

**Hooray!  
Leisure Centre  
opens! Page 5**

# We survived '83 but look out for '84

1984 — it's here and it's not going to be a good year. That was the message to employees from Gary Livingstone, president of Westar Mining, in a special videotaped review of 1983 and outlook for 1984.

All employees at all Westar Mining operations were given the opportunity to view the video in early January as part of the company's ongoing program to keep employees informed about company activities and the state of world markets.

In reviewing 1983, Gary's starting point was the price cut of last April which, he said, "was a \$49 million reduction in revenue versus what we had planned."

## Drastic measures

To compensate for those losses,

## Columbia renews coal contract

Columbia Cement Ltd., which operates a cement plant in Bellingham, WA, has chosen Westar Mining to supply part of its thermal coal requirements for the coming year.

According to Brian Acton, manager, thermal market development for Westar Mining International, the contract calls for between 40,000 and 70,000 tonnes of Greenhills thermal coal.

This is the second year in a row that Greenhills thermal coal is heading across the border to Columbia Cement. Last year, when Westar Mining secured the contract, Westshore Terminals set up a special trucking operation to move the coal from Roberts Bank to Bellingham. The 35,000 tonnes of Greenhills thermal coal trucked during 1983 was half the total contract. The remainder was supplied by Byron Creek Collieries and was also trucked from Roberts Bank.

the company had to take drastic measures throughout its operations.

"Last year could have been disastrous because of volume and price cuts," Gary said. "But, because everybody worked together to overcome these problems, 1983 was a very successful year for Westar Mining."

The measures were so successful, in fact, that the company was still

able to show a profit despite the \$49 million lost in price cuts.

The impact of the cost cutting measures was borne mainly by the Balmer Operation. While the mine was able to sell more coal because of the vacuum left by the strike that closed one of its competitors, it was able to save a great deal more by cutting back its stripping, renegotiating rail freight rates and

through a massive cost reduction program.

Cost reduction programs were also implemented at Greenhills but because of the startup mode at the mine, the savings were not enough to overcome reductions in revenue.

A similar situation existed at Westshore Terminals. Volumes shipped were two million tonnes (continued on page 4)



## We've got a winner!

George Beever makes pals with Kid Coal. George's cost saving suggestion won him the prestigious 'Suggestor of the Year' award and this hand carved trophy of the ESP mascot. Story on page 3.

## Westar Mining tops in safety

Westar Mining holds the best safety record for coal mines in British Columbia with Greenhills placing first and Balmer placing second.

The accident frequency rate of 4.9 for 1983 at Balmer was approximately 10 per cent better than the average rate for all operating mines in the province. That means that Balmer has only one lost time accident for every 41,000 manhours worked. It is a new record for the Balmer mine representing an 11 per cent improvement over 1982 and a 61 per cent improvement since 1980.

These remarkable results in safety have been accomplished by the efforts of everyone in the company. Supervisors play an important role in promoting safety consciousness by making regular on-the-job checks to insure that their areas and operating methods are safe. Safety meetings are held frequently and the safety department is used as a resource, providing catalogues of films and speaking to crews on safety-related topics.

Ron Epp, superintendent, loss prevention, says that safety is everyone's concern and attributes the results to a changing attitude

towards hazardous conditions and practices.

### Jobs analyzed for safety

To assist employees in preventing accidents, the safety department is

conducting 'job safety analyses.' In co-operation with each department, all individual acts performed by a certain job (for example, a mechanic) are analyzed for possible (continued on back page)

## Net Earnings down in 1983

Net earnings for Westar Mining in 1983 totalled \$60.7 million, down from the \$72.8 million reported at the end of 1982.

Total revenues for the year were \$465.4 million compared to \$431.8 million in 1982.

Earnings before extraordinary items for the three months ended December 31, 1983 were \$8.7 million compared to \$18.0 million for the same period in 1982. The difference results mainly from lower coal prices in 1983 and higher interest and depreciation costs.

Price decreases were partly offset by earnings from the South Brae oil field, major cost reduction programs and productivity improvements at the Balmer operations and increased volumes and prices for port operations. These three factors contributed heavily to the overall

positive performance of the company.

The Balmer mine shipped a total of 5.3 million tonnes of metallurgical coal in 1983. The new Greenhills mine shipped 343,000 tonnes of metallurgical coal in the latter part of the year and 507,000 tonnes of thermal coal. In its first full year of operation in 1984, the Greenhills mine is expected to ship about 2.6 million tonnes of coal.

Westshore Terminals loaded a total of 11.8 million tonnes of coal in 1983. The port, which serves several mines in southeastern B.C. and Alberta, has just expanded its capacity from 12 million to 22 million tonnes. It expects shipments to rise to about 16 million tonnes in 1984 as the new Greenhills mine, Gregg River and Line Creek mines reach full production capacities.

## Energy Line

January-February, 1984

### Inside . . .

2. **Record breakers:** There's no stopping the boys at Balmer North. They're working wonders underground.
3. **Kid Coal:** He's the ESP mascot who's part of the revamped program.
5. **Participation:** Joint committees are resolving issues before they become problems.

