

NOVEMBER 2004

# Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA



For Alcan employees, retirees and their families

## Calling all Alcan retirees

You're invited to submit Christmas greetings that *ingot* will publish in the December issue. Deadline is December 3.

Please send to:

Retiree Xmas Greetings, c/o Alcan, P.O. Box 1800, Kitimat, B.C., V8C 2H2 or email to [ralph.reschke@alcan.com](mailto:ralph.reschke@alcan.com).

## HOT TOPICS



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Winners of Alcan's 50th Anniversary cartoon caption contest announced. **Read page 7.**

RECOGNITION: Employees celebrate 25, 30 and 35 years of service.

# Employees celebrate significant years of service

Alcan honoured employees with long-time service at a gala dinner and dance.

**E**mployees of Alcan Primary Metal - BC were recognized at a dinner and dance at the Luso Canadian Club as they celebrated 25, 30 and 35 years of service with the company.

This was the sixth annual event for the management team to recognize and acknowledge employees celebrating significant years of service.

Director of operations Paul Henning, financial controller Louise Depatie, human resources manager Josey Girard, superintendent casting and wharf Jean-Claude Pomerleau and

manager of corporate affairs and community relations Colleen Nyce greeted employees and their guests as they arrived.

Colleen hosted the event and welcomed everyone to the dinner and dance. She presented a flash back of events and trends that occurred in 1979.

Paul congratulated employees, stating that they were the heartbeat of the company and their contributions and experience were valued and appreciated. He also remarked, as he toasted employees, that 25, 30 and 35 years of service with the company was a legacy to be proud of.

A video was presented highlighting employee and community events that had taken place over the last 25 years. Guests were presented with a copy of the video, a 50th commemorative pin and wineglass, and the women also received a single stemmed red rose.

The evening's festivities continued with door prizes and dancing.

*Continued on page 2*

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# RECOGNITION

page 1 ... Employees celebrate anniversary milestones



▲ Employees celebrating 35 years **Adelino Correia**, left, and **Arthur Silva**, right, cut the ceremonial cake with director of operations **Paul Henning**.



▲ Alcan's Quarter Century Club — Alcan employees who celebrated 25 years of service.



▲ Alcan employees who celebrated 30 years of service.



▲ Alcan employees who celebrated 35 years of service.

## Anniversary List

### 25 Years

Gary Abriel  
Leslie Barks  
Jozsef Botz  
Guy Brais  
Eric Buchal  
Jeff Burke-Smith  
Rajinderpal Chhina  
Jose Clemente  
Eduardo Cordeiro  
Mike Correia  
Laval Deschenes  
Leonardo Desousa  
Walter Durocher  
Mario Firmino  
Randy Fournier  
Loane Fowler  
David Fowler  
James Gairdner  
Carlo Galante  
Richard Gasse  
Raimund Gastel  
Noel Gaucher  
Jose Goncalves  
Lance Griffin  
Barry Hanson  
Mahadi Hassan

Kathleen Hogue  
Vickey Hume  
Trevor James  
Kane Kaldenhoven  
Gordon Klassen  
Patrick Kormos  
Laurie Levesque  
Robert Levesque  
John Locke  
Bradley Loran  
Steve McCreia  
Richard Meyer  
Curzio Miani  
Brian Morris  
Daryl Morrison  
Brian Mott  
Christopher Mueller  
Anil Nair  
Joseph Nunes  
Richard Palmer  
Roger Papish  
Dermot Pegley  
Adolfo Pereira  
Antero Pereira  
Robert Perry  
Bradley Porteous  
Alvin Pratt

Allan Quaife  
Leonardo Raposo  
Sheldon Reid  
Joao Remedios  
John Rinquinha  
Emanuel Roberts  
Michael Rochette  
Glenn Rosebush  
Keith Saunders  
Erroll Schrier  
Paul Schulmeister  
Frank Silveira  
Wendy Silver  
Kenneth Snell  
Catherine Stevens  
Albert Swick  
Joseph Tessier  
Michel Thomas  
William Thompson  
Stefan Thorgrimsson  
Stephen Tomlinson  
Jaime Valdez  
Peter Walsh  
Murray Waters  
Marie Wilson  
Arlene Wintemute  
Richard Wintemute

