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KASRA
Co-Presidents

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Do you know a retiree who has not signed up for the VEBA? Suggest they call the Delta Fund Administrators toll-free at (888) 344-8322 or email VEBA@deltafund.com.

Kaiser Aluminum Salaried Retirees Association
A MESSAGE FROM THE KASRA PRESIDENT

Dear Fellow Retirees / Surviving Spouses:

We have reached the halfway point of 2019, which means it's time for our annual membership drive. The KASRA board thanks all current members and encourages both current members and non-members to complete and return the "Dues Renewal" form as early as possible. Annual dues are \$10, and, in the past, some people have chosen to submit payment for more than one year. If you would like to do so, we request that you limit the payment to \$20 covering a maximum of two years.

As you are aware, the VEBA Board of Trustees has declared this year's benefit amount up to \$4,900 per family unit. This represents an increase of \$200 compared to last year's benefit and is the highest amount for a given year since the Trust was established. The benefit has grown from an initial \$500 to this year's \$4,900. While there are no guarantees looking to the future, the fund is well managed by the Trustees, and we are confident retirees and surviving spouses will continue to receive substantial benefits.

The VEBA benefit is provided to offset health care related insurance premiums paid by eligible retiree family units. We would like to remind our members that vision and dental premiums are also eligible for reimbursement in addition to traditional medical related premiums. As our retirees continue to age, we would like to remind everyone that it is a good idea

to make family members aware of the VEBA benefit to ensure that paperwork is submitted for reimbursement even if the retiree is unable to do it personally.

Since a significant portion of the VEBA Trust annual income flows from a profit-sharing agreement with Kaiser, we like to provide a periodic update on the company. Overall, Kaiser continues to perform well. Revenue for 2018 was a record \$1.6 billion compared with \$1.4 billion in 2017. Net Income and cash flow were both significantly higher in 2018 as well. For the first quarter of 2019, results were also strong with both revenue and Net Income above last year's first quarter results. While the primary markets Kaiser serves remain strong, the grounding of the Boeing 737 Max aircraft may have adverse effects going forward. In addition, the current trade disputes between the U.S and several of our key trading partners are creating uncertainty for the near term.

As always, please send in your "What's Going On" forms to our Newsletter Editor Sally Hogarty, P.O. Box 84, Canyon, CA 94516. She especially asks for photographs!

We hope you have a happy and safe summer.

All the best!

Erach Tarapore, Mike Venie and Steve Ping
Co-Presidents, KASRA

WHAT'S GOING ON

Birthdays and Anniversaries . . .

Peggy and **Bill Jordan** (Canton, GA) recently celebrated their 60th wedding anniversary at the Atlanta Country Club in Atlanta, GA. They were married in 1958 when Bill was a Junior Salesman in Los Angeles. Among the wedding guests was then Los Angeles District Manager Cornell Maier. Great memories of a time long ago!

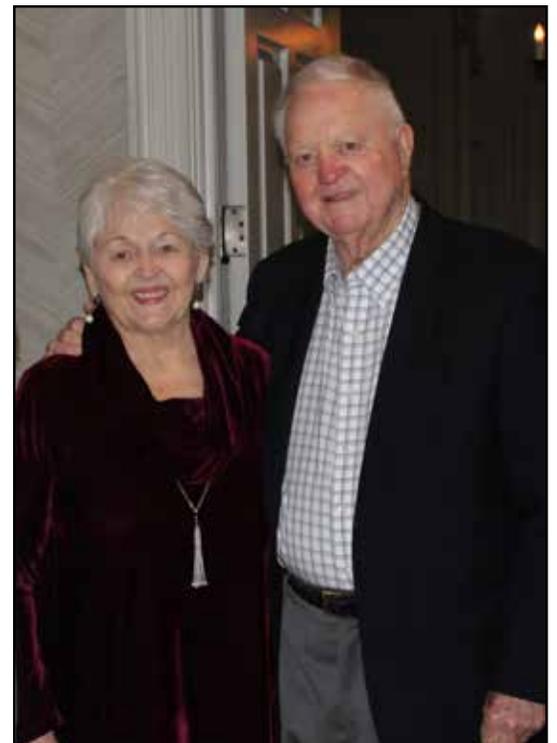
Congratulations to **Carl Holland** (Bay Minette, AL). He and his wife Elizabeth celebrated 67 years of marriage on June 2. Carl stays busy with wood working and music, as well as volunteering at his church.