Our cover girl this month is Nicky Senycz who was having a wonderful time at the opening of the Leisure Centre. More on page 5.

## Balmer North crew topples one-shift record

There weren't any sparks, but there definitely was a lot of electricity underground Sunday, December 15 in the Balmer North mine. Fireboss Joe Mate and his 'class from the Pass' crew (most of the crew members reside in the Crowsnest Pass) loaded 120 shuttle cars with 1,080 raw metric tonnes of coal in one shift, beating a previous record of 1,001 tonnes.

The crew, made up of Terry Barlow, Anthony Zielinski, Larry Hodson, Kelly Siray, Sid Ginther, Harold Legge and Moke Dunlap started for the record on dayshift on Friday the 13th, but bad luck plagued the group and at 2:20 p.m. they had an equipment breakdown that put an end to any record breaking.

According to general foreman Bud Morgan, the crew stewed about their defeat all weekend and by nightshift Sunday were all pumped up and ready to go. "They only had one shuttle car but they made it fly," says Bud. The previous record, which the crew beat by 79 tonnes, was set using two cars.

The area where the men were mining is one of the oldest sections in Balmer North which has limited the potential for high production. The crew compensated for this by increasing their efficiency with the new Lee Norse continuous miner and the single Joy shuttle car.

Mine superintendent Mike Fisher feels that the crew's performance proves that with better mining conditions and two shuttle cars Balmer North could push out between 170 and 180 tonnes of coal per manshift or 1,620 raw metric tonnes.

"We have to face it, our competition underground is much closer to home than Australia or South Africa — we have to compete for cost-efficiency and productivity with the surface mine at Harmer," says Mike. "We've got the people, and we've got the equipment. Once we get into a better area there'll be no stopping us. Joe's crew shows what we can do."

Like a finely-tuned piece of equipment, the crew members work together, proud of the fact that being flexible means more coal gets



**Record breakers: An elated crew and their Lee Norse continuous miner worked wonders underground.**

mined. "Even on the day they broke the record there was a mechanical breakdown," says Bud, "but it was repaired in 20 minutes because everyone was working together. It's a real pleasure to have these guys working with me," he adds.

Is Joe's crew different from others working underground? "Not really,"

says Bud. "Underground miners have always relied heavily on each other. They have to, the conditions demand it. Joe also has faith in his crew members and they respect him — that's what makes a record like this possible."

Look out Harmer, underground's out to get you!

### Riva joins B.C. Resources board

Walter Riva, vice chairman of Westar Mining, has now been



**Walter Riva, vice chairman of the B.C. Resources board.**

appointed vice chairman of the Board of Directors of B.C. Resources.

Walter has been associated with the coal mining industry for over 30 years and his involvement with Westar Mining extends back to the days when the company was Kaiser Resources.

When Kaiser Resources was purchased by B.C. Resources in 1980 and changed its name to BC Coal, Walter was appointed president and chief executive officer. In 1981, he became chairman of the company.

Last July, Walter was appointed director and vice chairman of Westar Mining, positions he retains in addition to his new responsibilities as vice chairman of B.C. Resources.

## First aid attendants always on the alert

To find out exactly what a first aid attendant does, **Energy Line** sent out cub reporter Peg Ainsley to visit Rosalie Williams, an attendant at the Elkview first aid station since 1978.

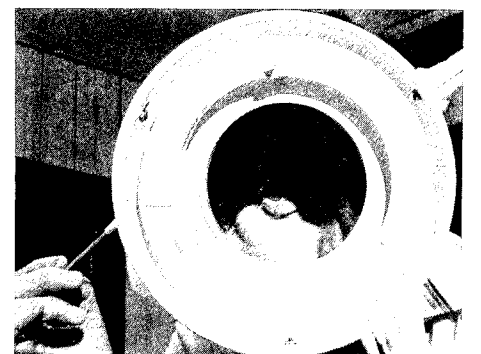
The station is spotless and fully equipped to handle any emergency. There is a sense of readiness. Our conversation is interrupted by telephone calls and radio transmissions since the station is on standby and must be prepared to help other stations.

First aiders, as they refer to themselves, take their jobs seriously because they deal with human lives. Their duties vary but all are safety-related. They must first familiarize themselves with crew members to become aware of any particular disorders. For example, on Rosalie's crew there is a hemophiliac, a diabetic and a man with a heart condition. Awareness of these conditions will help her cope with almost any situation.

Rosalie also assists with the safety training of employees, which includes briefing them on the steps that should be taken prior to the arrival of a first aider at an accident scene. She also shows films and is available to speak at safety meetings.

And of course there is paperwork. There are reports to complete on each incident which have to be compiled monthly and then annually.

Cases fall into different categories: a first aid case is one requiring only the attendant's attention, such as a foreign body in the eye or a minor cut. A medical case is one which requires the



**Now let's see... Rosalie Williams takes a closer look.**

attention of a doctor but the employee is returned to work following treatment. Lost time accidents are those for which an employee receives make-up wages for time missed from work as a result of a work related injury.

