



HOT TOPICS

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Paul Henning updates employees and retirees on business.
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New safety signs summarize plant's performance.



◀ EVACUATION EXERCISE

A test of the emergency preparedness plan with a plant wide evacuation was put into motion on May 30, as employees evacuated the plant from the five gate access points. Pictured here is A-gate, where the largest concentration of employees work in the central area. Emergency coordinators and muster station captains ensured that all employees were accounted, before re-entry to the work site. The last time a plant-wide evacuation tested the emergency response of Alcan's mutual aid agreement and emergency response teams was in May 1996. Plant protection members thank employees for their cooperation and assistance. Plant protection and area emergency coordinators are evaluating the evacuation with a view to increasing the efficiency of Alcan's emergency preparedness plans and systems.

SUSTAINABILITY IN THE COMMUNITY

Economic diversification first and foremost with Alcan's backing sees agreements signed.

Partnerships in action

What does Alcan, the Regional District of Bulkley Nechako, the Haisla First Nation, Cascadia Materials Inc. and Arthon Construction Ltd. have in common?

Common interests and diversifying the economies of the communities within Alcan's operating areas brought together these groups and businesses to sign separate protocol agreements and letters of intent with Alcan for long-term sustainability.

Regional District of Bulkley Nechako

In early May 2005, Alcan reached agreement with the Regional District of Bulkley Nechako, to partner and promote the region's economic diversification strategy, addressing a longstanding revenue shortfall identified by the Regional District.

The agreement sets out the principles, objectives and processes to guide the relationship and to complement the terms of reference for a regional economic study that Alcan and the Regional District jointly commissioned. The study is being conducted by Leslie Lax and is intended to assess future opportunities. A report is expected to be completed by September 2005.

In an Alcan press release, the chairperson of the Regional District, Roseanne Murray said, "The advancement of the relationship and commitment to move forward by both parties was long overdue. I'm confident about the positive impact this new relationship will have on our region."

Haisla First Nation

Alcan and the Haisla First Nation signed a letter of intent on June 2, to promote economic development in the region. It opens discussions between the two parties for transferring six parcels of Alcan land in the Minette Bay area to the Haisla Nation.

The letter of intent guides the parties discussions towards a final land transfer agreement, which has been a key Haisla objective since signing the Alcan Haisla Relationship Protocol Agreement in 2002.

In an Alcan press release Chief Steve Wilson said, "This land deal with Alcan is a significant step in our relationship. The land acquisition will effectively double the land base of the Haisla Nation and is a clear demonstration of Alcan's interest in working with us to ensure the mutual future economic prosperity for both parties. We are pleased and look forward with a great deal of optimism."

Arthon Construction Ltd. and Cascadia Materials Inc.

On June 3, Alcan announced signing various agreements for a proposed new aggregate mining and exporting business in Kitimat with Arthon Construction Ltd. and Cascadia Materials Inc. The agreements cover a range of important issues including an option to purchase and develop Alcan lands to the south of the Kitimat Works smelter, which will be used for a new port facility.

Vancouver based Cascadia Materials and Kelowna based Arthon Construction intend to mine sand and gravel in Kitimat to export to markets in southern British Columbia and the United States. Cascadia also plans to use the port facilities to ship other products in the future.

When Alcan and Arthon entered into an Agreement in 2002, Arthon has the option to purchase the Alcan Sandhill in Kitimat, considered to be one of the best deposits of aggregate on the northwest coast of B.C.

Alcan, Arthon and Cascadia are also discussing with the Haisla First Nation and other local and regional economic bodies and businesses to ensure the success of the Cascadia Project and the long-term sustainability of the communities.

Continued on page 2

Communication in Action

Delivering strategic messages to employees and retirees at 'town hall' meetings.

Alcan employees and retirees were informed about activities and initiatives taking place at the smelter and in the community. It's a large undertaking particularly when front line supervision and technical employees are shift workers and retirees live around the world.

But, there was a good turnout at two 'town hall' meetings on May 25 and June 10, at the Luso Canadian Club to listen to director of operations Paul Henning deliver key strategic messages.