### 30 Years

Anthony Abriel  
James Adams  
Sergio Amaral  
Allan Annett  
Kerry Arens  
James Astle  
Patrick Bater  
Ted Bergen  
Surjit Bhandar  
Grant Bliss  
Ronald Breuker  
Anna Cabral  
Jose Carrita  
Jose Carvalho  
Mario Dos Santos  
John Dubravcic  
James Duncan  
Ainsley Encinas  
Wayne Farina  
James Fisk  
Joaquim Fonseca  
Phillip Grant  
Walter Hamilton  
Douglas Hamilton  
Doug Hughan  
Gilbert Kallio

Kin Lo  
James MacBean  
George Marcial  
John McKenzie  
Brent Morrison  
Mohan Moudgill  
Rolf Mullens  
Gerald Neilly  
Per-Henrik Norman  
Antonio Pimentel  
John Pires  
John Postma  
Eldon Quinn  
Robert Rajan  
Celeste Raposo  
Medrick Robinson  
Guelhermina Santos  
Jimmy Sevigny  
Satinder Sidhu  
Jose Silva  
Ross Slezak  
Rodney Smith  
Jose Sousa  
Fred Stevenson  
John Tavares  
Alvaro Tome  
Manjit Toor

John Wiens  
Charles Wilson  
Eric Woods  
Stewart Young  
Arthur Young  
Henry Amos

### 35 Years

Ed Barbosa  
Wanda Colangeli  
Adelino Correia  
Jose Da Costa  
Larry Elmquist  
Willard Grant  
George Ivanakis  
Bernhart Schwarz  
Arthur Silva  
Michael Stekelenburg

Air compressor modifications increase reliability and health and safety

# Employees improve air compressors

Improvements to the lubrication system on air compressor 2 in building 140 have resulted in reduced breakdowns, decreased maintenance costs, improved health and safety and reduction of oil leakage into the environment.

**M**echanical engineer Matt Siska, technical team leader Allen Veasey, planner Ron Breuker, millwright Jason Vines, pipe shop crew members and various supervisors worked together to plan and complete the final stages of the air compressor project. The compressors supply air for powering tools, air knives in conveyors, instrumentation control valves, scrubbers and machines in casting and the potlines.

Through failure analysis, the system of tracking work-tickets and the breakdown frequency of machines, the utilities maintenance department discovered that the air compressors were frequently breaking down.

## Breakdowns and leaking oil

"We try to avoid breakdown work-ticket situations as they cost more than planned work-tickets," says Allen. If two or three air compressors broke down at the same time the breakdown could impact aluminum production.

Maintenance employees informed Matt about the problems with the air compressors. Jason gave Matt detailed information about the oil waste and the difficulties with the lubrication system.

"The lubricators became difficult to adjust and weren't



▲ The divider valve installed on air compressor 2 in building 140.

supplying the right amount of oil," explains Matt. "They'd supply too much oil and leak, leading to waste and additional maintenance, or supply too little oil and a safeguard on the compressors would shut the whole unit down."

"We were working right at the edge of the working parameters for the system," adds Allen.

The leaking oil, from over lubrication, led to additional clean-up and maintenance costs. There were also concerns about the safety and environmental hazards the leaking oil created. Oil on the floor and the air compressors created potential fire and slipping hazards for

employees. Surplus oil could leak to the sewer and flow into B-lagoon, increasing the oil concentration in the lagoon.

## Finding a solution

The problem was the lubricator parts couldn't simply be replaced because they were obsolete. Other available lubricators would require additional labour and would cost more to adapt them to the compressors.

Matt worked closely with Jason and Brad Germain, a representative of Pneutech to find a cost-effective solution to the lubricators. After some research they decided to use a divider valve to prevent over lubricating the air compressor. The valve made controlling the lubrication system easier.

"The divider valve cost \$300 and about \$500 to install and is very reliable with a life of at least 10 years, in most cases much longer," explains Matt.

## Benefits of modification

"This small initiative overlaps many aspects," explains Matt. "It is an example of an increased economic value added (EVA) project and aligns itself with *EHS First* and continuous improvement initiatives. It also demonstrates how important it is to have communication with the people on the floor right across to technical support and all the



▲ Jason Vines, left, and Matt Siska stand in front of air compressor 2 that was modified with a divider valve.

way up to management. Also, it shows how simple strategic changes can positively impact both operations and maintenance activities."

Modifications to the air compressor created a domino effect of cost savings and benefits. Modifications decreased waste oil, reduced maintenance costs, improved the health and safety of employees and reduced the environmental impact on the lagoon system.