When one of these cases is taken to the hospital, the first aider accompanies the patient and stays to report all the details of the accident, any changes in vital signs, and further information pertinent to the case.

Balmer's 11 first aid attendants are among the best in the industry with nine of them holding Class 'A' industrial first aid tickets. They continually upgrade their knowledge with refresher courses and the two first aiders without 'A' tickets are working towards obtaining that status. Together they have many years of experience and have obtained several awards for their own safety records.

All Balmer employees can feel secure that the help they need with any injury will be provided with speed and skill by first aiders alert and ready for action.

# Energy Line

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 **Westar Mining**

## Joint committees resolve problems at Greenhills

A key component of the participatory philosophy now in place at Westar Mining's Greenhills Operations is the joint committee system.

Representatives of the company and the Greenhills Workers' Association (G.W.A.) comprise joint committees which meet regularly to resolve issues before they become contentious and potentially divisive.

In addition to the Advisory Council which covers the entire relationship between the Company and the G.W.A., joint committees are working on safety, training, apprenticeship, apprenticeship selection and complaint review.

The system is working well, with all committees in place.

"Just as we intended, we find that concerns are being resolved at the committee level," says John Morley, superintendent, Human Resources. "As a result, we are not getting a build-up or festering of issues and this gives us a positive relationship with the workforce."

### Skills training

While the Advisory Council is the Greenhills committee with the biggest mandate, the Training Advisory Committee provides a good example of the system at work.

It has eight members.

Representing the company are: Brian Jeffrey, co-chairman and co-ordinator training services; Harold Anderson, training foreman, Coal Processing; Vern Noren, training foreman, Operations; Jack Beard, training foreman, Maintenance. G.W.A. representatives are: Ivan

Jardine, co-chairman; Barry Robinson, Operations; Larry Fiss, Coal Processing; Clayton Malm, Maintenance.

"The task of the committee is to ensure the credibility and effectiveness of skills training at Greenhills," Brian points out.

He adds that with well over 100 training programs required at Greenhills the committee's job is an important one.

"For these programs to be effective they must be practical and have the support of the employees who use them. Our committee ensures that employees learn safe and efficient skills through the programs," says Brian.

### Airing concerns

All committees work much like the Training Advisory Committee, reviewing items to make sure concerns of the individual employee and the company are dealt with in specific areas.

The Advisory Council, however, has a broader mandate. The Collective Agreement states that it is "intended to provide an open forum to discuss matters of mutual interest and concern (which may not be contractual) with a view to exploring and recommending resolutions of day-to-day problems which are acceptable and beneficial to the employees and the company."

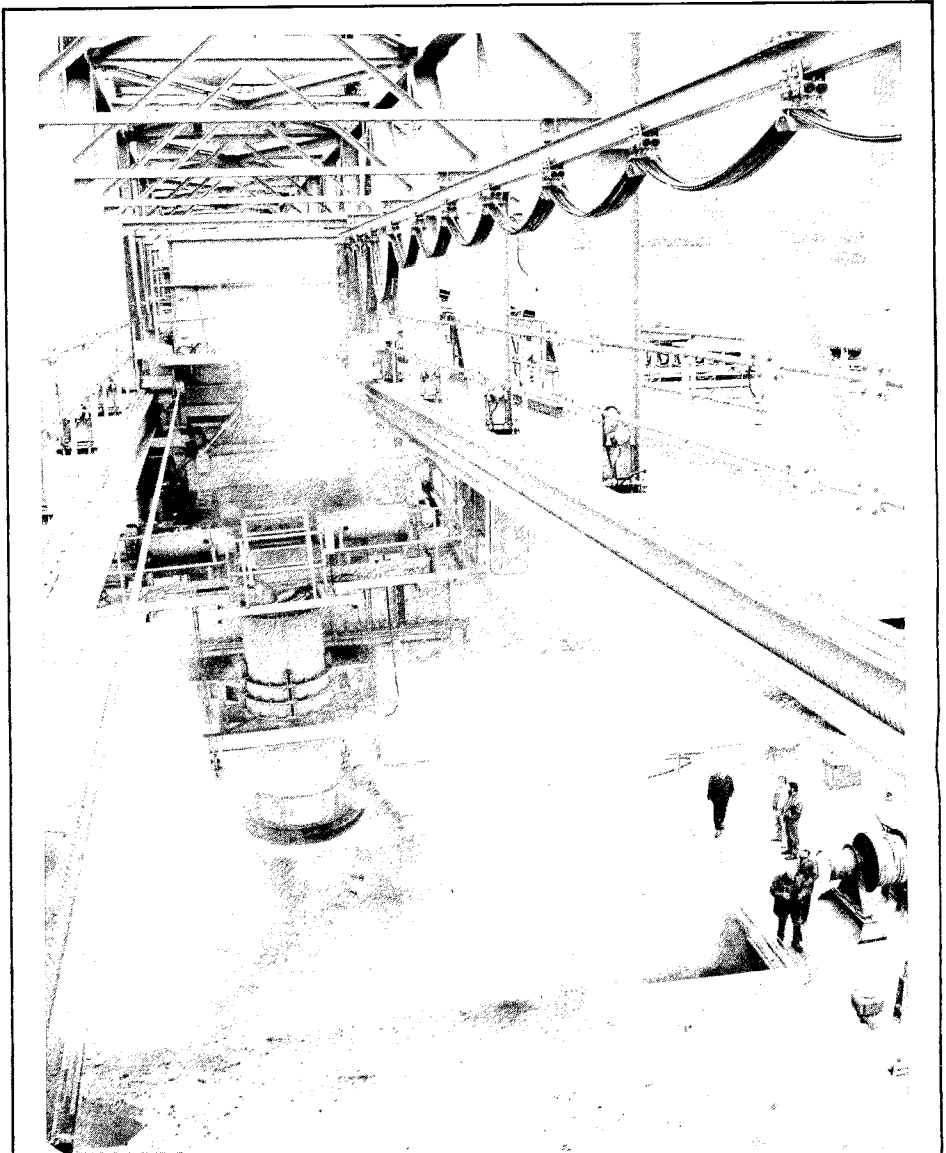
The group meets once a month. The G.W.A. is represented by Eric Cable, president, and Doug Petovello, vice-president, while company representatives include John Morley, superintendent,