The message ... Renew your commitment to *EHS FIRST*, with a vision of 'leadership in action'. Let employees know we care about them, our plant and ourselves. We have heard employees say we don't care. We have to change this mindset by showing that we do. It's not about what we say; it's about what we do and how we do it differently. It's about getting the right things done and doing the things that count.

Demonstrate to our employees and to our communities that we can achieve *EHS FIRST* excellence. Please think about this vision and direction and how each of you can apply it in your area of expertise.

On safety ... The new safety signs erected at each of the plant gate access points and in Kemano communicate our safety statistics and messages to you. Our other tool – the EHS Score Card, below, indicates we are getting back on track.



Paul Henning, right, and Colleen Nyce, background, greet retirees at an Alcan hosted luncheon.

On health ... Our new smoking policy was implemented and we will follow up with a new alcohol and drug policy, which is zero-tolerance.

On environment ... Without having any

non-compliance, it's a good indication we are getting our processes under control.

On finance ... A new communication tool introduced by CI Black Belt champion Yvan Morissette, the budget, objectives and plans for 2005, are being posted in selected areas of the plant so all employees can review results.

On global business ... Our first APMG Asia Pacific meeting in China with our joint venture partners from Tomago in Australia, Quintongxia in China and Sohar in Oman, consolidated our relationship within the Asia Pacific division. We have an opportunity to help facilitate *EHS FIRST* and exchange information. It's exciting to be a part of an organized team with potential for future growth.

Retirees update

I was delighted to host a luncheon for 296 Kitimat and Terrace retirees on June 10. It's important we honour and credit our retirees who set the foundation allowing us to move forward. We are re-establishing our ties with retirees and with our communities through economic development. For instance, working with the Kiwanis Club culminated in our support of a senior citizens sheltered home – the Delta King Place. I'll be meeting with retirees in Abbotsford, Victoria and Nanaimo; dates are being firmed up but likely in August.

EHS Score Card, May 2005

BY AREA:	ORG. 6		ORG. 8	ORG. 9	ORG. 10			ORG. 12			ORG. 15	ORG. 17/18	ORG. 20		
	Plant Services	Red'n Mtce.	Red'n Services	Eng. & Utilities	APP, ESD & Utilities	Lines 1-2	Lines 3-5	Lines 7-8	A Casting	B Casting	Wharf	Fincl/ Proc/IT	HR & LR	Power Kemano	Power Ops.
# Recordables (LTII, RWII, MTII)	5	2	3	0	0	3	0	2	9	1	0	0	0	0	0
# Days LTII Free (2000 - YTD)	6	95	175	1,977	1,977	275	223	269	74	1,977	487	1,977	861	285	1,977
% of Leadership Tours Completed	100	100	93	114	100	100	0	100	0	100	95	--	--	100	100
% of Corrective Actions Completed on Time	36	43	48	---	71	24	50	24	---	49	71	---	48	79	83
# Days in Compl. Environment (2000-YTD)	1,977	1,977	233	1,977	51	274	274	274	1,977	883	1,977	1,977	1,977	227	1,977

(" --- " No Corrective Actions Initiated)
(" -- " Not Required)

8 June 2005
Revised: 8 June 2005 Rev.1

Partnerships, continued

During a press conference, Cascadia president Erik Tofsrud said, "It's been a team effort, from Alcan, the Haisla, the District of Kitimat and many others that have made it possible for us to get to the stage we are at today. We are anxious to move forward to finalize our business plans and head into the next stage of construction."

Construction is scheduled to begin within the next year and the operation is expected to employ about 60 people when at full capacity.

Alcan's perspective

"We are pleased with the development of these agreements. It's a culmination of several years of hard work by many people involved in each initiative," said director of operations Paul Henning.

"These initiatives demonstrates Alcan's commitment to the sustainability and economic development within the communities of our operating area, by maximizing the value of our property assets and having the ability to assist others to develop businesses for job creation."

Economic development officer Don Timlick agreed, "The opportunities with all of the parties are one's that we can be proud of and look forward to fostering and building relationships. In the past few years, we have concentrated on the sustainability of our plant but now it's time to include and focus on the long-term sustainability of our communities as well. We are anxious to work in harmony, helping and assisting where we can to promote business development and job creation opportunities within these communities."



