



# Le Flambeau Express

NEWSLETTER OF THE ASSOCIATION  
OF RIO TINTO ALCAN RETIREES MEMBERS OF THE APP

APRIL 2009  
[www.rcra01.com](http://www.rcra01.com)

## A Word from the President



Hello everybody,

### PLANNING OF MEETINGS WITH THE RETIREES

As in past years, I'll soon be in your sector accompanied by Messrs. Michel Fortin, retirees representative on the retirement committee, and Gilles Boulianne, technical advisor.

These meetings will be held soon after the meeting that we had last April the 9<sup>th</sup> with Mr. Marc Queenton, the Alcan Adminco, director of pensions and actuarial services.

The purpose of these meetings is to inform you of the present situation with our pension fund, the forecast of the fund as well as updating the political files.

Here are the proposed dates :

- Shawinigan- Tuesday April the 21<sup>st</sup> at 13h30 at 4393 Bonaventure, Seniors Room.
- Beauharnois- Wednesday April the 22<sup>nd</sup> at 9h30 at 284 Charlebois in Melocheville.
- Alma- Tuesday April the 28<sup>th</sup> at 13h30 at the Riverbend Curling Club, de la Gare Ouest, Alma.
- Jonquière- Wednesday May the 6<sup>th</sup> at 09h00 at the Canadian Legion at 2691 Lasalle, Arvida.

We are awaiting the pleasure of meeting you in great numbers.

*(continues on page 2)*

## Elections to the Retirement Committee Candidates endorsed by the RCRA

### INTRODUCTION

The RCRA endorses two quality candidates to represent us on the retirement committee. We offer them a space in our newsletter and we invite retirees to vote for them in great numbers.

Ghislain Gauthier, Secretary



The time has come to choose your retirement committee representatives. This becomes a very important gesture if we take into consideration the current financial situation.

I am confident I have fulfilled the tasks you have given me during my last two mandates. A good summary of these accomplishments would be my taking part in the improvement of the fund surpluses management policy. On the political front, another accomplishment would be my implication in regards to provincial laws on retirement funds management (among others, laws 195 and 68). Stronger with this acquired experience, I solicit your trust once again and **I make the commitment** to continue working to defend our interests.

My objectives are to contribute, with the help of my fellow retirement committee members, to restore the financial health of our fund, to continue to communicate with and inform the retirement associations, as well as to fulfil the mandates that they will give me.

I thank in advance those who will honour me with their trust by their votes.

*Michel Fortin*  
Candidate

If nothing else, the current period of financial turmoil is teaching us that we cannot take our pension benefits for granted. As a recent retiree, I have a personal stake in ensuring that good governance of APP is sustained. It is also important for me that retirees, those most directly affected by decisions and events that impact upon APP, continue to advocate for improvements in the benefits arising from the plan.

If elected, it will be a privilege for me to represent retirees on the APP Pension Committee. My career of 34 years with Alcan allowed me to gain broad knowledge and understanding of the company, its operations, and its people. The jobs held by me during this period included senior management roles in human resources and operations management, including President Alcan Smelters and Chemicals. I was also company representative on the APP Pension Committee for more than three years, including two years as committee chairman.

*Richard Yank*  
Candidate

## A Word from the President

(continued from page 1)

If someone would like to organise this type of meeting in another sector, it would be a pleasure for us to come and meet you.

### ELECTION TO THE RETIREMENT COMMITTEE

There'll soon be elections for the retiree members of our APP pension fund and you'll receive the voting bulletins in a few days.

The two candidates supported by the RCRA are Messrs. Michel Fortin and Richard Yank. We are thus asking you for your support by voting for these two candidates for whom you'll find the candidate text in page 1. Mr. Bob Fox has decided not to be a candidate; we thank him for his collaboration.

### THE NEXT FLAMBEAU IN MAY

Note that an express Flambeau will be published in mid-May and will be sent to all who are members in good standing with all the details on the pension fund for those unable to be present at the meetings.

*Réginald Cantin,*  
President

*The following is a free translation of a letter written in French by Jacynthe Côté, Chief Executive Officer of Rio Tinto Alcan, in response to Réginald Cantin, President of the RCRA. A copy of the original letter can be seen in the French section of our web site.*

February 11, 2009

Mr. Réginald Cantin  
President RCRA  
The Association of Rio Tinto Alcan Retirees  
Members of the APP  
PO Box 31003, Stn Davis  
Jonquière QC G7S 6C2

Mr. Cantin,

I was pleased to take note of your letter dated February 2, 2009 and I really want to sincerely thank you for your good wishes.

As you know, Alcan, and now Rio Tinto Alcan, has always shown the greatest respect for its retirees and their concerns, and I have the firm intention to keep on proceeding in this way. That is why, throughout the years, we have built a team of experienced experts in order to ensure an incomparable management of our various retirement funds and other social benefits.

Thus, François Curie, who continues to preside over the APP retirement committee, as well as Alcan Adminco, which continues to ensure its day to day management, have all my trust in these difficult times. They are available to answer to your inquiries and I invite you to go ahead and get in touch with them if the need arises.

Please do give my best wishes to all retirees for a healthy and safe retirement and let us wish for ourselves a fast and vigorous recovery of the economy.

Best regards,  
Jacynthe Côté  
Chief Executive Officer

### Recruiting Committee

This is a friendly reminder for those who have not yet renewed their membership card for the year 2009. With all the economical difficulties we are currently facing, it's most important that we join forces to keep a watchful eye on our Alcan Pension Plan, and especially on our established rights. Our strength increases with our numbers. So don't hesitate to fill in the form below.