The utilities maintenance department is monitoring the modification and plans to modify the remaining air compressors by the end of the year.

## AT-A-GLANCE

### Nechako Reservoir Update



As of November 10, the reservoir elevation was 2794.48 feet above sea level. The long-term average (LTA) for this time of year is 2794.82 feet above sea level. Due to significant rain events, the inflow into the reservoir in October was higher than the average at 142.2 per cent

of the LTA. The reservoir storage at present is at 96.8 per cent of the long-term average storage.

Spillway discharges are currently set at 30.0 cubic meters per second and will be maintained at this rate until end of March 2005.

## Replacing soap dispensers

# Skin hygiene program

The industrial hygiene department has initiated a new plant-wide skin hygiene program to prevent employee skin disorders.

After several years of conducting studies, working with pitch burn skin disorders, issues involving PPE and ways to prevent skin disorders in the workplace, industrial hygiene and the occupational health departments have implemented a plant-wide skin hygiene program.

Industrial hygiene supervisor Marc-Andre Lavoie, industrial hygiene technician Jane MacDougall and industrial hygiene support Margit Westergard are implementing the final stages. This involves replacing 731 soap dispensers, barrier creams, moisturizers, and shower products with new Stockhausen products. Working closely with Stockhausen liaison Michael Peters, they have selected the best products for each area's particular needs.

The second leading cause of occupational illnesses is skin disorders. "Unfortunately, skin disorders are under-reported and we don't see workers coming in until their conditions are serious and causing pain or an inability to do their job," explains Jane. "We are trying to address the issues before they start so they don't progress to more serious health concerns." The prevention of occupationally-caused skin diseases is of the highest



▲ Industrial hygiene (IH) technician **Jane MacDougall**, centre left, and IH support **Margit Westergard** hold the new Stockhausen soap dispenser that will be installed throughout the plant. Flanking the two are Stockhausen liaison **Michael Peters**, left, and IH supervisor **Marc-Andre Lavoie**.

concern to both occupational health and industrial hygiene.

### Why change to a new soap?

There has been a long-standing concern for skin issues arising from industrial exposures to harsh chemicals. "Our goal is to prevent skin disease from occurring by minimizing or

eliminating the exposure through the use of effective skin products," says Jane.

Past practice of using soap dispensers with refillable reservoirs created conditions for bacteria growth. The new soap dispensers will use a disposable (but recyclable) soap container, eliminating the possibility of bacteria growth.

There was also a major health concern about the overuse of Selsun Blue as a pitch removal product. Selsun Blue will be replaced with a safe Stockhausen product.

The Stockhausen products were chosen because they are solvent free, effective cleaning products that are compatible with most skin types. The industrial hygiene department wants to reduce chemical sensitization, eliminate the use of harsh soaps, and address pitch burn and issues related to skin disease.

"The new products are already establishing a great track record," says Jane. "There have been several cases where the Stockhausen products have cleared up long term skin conditions for employees."

### How will the changes affect employees?

The products are simply being switched. The moisturizing products, barrier creams, hair and body products and soaps will be used in the same manner as the old products. However, to help with the transition, signage will be placed by the dispensers to introduce employees to the new products.

## IN THE PLANT

### Preparing for winter parking and snow clearing

As winter conditions make roadways wet, slippery and icy, Alcan reminds employees to park in the designated areas inside and outside the plant.

Winter parking rules are in effect from November 1 to April 1. To assist the snow clearing crews, plant protection monitors roadways and parking lots. Vehicles not in compliance may be towed at the owner's expense.

#### A Area

- Dayshift employees are to park in the lower lot (outside the plant).
- Nightshift employees are to park in the upper lot (outside the plant).
- Employees who park inside the plant near lines 3-5 are asked to park vehicles against the rectifier yard.

#### B Area

- Dayshift employees are to park in the west parking lot (by the carwash).
- Nightshift employees are to park in the east lot beside 'B' gate.
- Employees who park inside the plant near lines 7&8 are asked to park vehicles against the fence.

All other parking inside the plant should be in designated areas to allow snow clearing to be done safely and properly; give the snow clearing equipment the right of way.

During heavy snowfalls parking may be restricted from inside the plant to parking lots outside of the plant. Listen to local radio announcements.