Signing the letter of intent with the Haisla First Nation are back row, from left, Colleen Nyce, Ellis Ross, Keith Nyce, Don Timlick, Mathieu Bouchard. Front row, from left, Russell Ross, Chief Steve Wilson, Paul Henning and Harvey Grant Sr.



LME PRICES AS OF JUNE 20

CASH: US\$1763

3 MONTH: US\$1786

The Gung-Ho Award

Alcan recognizes the contributions of teams and individuals working on Continuous Improvement projects.

Continuous Improvement (CI) is a huge investment in training people, offering a common toolbox to improve skills, to achieve personal and team objectives and to share best practices with others. Not only are the tools important, the development of a CI culture is essential to achieve results and sustainability.

Recognition

Recognition is an important component of the CI communication strategy to recognize individual and team achievements. *Ingot* has reported several CI team initiatives; this month we are pleased to recognize individuals who have received the Gung-Ho Award.

What is the Gung-Ho Award? It is peer recognition for a major contribution in the progress and achievement of a CI initiative. The award is rotated monthly and proposed by each recipient. To be recognized for a Gung-Ho Award, you have to:

- Communicate and share a vision;
- Demonstrate positive attitudes and behaviours;
- Responsible;
- Adaptable;
- Learn continuously;
- Work with others and cheer others on.

Gung-Ho gallery

Several employees have received the Gung-Ho Award since December 2004. The first recipient to earn this peer recognition was superintendent Don Painchaud for his sponsorship and contribution to the anode effect reduction initiative. (Don retired in January 2005.)

Valerie Toupin

Process engineer Valerie Toupin received the Gung-Ho Award, proposed by Don Painchaud for her enthusiasm and contribution on the anode effect reduction team. (*Ingot* March 2005.) Valerie said the CI tools and the structured approach as well as the exceptional brainstorming and communication between team members determined a successful project outcome.

Valerie has also worked on a trial in building 4A to control metal level, which concluded achieving an on average target of 80 per cent. This initiative is now being implemented across the potrooms. Valerie was surprised when she received the



Debbie Fossil



John Rilkoiff



Valerie Toupin



Joe Cordeiro, left, and John Pacheco, right, accept congratulations and the Gung-Ho Award from Debbie Fossil.

Gung-Ho Award but was extremely happy and proud of the recognition.

John Rilkoiff

Trained as a Green Belt and as power operations coordinator of maintenance and operations, John Rilkoiff was recognized for his contribution to organizing power operations CI selection workshop. (*Ingot* February 2005.) John appreciates the structured approach and the involvement of technical, trades and production people that make up CI teams. As example, he mentioned the success of the transformer rebuild Kaizen initiative. (*Ingot* March 2005.)

John is in the process of concluding his first CI project on the transportation of goods into Kemano and will be receiving Kaizen facilitator training in June.

Debbie Fossil

Trained as a Green Belt and as

casting's business analyst, Debbie Fossil was recognized for her leadership on a dynamic team to improve metal movement for inland shipments in A-casting. This project involves metal movement, manual / reconciliation of documentation to production plans, communication between areas and shifts and verification and costs for storing inventory, to name a few aspects.

While the team continues to work on this project, Debbie compliments the involvement and collaboration of all employees from organizing building 117 into bays to implementing standards and developing communication plans between ingot finishing, logistics and shipping operations. Debbie said she works with a wonderful team and that everyone is passionate about implementing the improvements. (This CI project will be reported in an upcoming *ingot* feature.)



John Pacheco and Joe Cordeiro

Lines 1&2 occupational health and safety representative John Pacheco and lines 1&2 supervisor Joe Cordeiro were recognized for their commitment to the vehicle / pedestrian separation project in the centre passageway. Developing a floor plan, and completing a vehicle traffic assessment, they identified 600 observations, of which 65 were identified as key risks. This would involve vehicles, such as diesel crustbreaker, Taylor Dunn, ore truck and forklift to examining the movement of pedestrian activity, from parking to no walkway to having to squeeze by a vehicle, to name a few issues.