Human Resources, and two of the four assistant superintendents. Dave Keiver, senior advisor, employee relations, is an ex-officio member of the Council, and other representatives are called in as resource persons when necessary.

John Morley says the Advisory Council is functioning well. "Once we established a structure and

format for the meetings we have been working well as a group," he says. "The G.W.A. representatives are updated on the company's position and we learn what concerns our employees.

"Much of the information we pass on to employees in crew meetings is based on the issues we discuss in the Advisory Council."



## Down the hatch . . .

goes 9,400 tonnes of coal. Energy Line was on hand to record the first time the new shiploader at Westshore Terminals loaded a ship. The recently completed shiploader had been put through its paces a week before when it loaded a trial run of 5,000 tonnes of coal onto a barge. However, it was the Greek vessel *Militos* that was the real test — and a very successful one it was, too.

## Expansion nears completion

The \$130 million expansion of Westshore Terminals is in its final stage.

A new tandem dumper and a new stacker-reclaimer are working on Pad 2. This pad was formed by dredging last year and doubled the area of Westshore to 40 hectares.

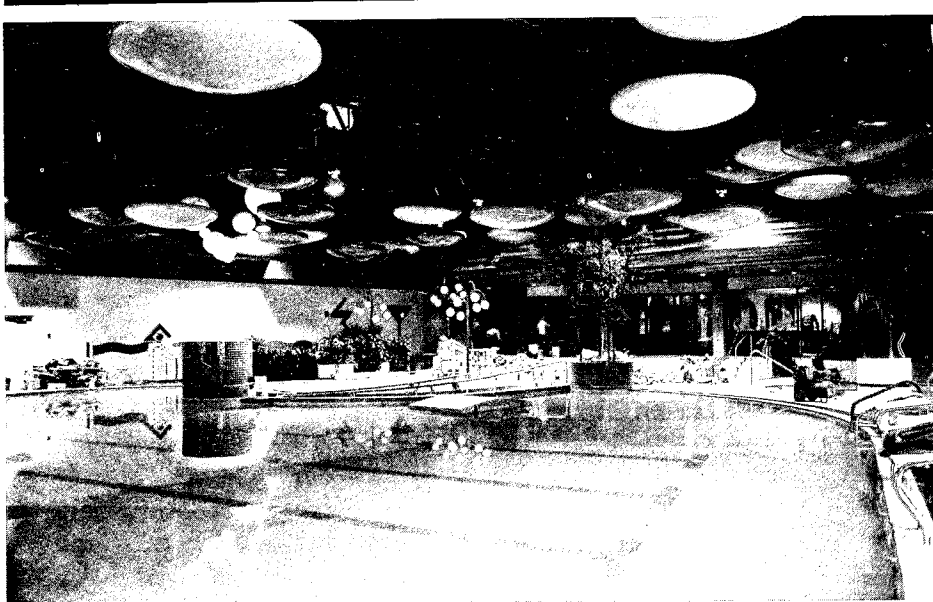
The last major component of the expansion is the shiploader built by Krupp of Canada. Testing and commissioning of this massive machine was completed in early February.

Greg Scott, manager, Operations, says that despite delays work has progressed well.

"We lost time on the shiploader due to the crane accident in November," says Greg, "and we've had some start-up difficulties with the new stacker-reclaimer No. 43. But we're still close to our original schedule and budget."