#### For your protection

Let's ensure for everyone's safety; here are some steps employees can take:

- Shorter daylight hours and winter conditions create reduced visibility, so wear high visibility clothing and always establish eye contact with equipment operators.

- Employees are responsible to keep the doorways to their buildings clear of snow. Salt boxes are refilled on a request basis only; contact the wharf at 8553.
- Wear proper footwear and report slipping injuries and near misses to first aid, include location, footwear and conditions. This information is used to identify problem areas.
- Hazardous conditions, areas that are slippery or unsafe due to winter conditions, should be reported to plant protection at 8273.

Does the fall season bring out the blues in you?

# Dealing with SAD

Seasonal Affective Disorder, also known as SAD, can catch people unawares. Here are some of the signs to watch out for.

## What is Seasonal Affective Disorder?

Some people suffer from symptoms of depression during the winter months, with symptoms subsiding during the spring and summer months. This may be a sign of Seasonal Affective Disorder, or SAD; it is a mood disorder associated with depression episodes and has been linked with seasonal variations of light.

## How is it caused?

Researchers believe it is caused by a biochemical imbalance in the hypothalamus due to the shortening of daylight hours and the lack of sunlight in winter.

Melatonin, a sleep-related hormone secreted by the pineal gland in the brain has also been linked to SAD. This hormone, which may cause symptoms of depression is produced at increased levels in the dark. Therefore, when the days are shorter and darker the production of this hormone increases.



## Symptoms include:

**Sleep problems:** A desire to oversleep and difficulty staying awake, but in some cases, disturbed sleep and early morning awakening;

**Lethargy:** Feeling of fatigue and inability to carry out normal routine;

**Overeating:** Craving for carbohydrates and sweet foods, usually resulting in weight gain;

**Depression:** Feelings of misery, guilt, loss of self-esteem, apathy;

**Social problems:** Irritability and desire to avoid social contact;

**Anxiety:** Tension and inability to tolerate stress;

**Loss of libido:** Decreased interest in sexual relations and physical contact;

**Mood changes:** In some sufferers, extremes of mood and short periods of hypomania (overactivity) in spring and autumn.

## Treatments

Phototherapy or bright light therapy has been shown to suppress the brain's secretion of melatonin. Although, there

have been no research findings to definitely link this therapy with an antidepressant effect, many people respond to this treatment. The device most often used today is a bank of white fluorescent lights on a metal reflector and shield with a plastic screen. For mild symptoms, spending time outdoors during the day or arranging homes and workplaces to receive more sunlight may be helpful. One study found that an hour's walk in winter sunlight was as effective as two and a half hours under bright artificial light.

If phototherapy doesn't work, an antidepressant drug may prove effective in reducing or eliminating SAD symptoms, but there may be unwanted side effects to consider. Discuss your symptoms thoroughly with your family doctor and/or mental health professional.

The Employee Family Assistance Program is also available to provide support. The Kitimat office is located in Century House at #330 370 City Centre, and the phone number is 632-5564.

Appointments for the counsellors are scheduled through the Vancouver Office of Wilson Banwell. Please call collect at 689-1717 or toll free at 1-800-663-1142.

## RISK MANAGEMENT SYSTEM

QMI puts smelter under magnifying glass...

## ... and Alcan people deliver good results

Auditors for the Quality Management Institute (QMI), a branch of the Canadian Standards Association, delivered a positive report following a surveillance audit conducted at Kitimat Works from October 18 to 21.

The five-member audit team from QMI spent four days in the smelter and had interviews scheduled with about 65 employees. Meanwhile, Kitimat employees acted as guides for the auditors. Guides included Lou Bedard, John Hall, Roy Hartmann, Gerd Kraft, Luc Lachance, Marc-Andre Lavoie, J.R. Lebel, Celeste Raposo and Terri Taylor. In addition,

representatives from CAW Local 2301 joined the audit as observers. This group included Gualbert Carrita, Ron Fossil, Gord Lechner and Ed Silveira.

According to risk management system coordinator Harold Bruins, the auditors were impressed with the smelter's operational procedures and their link to identified hazards and aspects. He says the group was also impressed with the level of knowledge reduction employees showed for their responsibilities. The smelter's industrial hygiene and occupational health management system also garnered praise and was

described as setting high standards when compared to other Canadian companies. The Alcan Incident Reporting System (AIRS) and AIRS Plus were singled out as particularly effective.