With support from Black Belt Dennis Meyer and by obtaining information and feedback from employees, both positive and negative comments, numerous safety related problems are getting resolved. John said he appreciates working together on the issues and is proud of what has been achieved so far. He looks forward to working on other safety related projects to improve and make the workplace safer. (This CI initiative will be reported in an upcoming *ingot* feature.)

ALCAN RETIREES

Brian Brown



After 31 years of service millwright **Brian Brown**, right, has retired. Fellow employees and Brian's wife Darlene gathered in major maintenance on May 26 to wish him a happy retirement. Major maintenance supervisor **Scott Blackman**, left, welcomed everyone to the celebration and presented the Alcan retirement plaque and gifts. Gerald Neilly presented gifts and Doug Linton presented a gift certificate on behalf of the crew. Jim Robertson congratulated Brian and presented a hat and a cheque on behalf of the CAW. Employees shared stories about the joys of working with Brian over the years.

Manjit Toor



Senior cell operator **Manjit Toor**, left, retired from Alcan after 31 years of service. Friends and co-workers gathered in the line 4B-conference room to wish Manjit a happy retirement. Supervisor **Shaun Edwards**, right, passed on best wishes from Nick Mavros. Shaun congratulated Manjit on his retirement noting that everyone would miss his weekly breakfast, as he presented the company retirement plaque. On behalf of the crew, Tony Readman presented a cash gift and a Canadian Tire gift certificate as well as a cake decorated with an Alcan overtime meal ticket. Apparently Manjit volunteered to work overtime quite often. On behalf of the CAW **Debbie Soltau** passed on her congratulations as she presented Manjit with the CAW hat, pin and cheque. Manjit is taking up residence in Surrey, B.C.

Dave Dunlop



With close to 30 years of service with Alcan, line 7&8 controlman **Dave Dunlop**, right, retired on May 1. Friends gathered at the Hirsch Creek Golf and Winter Club for a round of golf and to wish Dave well in retirement. Process coordinator **Fred Stevenson**, left, presented the official Alcan retirement plaque and packages of golf balls. Dave joined Alcan in 1975 and for the first 25 years was a senior cell operator. Dave plans to make Quesnel, B.C. his retirement home base.

Call **ingot** at 8519 for coverage at retirement parties.

RECOGNITION IN THE PLANT

2005 CO-OP STUDENTS

Expanding job knowledge

Amber Adams B-casting co-op student Amber Adams responsibilities include approval of the daily metal release and control of slab quality. She'll also assist with the rotary flux injector project, aimed at reducing chlorine emissions and speeding up the fluxing process.

Amber studies materials engineering at the University of British Columbia and will graduate next year. After graduation she wants to work as a process metallurgist or pursue research.

"At Alcan Kingston's Research and Development Centre I studied the metallurgical and mechanical properties of aluminum rather than process troubleshooting, so I'm trying to learn as much as I can about the processing environment while I'm in B-casting," explained Amber.

Amber's newest hobby since moving to Kitimat is hiking. She also enjoys playing guitar, cooking and working out at the gym.

Jennie Hogan-Aalbers "In the safety profession, you don't see the accidents you prevent, but it's still worth it," said returning OH&S co-op student Jennie Hogan-Aalbers.

Jennie attends Ryerson University in Toronto, Ontario. She'll graduate with a bachelor of science, specializing in OH&S. Jennie plans to pursue a master's degree or OH&S law.

Vehicle/pedestrian separation projects, collecting and analyzing summer student observations and providing instructions are just a few of the projects she'll work on this summer.

"I dove right into my mandates because my previous work experience at Kitimat Works introduced me to key players and I know who the best responses are when I have questions," explained Jennie.

Jennie likes to go biking and hiking and has recently taken up soccer.

Lia Ivanakis Dealing with numbers all day keeps the accounting co-op student Lia Ivanakis busy.

"Every company needs an accountant. I want to see how accounting and budgeting helps the company and find out what an accountant does," explained Lia.