A Little of This, A Little of That . . .

Carl Hinger (Simpsonville, SC) recently moved from Alabama to South Carolina to be near family. His new living accommodations are at an individual/assisted

living facility. "The people here and the staff are very friendly, and they keep one busy with an assortment of activities. I still remain loyal to my Ohio State Buckeyes. My family, however, supports the Auburn Tigers!"

Enjoying a delicious lunch at NOLA Lagniappe in Slidell, LA, on June 5, the Chalmations turned out in force despite threatening weather. Seventeen feasted upon such delicious entrees as roasted pork loin, Cajun chicken pasta or grilled tilapia. And, of course, there was dessert – chocolate brownie topped with fresh strawberries, chocolate sauce and whipped cream! "It's always such a good time with co-workers and friends," says Chuck Schimmel. "If you know of anyone who is not plugged into our luncheons, please invite them or give me their contact info and I will do so." You can reach Chuck at schimcol@aol.com.



Peggy and Jim Jordan celebrated their 60th wedding anniversary recently. They are shown here at their anniversary party at the Atlanta Country Club and 60 years earlier on their honeymoon in Acapulco, Mexico!

(What's Going On, from Page 2)

Accomplishments . . .

Fred Waechter (Corona Del Mar, CA) writes that he always reads the KASRA Newsletter “with pleasure. It keeps me somewhat connected to the wonderful people I worked with.” In his retirement, Fred has turned to writing. He’s written many travel-related articles, one of which he recently shared with KASRA. This particular one deals with the incredible defenses Switzerland had during World War II. “When in Switzerland, I toured one of their massive tunnels Fürigen. It’s just one of this small nation’s many mountain fortifications, an important part of Switzerland’s independence and armed neutrality.” To read Fred’s article yourself, go to

https://www.dropbox.com/sh/gqjyz9dxk-fzas7i/AAAIJZ29ga_0g01R0vyS18-Qa?dl=0.

Traveling Near and Far . . .

Mardi Gras caught the fancy of **Jacqueline Singer** (Appleton, NY) who spent three weeks in Houma, LA. “It was delightful. We saw five great krewes and caught zillions of beautiful beads and

other souvenirs. We plan to go back next winter and have our whole family there.” Jacqueline also noted how fun it was to see such road signs as Gramercy, Baton Rouge, Shreveport and Lafayette and the memories those brought back. Traveling again in March to a family reunion in Houston, Jacqueline and her daughter Gail stopped by Huntsville, AL, to visit long-time friend **Noll Cassidy**, widow of **Dick Davis**. “We enjoyed a chatty lunch and a visit at her lovely new residence in a senior community. Lots of great memories of our Kaiser days.”

Best Wishes . . .

Our condolences go to **John Gormanos**, who lost his wife Karrie in May, **William Hughes**, who lost his wife Grace in April, and to **Nancy Jung**, whose husband George died in February. Our best wishes are also with the families of surviving spouses **Cleotilde Alvarez**, **Charlotte Cole** and **Lettie Webb**.



Fred Waechter has been busy in retirement writing articles on a variety of subjects, many travel related.



Enjoying the June Gathering of Chalmations are (L-R) Boni Aucoin, Ted Aucoin, John D'Antonio, Doc Incaprera, Earl Bellanger and Augie Albano.

MEMBER PROFILE: Jim McKnight

Born in Springfield, MO, **Jim McKnight** has lived in Alamo, CA, with his wife Susie since 1977. A 34-year employee of Kaiser, Jim feels fortunate to have worked for such a dynamic company that employed so many wonderful people. Jim and Susie have one son and two grandchildren.

Quite a basketball player, Jim set the four-year scoring record during his undergraduate years at Drury University. He was inducted into the Drury University Hall of Fame in 1998. He went on to earn an MBA from Indiana University.

Tell us how a Christmas party sealed the deal with Kaiser.

A classmate of mine from Indiana University, **Dick Mootz**, went to work for Kaiser in Newark, OH. He suggested I come to Newark and interview with **Will Huffstuler**, which I did. Following the interview, we all went out to dinner, and I was very impressed with the people working for Kaiser at Newark, and the fact that they had a strong Industrial Relations Department, where I wanted to concentrate. I went to Oakland, CA, for a second interview. This time I met with **Jim Presley, Larry Stewart, Ed Gessler** and **Tom Bowdle**. Again, I was very impressed with the people. But what synched the deal for me was being invited to the Industrial Relations' Christmas party that afternoon. It was such a good time and exposed me to more than just the interview process. I knew then that I really wanted to work for Kaiser.