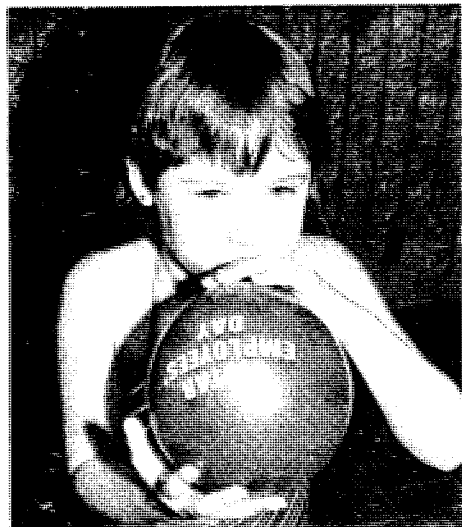
In addition to these major changes at the port, a number of smaller but still important improvements have been made. A larger, more advanced operations control center recently went into use. And alterations to the cab of stacker-reclaimer No. 43 are being made to provide safer and more comfortable facilities for the operator.

All this work results in an increase in Westshore's coal handling capacity from 12.5 million to 22 million tonnes per year. Ships up to 250,000 deadweight tonnes can now be accommodated while the berth No. 2 could handle vessels no larger than 150,000 tonnes. Finally, the addition of the new pad raises the port's stockpile capacity to 1.4 million tonnes.



## Leisure Centre opens

Opened with a big splash on January 6, the colourful Leisure Centre (above) has quickly become the showplace and gathering place of Sparwood and other area communities. Westar Mining, which contributed \$1 million toward construction of the \$4.4 million facility, held an employees' day to celebrate the opening. One joyful celebrant was Nicky Senycz (left and on the cover), daughter of Balmer employee Simon Senycz.



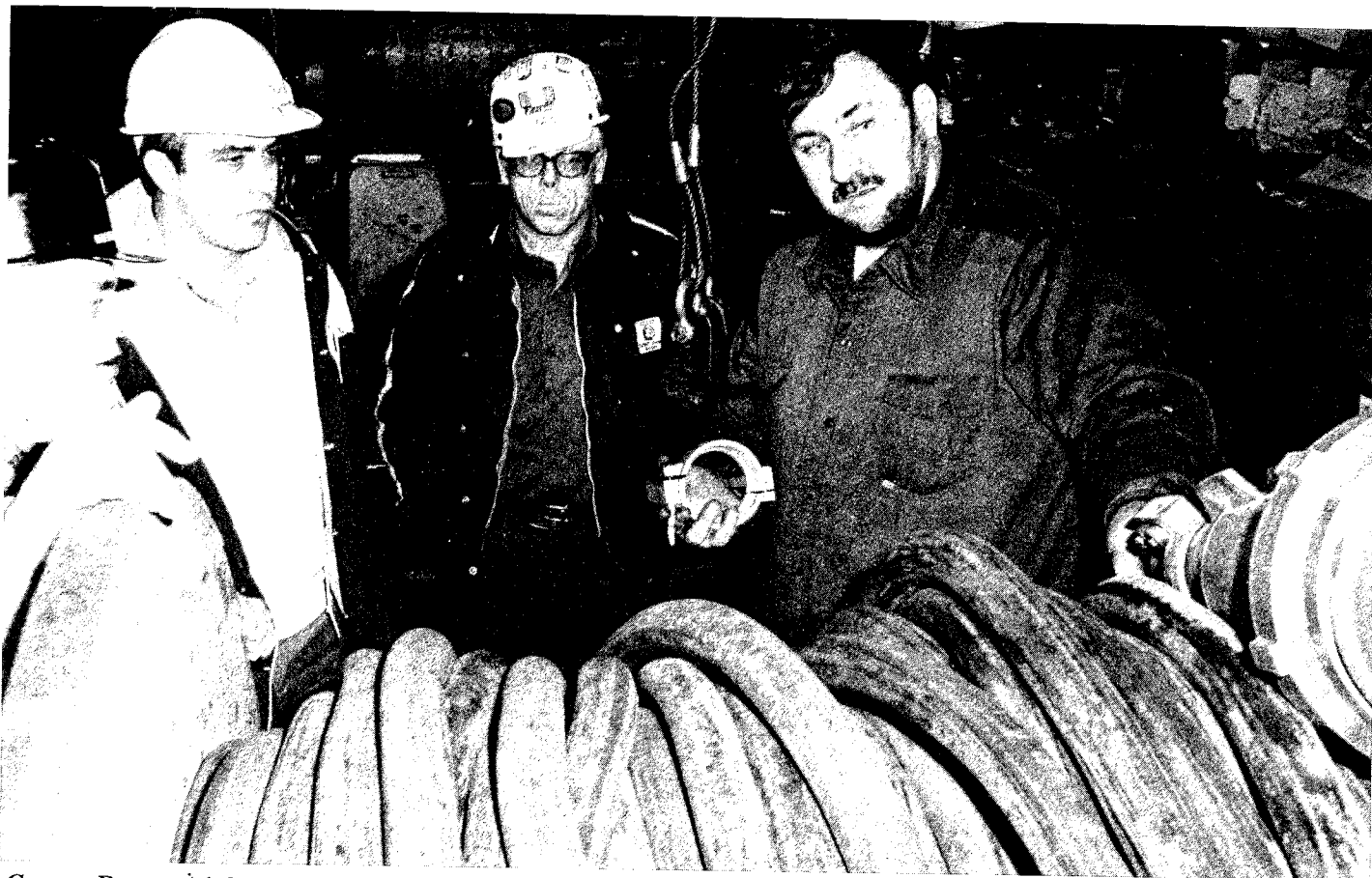
# George Beever named 'Suggestor of the Year'

George Beever, a certified electrician in the Facilities Maintenance Shop at Balmer has been named 'Suggestor of the Year' for 1983. George has over 14 years service with the company, working at Harmer since 1970.