Lia is in her second year and attends the University of Northern British Columbia and will graduate with a bachelor's degree in commerce, accounting and finance. She plans to enter a certified accountant program after graduation.

Lia's responsibilities include handling month end closures, budget processes, financial reports and generally supporting the accounting department.

"I want to apply the skills I've acquired at university. I also want to see how people interact within the corporate culture," said Lia.

She spends her leisure time sewing and going for walks.

Craig Leavitt "Power generation and usage at Kitimat Works, from the Kemano powerhouse to transmission lines to industrial production is the perfect learning opportunity," said power operations co-op student Craig Leavitt. Craig's responsibilities include working with power operations and maintenance employees on process and equipment improvements and investigating and implementing equipment maintenance procedures and processes for optimum efficiency.

He received a diploma in electrical engineering technology from the Northern Alberta Institute of Technology and studies electrical engineering at the University of Victoria.

You might see Craig on the driving range this summer pursuing one of his favourite hobbies — golf — join him for a few rounds.

Marie-Eve Pomerleau "I want to learn as much as I can from everyone so I'll be talking to as many people as possible. Everyone has a different opinion or experience I can learn from," explained A-casting co-op student, Marie-Eve Pomerleau.

Marie-Eve studies metallurgical engineering at the University of British Columbia and will graduate next year. After graduation she wants to work in a casting department either in the aluminum or steel industry.

Marie-Eve's projects include sample collection and data analysis, homogenizing cycle evaluation and improving casting furnace temperature control.

Marie-Eve is creating a chainmail shirt out of pop can pull tabs. She has used 2483 tabs so far and estimates she will need a few thousand more to finish. She connects the tabs with steel rings.

Michael Spurvey Gaining a good working knowledge of industrial hygiene outside of classroom theory is one of the reasons Michael Spurvey joined the industrial hygiene department as a co-op student. Another was the opportunity to travel to British Columbia.

He studies environmental health technology at Cape Breton University in Sydney, Nova Scotia.

Michael's projects include sampling campaigns in different areas of the plant and monitoring workers exposure levels to various contaminants, compiling data and making recommendations on his observations.

"Everyone is friendly and they make you feel welcome. It almost feels like I've been here for years," said Michael.

Michael plans on going biking, hiking and exploring the surrounding wilderness this summer. He also wants to get out his rod and reel and catch some Kitimat salmon.

Interested in a co-op placement? Contact your university's co-op program coordinator.



CO-OP STUDENTS – Alcan's line up of co-op students this year are, from left, Marie-Eve Pomerleau, Craig Leavitt, Jennie Hogan-Aalbers, Michael Spurvey, Lia Ivanakis and Amber Adams.

EMPLOYEE EXCELLENCE

40 years injury-free!



Charlie Duncan Taking care of yourself and of those with whom you work with has been senior cell operator Charlie Duncan's motto for the past 40 years working in the potrooms at Kitimat Works.

"There's been significant changes since the 1970's," said Charlie, "And it seems to get better every year." Charlie recalls pulling studs by hand, standing on the pot and using a power wrench to close the gates to put in the new studs. "Once the ECL cranes came in, it really made a difference in how we pulled studs. Less labour intensive and safer," he commented.

Forty years of service is a milestone in itself. Charlie is extremely proud that he succeeded in staying injury free for 40 years. Quite often Charlie finds himself training new employees in his section and with his background and knowledge of doing the job safely, he often watches the trainee to ensure that he's doing the job correctly. If he sees someone doing something incorrectly, he quickly points out the error and shows the person the right way.

"Working in the potrooms, can be an intensive experience for a new employee, it's noisy, hot and lots of vehicles passing through," he said. Charlie recommends that staying safe, means looking after yourself and the people you work with. When doing your own job, he said you definitely have to watch for vehicle activity. "Look both ways, up and down, before you make a move," Charlie stressed.

If it wasn't for the simple fact that Charlie didn't join the pension plan immediately when he joined Alcan in May 1965, he could have retired 10 years ago. Prior to working for Alcan, Charlie worked at the Namu Canneries, close to Bella Bella. "From cannery work to Alcan work, it sure was a lot different when I became a tapper – tapping five pots with the cruce and sending it down to casting," he recalled.