Why did training in Oakland, CA, appeal to you?

I had joined the Navy Reserve while a student at Drury and, following graduation, I was commissioned as an Ensign in the Navy. Susie and I got



President of KACC Steve Hutchcraft with Susie and Jim McKnight.

married in the Drury Chapel in 1960 and then off we went to San Diego where I served my three years. After my active duty, I stayed in the Navy Reserve and retired after 23 years as a commander.

Susie and I fell in love with California during my active service. So, finding out that Kaiser wanted me to do my six-month training program in Oakland worked great for us.

One of my assignments was the Savings Bond Program, which exposed me to almost everyone at the corporate office. It helped me gain a good understanding of the corporate culture.

Why was your first assignment a relief to your parents?

Both my parents and Susie's were certain they'd never see us again once we went off to California. But, when my trainee program ended after six months, I was assigned to work for **Blaine Thompson**, the Human Resources Superintendent in Mexico, MO. Kaiser's refractory plant was the closest plant to Springfield, MO, and our parents were thrilled.

Tell us about your early career with Kaiser?

I learned so much working with **Blaine** at the Mexico plant, including experience

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working with the Clay Workers' Union and some exposure to the personnel side of HR. During my two years there, I went through my first union negotiation before transferring to Gramercy, LA. Here I learned about the alumina side of the business. Working for **Stan Johnson**, I received heavy exposure in labor relations, dealing with negotiations and handling grievances. I was only there for a little over a year when Stan called me in and said the superintendent at Dolton, IL, had resigned and they wanted me to interview for his job. That was quite a surprise.

Tell us about your unexpected adventure thanks to Kaiser.

I had responsibility for both labor relations and personnel at Dolton, IL, which was my first exposure to both sides of Human Resources. Although a small extrusion plant, Dolton gave me continued exposure to the United Steelworkers Union including reporting to a line manager for the first time. After only 17 months, however, I got a call from **Fred Lawson** saying there was an opening in Ghana, Africa, and they wanted to interview me for the job. This was the early 1970s, and Susie wasn't too thrilled at first since our son, Brett, was still very young. But the opportunity was



Newlyweds Susie and Jim McKnight in June, 1961, when Jim was in the Navy.

too good to pass up, and soon we were on our way to Ghana.

I went over for two months by myself to prepare for labor negotiations later in the year.

Susie and Brett came over, and we had this wonderful houseboy named William. He was just a delight and Susie found out she liked living there. We had nice company housing and two golf courses. As an avid golfer, this made me very happy; although, I had to learn to putt on sand "greens." When the negotiations were over in September, we went on



Negotiations in Ghana. Front row (L-R) Fred Asanti, Jim McKnight, Norm Klein; Back Row (far right) Jed Daniel.

Send KASRA Your News & Pictures

Write us your news, travels, stories... humorous tales welcome. Send a note to Sally Hogarty, P.O. Box 84, Canyon, CA 94516 or sallyhogarty@gmail.com.

* Photos encouraged.

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our first European vacation for a month. When we came back to Ghana, we really settled in. The fascinating part of my job was getting to know and respect the Ghanaian people. They were the happiest and most content people. I also had such a wonderful team to work with. **Jed Daniels** was my line rep in negotiations and **Fred Asanti**, a Ghanaian, who knew the people and the issues, was my chief labor person.

I was supposed to be in Ghana for four years, but around the end of my first year, our Plant Manager **Norm Klein** called me in to talk with **Fred Lawson**. **Tom Miller**, Superintendent of Industrial Relations, had resigned in Ravenswood, WV, and they wanted me to take the job. I'd only been with Kaiser for five years and this was our fifth move. It's a good thing our son wasn't in school yet!

What was it like working at Ravenswood?

When I started at Ravenswood, I had minimal Steelworkers experience, and the first six months were definitely a challenge. Ravenswood was a very complex plant, having both a sheet and plate and a reduction plant. My time there became the most frustrating and most satisfying of my career. Fortunately, I had **Ron Helton** and **Brian Sturgell**



Dick and Gretchen Evans, Jim and Susie McKnight, Brian and Mimi Sturgell.