It was the innovative thinking shown in George's pothead wingnut modification suggestion (*Energy Line*, March-April 1983) that earned him the title over the other eligible contestants.

Eighteen management, engineering and area representatives attended the evaluation session and each one measured the eight suggestions considered against criteria previously selected by the employee plan (ESP) committee. These criteria include innovation, value (savings versus implementation costs), actual dollar savings, adaptability and the aspect of safety involved. It was a close contest, but George's idea emerged as the winner.

As the 'Suggestor of the Year', George received a hand-carved wooden statue of Kid Coal, the suggestion plan mascot, and will have his name engraved on a plaque for display in the main office. And he will sport a new Westar jacket complete with the



George Beever (right) explains his award winning pothead wingnut modification to an appreciative audience of (left to right) general manager Lawrence Riffel, director of human resources and public affairs Christopher Humble, and general foreman Wayne Fisher.

special 'Suggestor of the Year' crest.

Others considered for the award were John Zmurchyk from

Light Duty, Murray Cook from Elkview, George Klemak from the Central Warehouse, Gaetan Dube from Harmer Maintenance,

Edgar Beech and Werner Martin, both from the underground mine, and Albert Tschritter from the Rebuild Centre.

## Reorganization at operations

A major reshuffle of the human resources function at Balmer and Greenhills has resulted in several title changes and the formation of a new group responsible for employee relations.

Bruce Gardiner, formerly superintendent at Greenhills, was appointed manager, property administration. Bruce is now located at Balmer.

Reporting to Bruce are George Quincey, supervisor of field supervision, Simon Senycz, supervisor of property services, Albert Smith, supervisor of property management, and Bob LaRoy, administrator of the employee assistance program.

Christopher Humble has been appointed director of human resources and public affairs. He was previously director of personnel and industrial relations.

Within the human resources group, Terry Blackburn, formerly manager of property administration, becomes supervisor of personnel services. Reporting to him are Jack Buchanan, supervisor, personnel administration, Alice Musil, supervisor, office services, and Marilyn Pisony, compensation analyst.

Reporting to Jack are John Baron, co-ordinator of employment, and Peg Ainsley, co-ordinator of employee benefits.

A new group in charge of employee relations has been formed from the labour relations

department. Peter Lanosky, formerly superintendent of management development and training, is now superintendent of employee relations.

Don Smith, Matt Masternak and Kevin Webster will act as employee relations advisors located in each of the operational areas. Although they will report to Peter, their day-to-day activities will be co-ordinated with the general superintendents of the various operational areas.

Marilyn Pisony will also work on a part-time basis as an employee relations advisor for the central warehouse and main office.

Others reporting to Peter are Rony Ayers, now supervisor of field training, and Ted Dezall and Verna Nevill who were appointed instructors of management development.

## Fatality in Panel 6

On Saturday, February 4, 50-year-old Joseph Wenisch was killed in an accident at the Panel 6 underground hydraulic mine at Hillcrest.

Joe, a resident of Hillcrest, Alberta, was employed as a faceman and had been working with four others on scheduled weekend maintenance near the underground dewatering complex. No one else was injured.

## Revamped ESP sparks new enthusiasm for savings

Who is Kid Coal? He's a hard hat resting on a pair of mascot boots who happens to be the mascot for Balmer's Employee Suggestion Plan (ESP). He also represents one of the many changes made to the plan by Peg Ainsley, co-ordinator, employee benefits and the ESP committee.

Participation and achievements in the plan are recognized with decals, pens, key chains and maxiward caps. The ESP Bulletin describes winning ideas and employees are encouraged to submit their suggestions. Display boards at the work place make it easy to obtain forms.

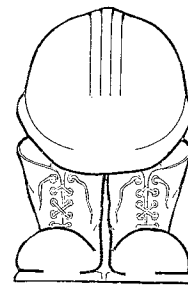
There has been more personal treatment of suggestors in correspondence and field visits as detailed follow-up of evaluation and awards demonstrate to employees that their ideas are important.

In July of 1983 the committee began a 'Suggestor of the Month.' Every month, the most effective suggestion decided upon was awarded this honour. Each of the winning suggestions was measured against specific criteria at year-end to determine the 'Suggestor of the Year.'