Charlie has no regrets, life has been good and he's thankful to have had a wonderful marriage with his wife Mildred, and together raising three children. His eldest daughter Sheila works at the Kitimat Village Support Centre, Brenda is an executive director for the Na Na Kila Institute and Charles Jr. is a carpenter. "It's important that our youth get an education, learn our culture from the Elders and experience life. This leads to achieving success and happiness," he recommended.

Charlie carves plaques and clocks with the beaver, eagle and killer whale designs, presenting them to friends as gifts. "When my wife died three years ago, I stopped carving but I'm definitely looking forward to retirement at the end of August and getting back to carving. I'm not sure what else I'll be doing, we usually take the two grandchildren Raymond (Sonny) and Barb to the province in Vancouver, but for sure when Barb graduates this year, we'll be throwing her a graduation feast," Charlie said.

Whatever Charlie decides to do in retirement, this soft spoken, quiet man said he won't miss the work life but he will miss his work mates.

"I've made a lot of friends and have worked with many different people, I believe I've worked for at least 15 foremen in my time and all were very different in their supervisory techniques," Charlie laughed.



Gold Helmet Award

Lakhinder Dhaliwal Lakhinder Dhaliwal, left, a stud repairman in lines 3 to 5 was awarded the Gold Helmet Award because wearing his hard hat preserved his life and well being during an accident last June. Lakhinder was working on a rack of studs when a stud extension fell hitting him on the side of his head. Had he not been wearing his hard hat, the incident may have caused a serious head injury, even death. When presenting the gold helmet, plaque and pin to Lakhinder, his work mates and process coordinator Ray Downey and lines 3 to 5 superintendent **Bill Taylor**, right, recognized his safety conscious effort for wearing the proper personal protective equipment while on the job.

Sending a message

New signs at the plant gates signal safety awareness at Kitimat Works.

To raise awareness about how Kitimat Works is performing in terms of safety, signs have been erected at each of the gates to the smelter and in Kemano. The signs meet the following objectives:

- To keep employees and plant visitors informed about our safety results.
- To demonstrate the company's commitment to and focus on safety.
- To provide a visual picture of the 'safety awareness level' of the plant.
- To demonstrate that an action plan is linked to each awareness level.

Depending on the location, each sign will be comprised of three or four information elements.

The most prominent element is the red-yellow-green 'traffic' light. This light will give employees and visitors a visual cue about the safety performance and awareness level in the plant.

The light's colour will be determined by management, based on the daily area tours and on the number of safety incidents which have occurred during the week. Each colour will trigger an action plan.

GREEN light

The green light will come on if there are no recordables during the week, no high potential

incidents and a significant improvement in safety in one or more areas.

The action plan includes an explanation of why the light is green posted at each sign, printed in the director's electronic newsletter, and raised at pre-shift meetings.

YELLOW light

The yellow light will come on if there has been at least one recordable, or one or two high-potentials (depending on the kind of high-potentials, the light can switch to red), or there has been a marked deterioration in the level of safety awareness in the plant based on the safety tours.

The action plan includes an explanation of why the light is yellow posted at each sign, printed in the director's electronic newsletter and raised at pre-shift meetings. The explanation will include why the incidents were classified as high-potentials and what the corrective actions will be. The corrective actions will be reviewed for effectiveness the following week.

RED light

The red light will be based on a management group judgement call that takes the plant's safety performance into consideration. For example, if there is evidence from the daily tours that we are not in control of safety or that there has been a significant reduction in safety awareness in one or more areas.

The action plan includes an explanation of why

the light is red posted at each gate, printed in the director's electronic newsletter and included in pre-shift meetings. If the event has a plantwide implication, the director of operations will call a cabinet meeting for the management team and issue a 'call to action' to all employees to increase safety awareness and urge all employees to fast track implementation of the corrective actions.

Supervisors will communicate the same information to their crews.

In addition, supervisors will communicate the same information to their crews and all meetings in the affected area will be cancelled for seven days. Management will focus on safety and supervisors will concentrate on activities that will improve safety in the affected area.