"Overall, the auditors were pleased with the frankness and candor that auditees exhibited during their interviews," remarked Harold.

But, as the auditors pointed out during their presentation to managers on Thursday, October 21, the risk management system is a work in progress, and there were several areas where improvements could be made.

The audit revealed two non-conformances. The first non-conformance was in the area of Risk Assessments. The auditors found we had not completed our review of Class A hazards as required by our procedures.

The second non-conformance was found in purchasing. The QMI auditors felt that the department needed to follow up on vendor assessments to ensure that vendors are meeting the requirements of Kitimat Works' risk management system registration to ISO 9001 and 14001 and OSHAS 18001 standards.

## Alcan employees celebrate retirements and achievements

### New Tradesmen Recognized



▲ Trades training coordinator **Gerry Skitcko**, left, congratulates **Alan Cote** for achieving his journeyman status as an electrician.



▲ From left, **Gerry Skitcko**, **Jose Santos** accepts his certificates of achievement from maintenance manpower coordinator **Mike Stekelenburg** and **Bento Pedro**.



▲ **Clarence Riggs**, left, accepts his certificates of achievement from maintenance manpower coordinator **Mike Stekelenburg**, to mark journeyman statuses as steamfitter/pipefitter.



▲ **Mark Roberge**, left, accepts a Hoselton from joint apprenticeship committee member **Bento Pedro**, who congratulated him on behalf of the CAW for achieving journeyman status as a millwright.



▲ **Pauline Marcial**, left, and her husband **George Marcial** enjoy opening presents at Pauline's retirement party.

After 32 years of service at Alcan, pension and benefits administrator Pauline Marcial retires. Supervisors and coworkers gathered in the accounting lunch area to wish Pauline a happy retirement. Compensation and payroll supervisor Marjorie Oleniuk presented Pauline with her retirement plaque and reminisced about Pauline's professionalism and compassion for her clients. Coworkers Lucy Miani, Janet Munroe, Lorna Lott and Guelhermina Santos offered their congratulations and read e-mails and letters from retirees. One letter described Pauline as one of Alcan's finest ambassadors. Human resources manager Josey Girard offered her congratulations on behalf of Alcan. On behalf of the CAW, Brent Morrison presented Pauline with a small gift from the union. He said Pauline gained the respect of the union by working hard over the years with them to expand the benefit package for hourly paid employees. Pauline was the first staff member to receive a gift from the union. Before cutting her retirement cake Pauline said she would miss seeing the familiar faces and wished everyone long life and happiness.

### Health fair expands into plant



▲ Members of the occupational health department and community health care professionals from Kitimat General Hospital and Health Centre held a 'Hearts @ Work' health fair for the plant maintenance services group on October 19. Employees attending the fair had their blood pressure and glucose levels checked, learned nutritional information, coping with stress techniques, exercises and activities to help maintain a healthy lifestyle and received smoking cessation information.

## 50th anniversary postcard caption contest

# Employees tickle Alman's metal

Here are the winners of our 50th anniversary postcard caption contest.



**"Well, you see Alman, I'm aiming to win the Kitimat Fishing Derby this year by catching the creature from the B-lagoon."**

We liked the nod to the movie The Creature from the Black Lagoon in this submission by Cameron Marleau - industrial equipment operator in lines 3 - 5.