All of the efforts to rekindle interest in the suggestion plan have produced positive results. There is a marked increase in submissions and Peg says that the quality of suggestions adopted has been outstanding.



Peg Ainsley (above) revamped the ESP.



Kid Coal (right) is the ESP mascot.

The excellent suggestions have enabled the company to chalk up savings which better the national average by 100 per cent. Fresh enthusiasm for ESP has made the plan an effective, cost-saving tool for Balmer.

# Coal industry on defensive in 1984

(continued from page 1)

below expected levels and loading rates were down because of the delay in startup of the stacker reclaimer and dumper. Despite an extremely good job of cutting costs in other areas of the operation, because the operation is so volume sensitive, there was no way it could pick up the reduction through cost reductions alone.

When final figures were in, 1983 earnings were \$60 million. All profits from the company will be used to pay down the debt incurred



Gary Livingstone, president

by the company in expanding Westshore Terminals and building Greenhills.

## Stiff competition

1984 will be a tough year for the company. The recession is still playing havoc with world markets and the outlook is far from bright. Some of the savings achieved last year cannot be duplicated. In fact, savings on stripping at Balmer cannot be repeated — rather, the costs will increase.

To put the situation in perspective, Gary compared Westar Mining operations to the lowest cost producers. Westar Mining is up against Australia, the lowest cost producer of metallurgical coal, and South Africa, the lowest cost producer of thermal coal.

Australia has a \$15 advantage in mining and transporting its coal while South Africa has a \$20 edge over Westar Mining. These factors, added to the currency devaluations that, since 1981, have reduced the value of both the Australian dollar and the South African rand by 20

## New series starting

Starting in the next issue, *Energy Line* launches a series of articles designed to help employees understand how world coal markets influence Westar Mining.

The series is a direct result of last year's employee survey which noted that employees' expectations for coal were somewhat higher than the actual situation in world coal markets. The articles are also part of Westar Mining's ongoing program to keep employees better informed about their company.

The accompanying article, condensed from Gary Livingstone's videotaped review and forecast, serves as a timely introduction to the series. In his message, Gary touched on many of the points which will be covered more fully in the articles to follow. The series will elaborate on the effects of the continuing recession and will profile Westar Mining's customers and competitors in order to put the company in the broader context of world coal markets.

per cent in relation to the Canadian dollar, have left Westar Mining and all other Canadian coal producers on the defensive.

"Even though we have done a great job in reducing costs, we have our competitors," said Gary.

## Market share up

On the supply side, of the net market share of coal going to Japan, Australia enjoys 40 to 50 per cent of Japanese imports. The United

States has fluctuated between a low of 17 per cent in 1978 and a high of 36 per cent in 1982.

"We are forecasting that the U.S. share will drop to about 20 per cent," says Gary. "The reason is that U.S. coals are the highest cost coals going into Japan and the Japanese will no longer pay a premium on those coals."

The Canadian market share of coal to Japan has fluctuated between 15 and 20 per cent and that

is expected to rise to 25 per cent in 1984 and beyond. This is based on the belief that U.S. coals will remain more expensive. If, in fact, they become more competitive, then Canada could have its market share reduced.

On the demand side, present contracts of Canadian coal to Japan total 19 million tonnes for 1984. The Japanese are forecasting coal imports of about 60 million tonnes in 1984. The Canadian share of that total calculated at 25 per cent equals 15 million tonnes. Compared to the 19 million tonnes now on the books, that leaves an oversupply of four million tonnes.

"We do not know how this oversupply will be handled," noted Gary. "What we feel is that new projects will receive a larger per cent of contracts due to the need of these new projects to pay back their capital costs."

## Prices in limbo

With Japanese contracts soon up for renegotiations, the big question is what sort of pricing can we expect for 1984. Greenhills coal, in the range of \$85 a tonne, is about \$13 a tonne higher than similar coals from other producers. A new mine in Australia, for instance, has recently reduced its per tonne price from \$78 to \$72.

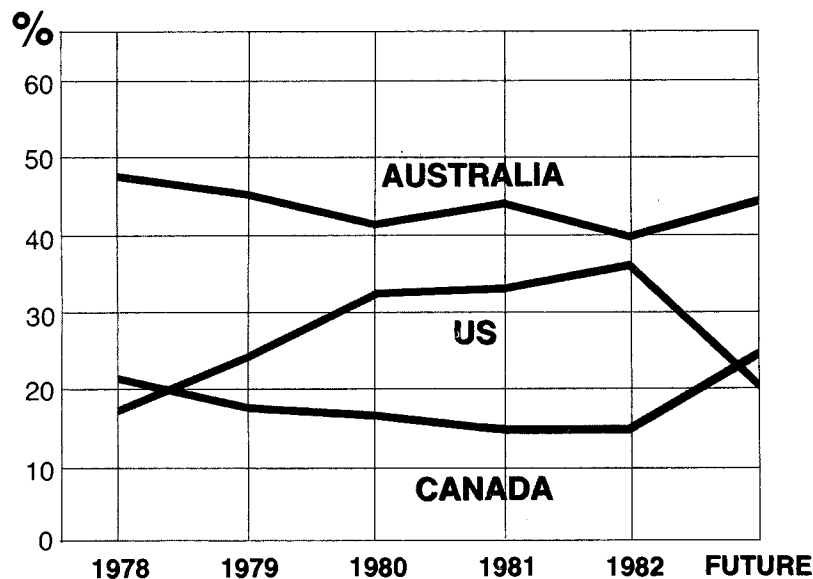
Competitors of Balmer coal (such as Poland) have been negotiating 1984 prices at reductions of \$2 to \$4 a tonne. And recently, some U.S. shippers cut their 1984 prices to Japanese steel mills by a similar amount.