Additional information panels

In addition to the 'traffic' light, each sign contains a flashing red indicator light that will signal when a Lost Time Incident has occurred. The remaining panels will relate monthly themes based on information from the management team and the Kitimat/Kemano Occupational Health, Safety and Environment (KKOHS&E) Committee.



Safety leader **Nick Tremblay** points to the new plant safety awareness sign located at A-gate. The sign welcomes employees and visitors, providing a quick summary of the smelter's safety performance. Similar signs are located at all other plant gate access points and in Kemano.



Nechako Reservoir at-a-Glance



Current elevation

As of June 13, the reservoir elevation was 2799.66 feet above sea level.

Long-term average

The long-term average for this time of year is 2794.52 feet above sea level.

Inflows

The inflow into the reservoir during May was 125.4 per cent of the long-term average. The reservoir storage at present is at 191 per cent of the long-term average storage.

Snow accumulation

The snow at two of the three automatic snow pillow stations is gone. The West Tahtsa site still has a small amount.

Inflows

Based on the manual snow

survey data of June 1, the inflow volume for the April-August period is forecasted to be 136.5 per cent of the long-term average.

Spillway discharge

Spillway discharge is currently set at 130 cubic

meters per second. The discharge will be monitored and adjusted as required until July 11, when the discharge level will be adjusted to meet the requirements of the Summer Temperature Management Program.

New guidelines

On May 24, the company announced a new smoking policy for Alcan's B.C. operations.

The new smoking policy complies with changes to the WCB's Occupational Health and Safety Regulations pertaining to Environmental Tobacco Smoke (ETS). The new policy will apply to ALL persons entering APM-BC facilities and/or premises in Kitimat, Kemano or the Nechako Reservoir area.

"The policy recognizes that tobacco smoke is a leading cause of preventable death in Canada," explained APM-BC's chief medical officer, Dr. Vern Davis. "It also recognizes mounting evidence that ETS can also have negative health effects on non-smokers."

The policy was developed by Dr. Davis and safety department leader Nick Tremblay and was endorsed by the management team earlier in May. It replaces the previous smoking policy which was issued in September 1997.

The following smoking policy will now apply at APM-BC:

- Smoking is not permitted inside any APM-BC buildings with the exceptions of designated smoking rooms and smoking shelters.

- Smoking is not permitted in any APM-BC vehicles including cranes.
- Smoking is permitted outdoors.

However, employees must not smoke in areas adjacent to building entrances in such a way that other employees are subjected to Environmental Tobacco Smoke.

There are several support systems available to employees who want to

quit. The Smoking Cessation Aid Reimbursement Program reimburses employees for the cost of the following smoking cessation aids: the nicotine patch, nicotine chewing gum, bupropion (Zyban), and the nicotine inhaler system. To be reimbursed, employees must present original receipts for smoking cessation aids to the receptionist in B272 within three months of the purchase date.

To be reimbursed for a family member living in the same house as the employee, the employee must present proof of residence for themselves as well as proof of residence for the family member requesting reimbursement.

If an employee requires personal support, counselors at Kitimat Community Health Services can design a specific smoking cessation strategy. Counseling is available by calling 632-3161.

Finally, if you prefer the anonymity of the Internet, help can be found at <http://www.quitnow.ca>. This site has the approval of the B.C. Lung Association.



Aids to help you quit smoking include the nicotine patch, nicotine chewing gum, bupropion (Zyban) and the nicotine inhaler.

Study results Released

On June 20 and 21, representatives from the B.C. Cancer Control Agency were in Kitimat to present the results of a 12-year update on the *Kitimat Cohort Health Study on Aluminum Workers*. The presentations were made to current and former Alcan employees at the Luso Canadian Hall.

The update expands on an earlier study, which looked at employees who worked at Kitimat Works from 1954 to 1985. The update extended the employment period from 1954 to 1997 and included employees with three years of service or more.

The study was funded by grants from Alcan and the Workers Compensation Board of B.C. and supported by CAW Local 2301. The study was designed to determine the long-term health outcomes of aluminum workers at Kitimat/Kemano.