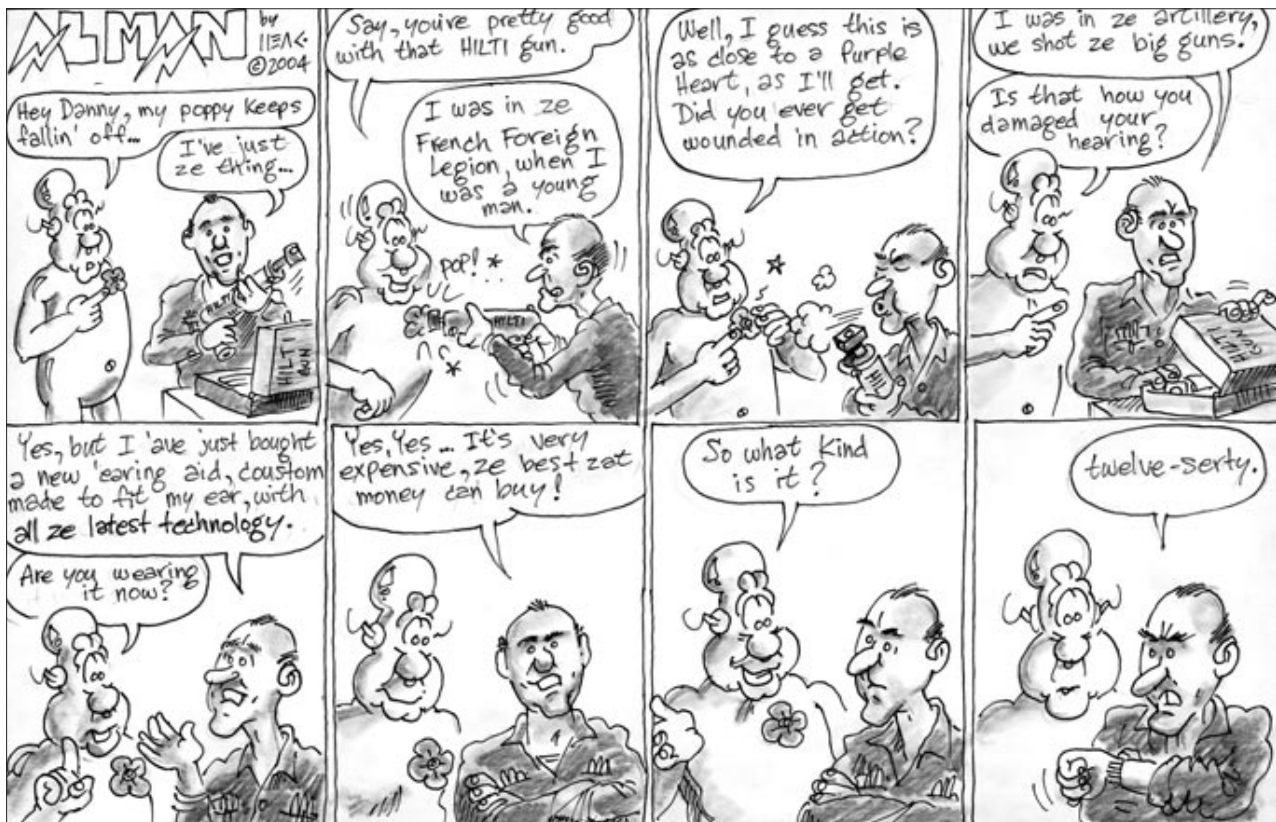
**"You see Ken, rain IS good for your health."**

Seeing the silver lining in this situation made David Harper's entry a winner. David's a heat transfer medium technician at the anode paste plant.



**"This time, lift the shield to eat it."**

Short and to the point. That strategy earned Robert Walker a cool \$50. Robert is a rectifier and sub-station electrician in power operations.



# MILESTONES

Employees celebrating anniversaries with Alcan

## 30 Years



▲ Joe Carvalho,  
Senior Cell Operator

## 25 Years



▲ Richard Palmer,  
Senior Cell Operator

## 5 Years



▲ Kensey Duarte,  
Millwright Apprentice



▲ Steve Herunter,  
Tinsmith Journeyman Fab Shop

## 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 Monday, February 28, 2005.**

## 50th Anniversary CD available

Alcan's Kitimat corporate affairs office has a limited quantity of compact disks containing photographic images from the 50th-anniversary celebrations.

If you **attended** the anniversary weekend and would like a copy, please contact Teresa Guest at 250-639-8595 or [teresa.guest@alcan.com](mailto:teresa.guest@alcan.com).

**Please note:** There is a limited supply - we may not be able to accommodate all requests.

**Ingot**  
ALCAN PRIMARY METAL BRITISH COLUMBIA



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P.O. Box 1800, Kitimat, B.C. V8C 2H2. You can also visit us at:

[www.alcaninbc.com/kitimat/index.html](http://www.alcaninbc.com/kitimat/index.html). **Please respect *ingot* deadlines for copy, revisions and photographs. The deadline for the next issue is December 3.**

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## Alcan Retirees Christmas Social

The management team of Alcan Primary Metal - BC invites all Alcan retirees to an Open House to share in some Christmas cheer and exchange greetings with friends. The hall will be decked with boughs of holly and we look forward to meeting you at the fifth annual Alcan Retirees' Christmas Open House.

**Date**

**Thursday, December 9**

**Time**

**2 to 4 p.m.**

**Place**

**Kitimat Rod and Gun Club**