"We were expecting a price increase this year but because of these new developments, we are no longer sure," Gary stated.

1984 will be challenging "especially considering our need to make enough money to reduce our debt load," Gary explained. "Our preliminary forecasts indicate that even with a price increase for our coals, our earnings will only be approximately one-third what they were in 1983."

"Our only guarantee for a secure future is our ability to successfully compete in the world marketplace and that means being the lowest cost, most reliable supplier and shipper of coal."

Metallurgical coal: Market share (Japan)



## Industry Roundup

### South Africans reduce coal prices

South African coal producers have submitted to price and volume reductions for coal to Japanese buyers. They agreed to drop the price to U.S. \$41.50 a tonne from \$44.50. The new agreement is expected to serve as a basis for forthcoming price negotiations for supplies from Canada, Australia, the U.S., China and the Soviet Union.

### Japan to develop coal ports

Japan has selected 20 sites along its coast to be developed as coal handling ports in the next seven years. The ports, many of which will be located beside new thermal power stations, have been designed to handle 22 million tonnes by 1985 and 53.5 million tonnes by 1990.

### Northeast coal price may fall

Japanese steel mills have requested price reductions for metallurgical coal from the Quintette and Bullmoose mines in northeastern B.C.

Both these new mines have long-term contracts to provide coal to Japan but Japanese officials say the existing price of around \$100 a tonne for the coal is uneconomic for the steel mills.

### Japan's crude steel output falls

Japan's crude steel output fell by 2.4 per cent in 1983 according to the Japan Iron and Steel Federation. That drop represents a volume decrease from 99.6 million tonnes in 1982 to 97.2 million tonnes. The Federation predicts that crude steel production in 1984 will remain at 1983 levels.

### Japanese expected to cut back U.S. coal imports

Japanese steel mills are expected to reduce imports of coking coal from the U.S. this year. Industry sources say that as of April, Japan will cut back its purchases from the U.S. by about 2.5 million tonnes while boosting imports from Canadian mines by 3 million tonnes. The additional supplies from Canada will most likely come from newly developed mines.



## Westar/OTEU ratify contract

Westar Mining and the Office and Technical Employees Union (OTEU) ratified a new three-year collective agreement on February 9. The agreement, covering about 114 Office and Technical Employees, is retroactive to January 1 and expires on December 31, 1986.

The new terms provide for a zero per cent wage increase in the first year and four per cent in each of the subsequent two years. In addition, the agreement provides for

improved job security, an income protection plan in the event of layoffs, and a return of all present employees to a five-day work week which took effect on February 13.

The OTEU at Balmer agreed in January, 1983 to a four-day week in return for a no-layoff commitment from the company. The agreement stated that the five-day week would be reinstated when the next contract was signed.

## French to test Greenhills met

Westar Mining's Greenhills operation will supply a test shipment of 110,000 tonnes of metallurgical coal to a French steel company. Westar was one of several companies competing for the contract and won the spot sale with the lowest price. The coal will be tested in the company's steel mill.

## Safety record

(continued from page 1)

unsafe conditions and the employee can use the analysis to perform the job in a safe manner.

Another part of the safety program is the accident prevention committees made up of union officials and management. The committees tour and inspect work areas, making notes regarding fire protection, housekeeping, tools, personal protective equipment, materials handling, signs, machinery, unsafe practices, first aid supplies and the general safety conditions of the area.

Follow-up meetings are held to discuss what corrective measures have been taken and then a report is distributed to both union and management personnel, the Mining Association, the District Ministry of Mines and the Chief Ministry of Mines.

This year, the safety department is embarking on a new loss prevention concept called 'International Safety Rating Program' (Five Star). 'Five Star' refers to a point system used to rate a total safety program.

Implementing the new program will mean the safety department will assist in all areas of loss, such

The new concept will provide safety personnel with knowledge of those areas requiring more preventive measures.

Also on the way is the all-new 'Safety-Gram,' a bulletin which describes a specific incident which has happened on site and explains as property damage, equipment down-time, and production losses. how the incident could have been

prevented.

According to Ron, "the safety achievement for 1983 represents a team effort by every Balmer employee. It also demonstrates the dedication, support and co-operation of all members of the safety department. Both groups are working together to provide a safe, hazard-free and productive environment."



**Safety first: Rocky Feragotto, sampler I at the central lab, heeds the message.**