping. Its purpose is to reduce safety risks by

introducing ergonomically designed workplaces. Equipment and /or placement of equipment are made easily accessible and identifiable to help improve workflow for employees.

- 1. Sort:** Distinguish between 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 outlining tools help to maintain the second 'S'.
- 3. Shine:** Keep the equipment, tools and work environment clean.
- 4. Standardize:** Continually improving the work area by making housekeeping a priority.
- 5. Sustain:** Ensure housekeeping is sustained by making it a part of the daily routine.



▲ IT employees, back row, from left are **Siok Yeoh, Darko Bajkin, Ernie Urbanowski, Michel Martin** and **Pierre Blackburn**. Front row, from left are **Vickey Hume, Line Fortin** and **Corrinne Howells**.



▲ Paint shop employees, from left are **Wilf Stefanuck, Elizabeth Cloakey, Ron Minaker, Maurice Richard, Mike Biron, Warren Copeland** and **Dan Rennhack**.



▲ Kemano employees **Ingrid Zechel** and **Jim Yeager** were the drivers of applying the principles of 5S in the pipeshop and in the lamping room.



▲ Shipping employees, from left are **Randy Norman, Dan Ward, Mike Biron, Mike Kupyna, Joe Carrita, Jean-Claude Pomerleau** and kneeling is **Ralph Marrello**.

Salt Smart program reduces environmental impact

## Managing salt on roadways

Environmental services, mobile equipment crews and plant protection members are working together to reduce the amount of salt used on plant roadways.

**E**nvironment Canada developed a new code of practice for managing road salt in 2004, after research determined that high releases of salt were adversely effecting ecosystems.

Environmental engineer Luc Lachance, senior environmental technologist Ken Maitland and environmental intern Deanna Smith recommended the development of a salt management program for Alcan roadways, establishing best practices and aligning with *EHS First*.

The new salt management program determines if the location of snow storage areas, which contain salt from cleared roadways and parking lots, will impact environmentally sensitive areas when it melts and designates new storage areas if necessary.

Reduction services superintendent Bill Taylor and reduction administrative assistant Stephanie Jeffrey supported and were



▲ Mobile equipment operator **David Ringham** calibrates the salt controls to reduce releases.

instrumental in identifying, researching and arranging the Salt Smart training offered by the Transportation Association of Canada to reduce salt use for mobile equipment crews. The course focuses on keeping safety

as the number one priority while reducing the amount of salt used on roadways to reduce environmental impact.

Plant protection members are waiting for equipment to arrive before receiving training — a temperature laser gun and a dew point monitor for the plant weather monitoring station. The laser gun measures surface temperatures, information is also gathered from the weather monitoring station to calculate ice formation and at that point mobile equipment will be contacted to salt the roads.

"The new equipment and training will help us predict the onset of icy conditions and be more preventive rather than reactive," explains plant protection member Andrew Rowsell.

The early detection of potentially hazardous roadway conditions allows mobile equipment to avoid high traffic times and use less salt, because less salt



▲ Mobile equipment operators, from left, **David Ringham, Mike Correia, and John Ribeiro**, far right, with supervisor **Bob Rogers**, pose in front of a salt truck.

is needed to prevent ice than to break it down. The new plan requires crews to calibrate the equipment to avoid over salting roadways. "The program enables us to provide safe working road conditions while still being environmentally friendly," says supervisor of mobile equipment Bob Rogers.



# MILESTONES

## Employees celebrating anniversaries with Alcan

### 30 Years



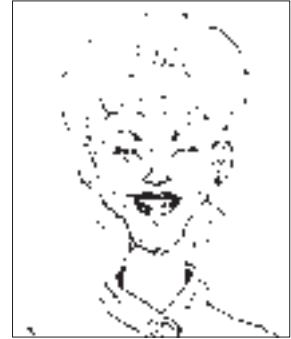
▲ **Bob Beedle**  
Pipefitter/Gasfitter



▲ **Gerald Neilly**  
Recovery Equipment Operator



▲ **Graham Anderson**  
Maintenance Planner



▲ **Cathie Stevens**  
Editor *Ingot*

### 15 Years



▲ **Sam Harness**  
Mechanical Technician



▲ **Stacy Smeader**  
Electrician Journeyman



▲ **Elizabeth Carter**  
Building Serviceman

### 50th Anniversary DVD still available

Alcan's corporate affairs office still has a few DVD's left, highlighting photographic images from the 50th Anniversary celebrations.

If you would like a copy, phone Teresa Guest at 250-639-8595 or e-mail her at [teresa.guest@alcan.com](mailto:teresa.guest@alcan.com).

Note: There is a limited supply – we may not be able to accommodate all requests.



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### Summer Student Application Forms

Application forms for summer student employment in 2005 for Alcan's smelter in Kitimat, BC can be picked up at McNab Morris Developments, located at 1352 Alexander Avenue. McNab Morris Developments is open Monday to Friday between 8 a.m. and 4:30 p.m. Summer student employment is restricted to Terrace and Kitimat residents. Applications are to be picked up by the student or parent of the student.

**The deadline for filing applications is Mon., Feb. 28, 2005.**