10 Years



Joe Furtado
Heavy Duty Mechanic
Garage

15 Years



Al McMillan
Casting Operator
DC-4

25 Years



Earle Crawford
Power Operations
Serviceman

25 Years



Don Phillips
Anode Operator

25 Years



Guy Mageau
Gangleader
Recovery Material

5 Years

Danny J. Casquilho
Tammy V. Demedeiros
Shane M. Obrien
Ray D. Praught
Shannon M. Pritchard
Miechelle Weber
Michael E. Peteski
Michael J. Langedger
Raegen K. McAllister
Gert Matthee
Terry H. Munday
Andrew A. Paulitschke
Ron B. Sommerfeld
Michael A. Ward

10 Years

Stanley K. Blain
Benjamin Bolton
Paul G. Cabral
Dan R. Johnson
Fred C. Lambright
Arthur R. Abreu
Troy H. Hansen
Michael J. Pearson
Donald L. Reynolds
Michael N. Walker
Marc Calder

15 Years

Osvaldo D. Amaral
Hugh D. McIsaac
Stephen M. Sheasgreen
Rodney Boston
Dale Webster
Picton B. Gorman
Larry E. McQuay
Brett J. Murray

20 Years

Bradley S. Benoit
Danny Terrell
John Pedro
Michael Steponavicius
Constance J. Mattiuz

25 Years

B P. Adams
Margaret K. Bowker
Miguel M. De Viveiros

K. A. Guy
Robert G. Magee
William R. Trudell
Tomas Bilina
Kevin O. Finn
Ronald J. Mailloux
David L. O'Brien
Alfredo M. Goncalves
Kirk R. Ives
Patrick R. Lafferty
Kenneth A. Lloyd
Tommy Mourgas
William D. Peacock
Robert D. Sallows
Steven A. Day

30 Years

Michael R. Beauchamp
Ivan J. Machula
Real L. Levesque
John Bogaert
Mario E. Gonzalez
Daniel E. Rennhack
Freddy B. Ringham
George Weeks
David J. Tasker
Christian D. Thomas

40 Years

Charlie S. Duncan

30 Years



Darrell Fontaine
Casting Operator
B-Casting

35 Years



Marjorie Oleniuk
Supervisor
Compensation, Payroll
and Benefits

TAKE NOTE

Calling all artists

Take out those paint brushes, pastels or charcoals. *Ingot* invites you to design the official Kitimat Works Christmas Card!

What's in it for you?

The winning artists' name and title of the piece will be included in the card and it will be mailed to Alcan customers and stakeholders around the world. It's a great opportunity for international exposure. The contest is open to employees, employee family members and retirees. Create a winter or Christmas scene, any medium except photos are eligible. Please send your entry on paper, canvas, etc. Ensure your name, phone number, address and the title of your piece are included so we can return it to you.

Send entries to:

Rachel Stern
Alcan Primary Metal-BC, 272K
1 Smeltersite Road, PO Box 1800
Kitimat, BC V8C 2H2

If you have any questions please contact **Rachel at 639-8496**

**Deadline for entries:
Friday, July 15, 2005**



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Editor telephone: local 8519 or (250) 639-8519
or by email: cathie.stevens@alcan.com

You can also visit us at:
www.alcaninbc.com/kitimat/index.html

Please respect *ingot* deadlines for copy, revisions and photographs. **The deadline for the next issue is July 12, 2005.**

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1 SMELTERSITE RD, P.O. BOX 1800, KITIMAT, BC V8C 2H2
Email: cathie.stevens@alcan.com

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Rachel Stern

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Annual KWSA Fun Slopitch Tournament

**Riverlodge Ball Fields
July 16 to 18
Entry fee is \$100
per team**

**If you have questions
contact Bill Pacheco at
8417 or 632-7355.**

**Send your team roster
and money or cheque
payable to Bill at MDP
57 by the deadline
date of July 9.**

Team Name: _____

Rep Name: _____

Home Phone/Work Phone: _____ **MDP #:** _____

Team Shift Schedule: _____

**List names of all team members:
(Must have 7 men and 3 women on the field)**