FIRST NAME : \_\_\_\_\_ GIVEN NAME : \_\_\_\_\_  
ADDRESS : \_\_\_\_\_ CITY : \_\_\_\_\_  
POSTAL CODE : \_\_\_\_\_ TEL. : \_\_\_\_\_  
E-MAIL : \_\_\_\_\_ Annual membership fee: \$ 20,00

Return to: RCRA PO Box 31003, Stn Davis Jonquiere (Quebec) G7S 6C2

**MESSAGES FROM OUR TWO REPRESENTATIVES  
ON THE RETIREMENT COMMITTEE**

Years pass, but everything is ever changing. The same goes for our pension plan. At the end of 2007, the value of the assets was \$3.2 billion and at the end of 2008, because of the financial crisis that started at the beginning of the year, this amount has melted down to a quarter of its value to \$2.4 billion. The first quarter of 2009 shows a slow pick-up since the rate of return is neutral, which means 0%.

Every one of us who follows closely the situation of the economy hopes that this crisis will end as soon as possible so we can see positive returns again and so our funds can return to values we have seen in the past five years. Since I attended the retirement committee meeting on the 3<sup>d</sup> of April, I can assure you that those responsible for Adminco's investment committee are doing everything that is humanely possible to limit the damage and use the economy's comeback to make it grow again.

The positive side is that our pension funds being a predetermined allowance regime, it guarantees us a lifetime allowance. Moreover, your association, as well as your retirement committee's elected representatives, will look after your interests and will continually keep you informed on everything that concerns our pension plan.

Another positive side is that our pension fund is registered in Québec, so it is protected by Québec laws and that your organization, the RCRA, is working closely with the FARQ so the laws are constantly improved to better protect our heritage. On that note, I will end by saying thank you for the interest you have shown in the work we accomplish and we hope to see you in April for our meetings in Alma, Shawinigan and Beauharnois, and in May for those of you in the Saguenay region.

See you soon!

*Michel Fortin*

Dear readers and fellow retirees, allow me to express a few thoughts before my forthcoming retirement from our Pension Committee.

First of all, many thanks to those of you who voted for me, allowing me to be elected to the Committee for successive terms from 2003 to 2009.

I will never forget one of you who "cracked me up" during one of my visits to the Saguenay, telling me he voted for me because I was the best damn coach the Arvida peewee Orioles ever had!

Whatever reasons inspired you to vote for me, I thank you sincerely for having given me the privilege to

serve all of the APP retirees over these past six years.

I must also underline the good relationship that has steadily evolved between Michel Fortin and myself. It was not always easy at first but Michel and I constantly learned from one another to the point that we now form a solid and credible team within the Committee. I am proud to call Michel a friend and I'm sure we will continue to exchange emails on both serious as well as frivolous subjects in the years to come.

Michel constitutes a valuable asset for the Committee with his six years of experience and he is now the veteran in terms of service.

Richard Yank is also an outstanding candidate and, in the forthcoming election I intend to vote for both Richard Yank and Michel Fortin.

Finally, I wish to express my respect for the RCRA (I guess the "A" is now replaced by "RTA") and Reginald Cantin and his team. I have had the chance to meet Reginald and some of his colleagues on several occasions and admire their dedication and hard work. I wish them well over the forthcoming years that could well be the most trying yet. Hang in there everyone.

Thanks again and good luck,

*Robert Fox*

## TWO E-MAILS ON LAW 68

*Dear Friends,*

*I am forwarding you the last message I've received from our colleague at Alcan, Mr. Réginald Cantin, concerning the release on their ex-employers part to allow its retirees to gather and communicate together.*

*One must be reminded that we have been dealing with the government and the RRQ on this matter for many years. We had filed a joint memorandum with the FADOQ Network to the Commission des Affaires Sociales (Social Affairs Commission) in May 2008 concerning law 68, memorandum in which we demanded, among other things, to have that possibility. I think Mr. Cantin is confirming an encouraging result on this subject matter and I wish to personally congratulate the work of the FADOQ and the FARQ in this file. We must say that Mr. Cantin and his association have spoken loudly on this subject, so they can take a big part of the credit for this success. This result must encourage us to continue our efforts in the defence of the retirees' rights, even if it sometimes seems fastidious.*

*Best regards, see you next time,*

*Jacques Beaudoin, FARQ*  
2009-03-22

*Hi Mr. Beaudoin,*

*Please find enclosed the details of the agreement reached with our retirement committee's responsible people on the way to contact the retirees. They have accepted, over and above the elements included in the law, to join a pre-addressed envelope to insert the answer form. We have discussed with our committee's representative to set the details. We had a great collaboration on their part. We are currently very satisfied with this agreement and we are looking forward to see the results. Thank you for your contribution,*

*Réginald Cantin, president*  
RCRA  
2009-03-18

## THE IMPORTANCE OF NEW TEAMMATES

Bob Fox's energizing message, the above e-mails on Bill 68, Michel Fortin's will to seek a new mandate on the APP Pension Committee and the candidacy of Richard Yank on that same committee are as many elements of a most encouraging nature. The successes obtained by the RCRA and its partners are certainly heartening, but established gains are never permanent. In our times of economic depression and deep upheavals,

it is more than ever essential to fight efficiently for our rights and our patrimony.

This fight cannot continue for a long time without new teammates because no one is eternal. For pensioners well into their third age, this concept has quite concrete implications. Those who leave after having done their share for the good of our community must obviously be replaced. But for these replacements to really bring, as one says, the right people at the right

time, new partners must join our team from time to time.

By getting involved in the RCRA you will have an opportunity to mix with interesting and dynamic people, to learn some more in the field of finance and have the feeling of working for a useful cause. Do you have any questions? So don't hesitate to get in touch with members of our board of directors.

*Gilles Leblanc,*  
Communications Co-ordinator