Susie McKnight with Dottie and Dave Whitman on vacation.

working with me. Kaiser always believed in having the right people in the right job and that's what I had at Ravenswood.

I still remember my first manager at Ravenswood, **Warren Cooper**. He was such a great guy. **Mack McAdams** then took his job and was one of the best managers I've ever worked for.

You ended your career right where it started, right?

Yes, back to Oakland and to California and another group of outstanding people to work with such as **Art Woodward**, Extrusion Division Manager. He held you to standards and made you grow. I got into personnel more and worked with **John Cady** and **Dave Fenton**, who were just a delight. When I was promoted to Head of Personnel, I learned even more about all the

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benefits, pensions and medical at Kaiser. Once again, I had a great team: **Doug Allen** and **Richard Byrne**.

In 1998, after 34 years and four months, I retired. I was just 60, so now I've had 21 years of retirement.

What have you been doing since retiring?

When I first retired, our son and his wife, Beth, had just had their first child, so Susie and I spent a lot of time helping to look after Kailey. Two-years later, they had Cole, and we were even busier. They only live a mile from us, and it's been so great being part of their lives. Kailey is a junior at Boise State in Idaho and Cole begins Cal Poly in San Luis Obispo, CA, this fall.

It was really important to me to fill the void after Kaiser with what I hope were productive items. I've been very active with the San Ramon Valley Methodist Church, serving in all positions for the past 21 years. As a competitive golfer, I'm very active on the golf course, playing three – four times a week. We've been a member of Roundhill Country Club since moving out to Alamo in 1977, and I've stayed active in the administration of the club, including the Board of Directors and the Green Committee Chairman.

Any parting thoughts on Kaiser?

It was truly a wonderful experience working for such a company and a man like Henry Kaiser, who established a wonderful corporate culture. I was very proud to work for Kaiser and have such incredible people to work with, many of whom we're still in contact with today. We've vacationed on and off for over 40 years with Dave and Dottie Whitman from Ravenswood.

In Memoriam

*Howard J. Babin
Metairie, LA*

*Elizabeth "Betty" Bishop
Heath, OH*

*Carlos E. Castaneda
Olathe, KS*

*Richard Michael Flores
Livermore, CA*

*Wendell Jenness
Minden, NV*

*Lawrence A. Kennedy
Spokane, WA*

*William C. Salassi
Mckinney, TX*

*Evelyn L. Wheeler
Mckinney, TX*

*Kenneth Harry Williams
Otis Orchards, WA*

Please inform us of a retiree or spouse passing. Include date of death, city and state, and first name of surviving spouse. If possible, a copy or link to the obituary or name of the newspaper would be helpful. Contact Klaus Adler, 1127 Rachele Rd., Walnut Creek, CA 94597 or (925) 935-2938 or kcharlie34@comcast.net. The Board of Directors expresses its deepest sympathy to families and loved ones.

I can't say enough about the tremendous support Susie was with all the moves she had to deal with throughout my Kaiser career.

Family has always been one of the important things in my life and it seemed that Kaiser just ended up being an extension of our family.

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Baton Rouge**Nov 20**

Lunch at 11:30 a.m. at Juban's Restaurant, 3729 Perkin's Road. Contact Bob Presson at leilap3@cox.net, or Bob Schoen at bobschoen@cox.net, or call Bob Schoen at (225) 937-2984.

Belpre**Aug 24**

Lunch at 12 noon at Western Sizzlin in Parkersburg. Contact Betty Blair at (304) 489-1337 or email bettylou13@suddenlink.net.

Chalmette**Sept 4**

Lunch at 11 a.m. at NOLA Lagniappe, 1375 Gause Blvd., Slidell. Cost \$21. Contact Chuck Schimmel at (985) 643-0437 or email schimcol@aol.com.

Erie**Jul 20, Aug 17, Sep 21**

Breakfast at 8:30 a.m. at Peggy's, 3512 Liberty Street., Erie. Contact Tim Healy at (814) 402-1062 or email thealy1931@gmail.com.

Los Angeles**Jul 8, Aug 5, Sep 2**

Lunch at 11:30 a.m. at Marie Calendar's 540 North Euclid, West Anaheim. Contact Bob O'Leary at (714) 898-7463 or email robemmet39@gmail.com.

Mead**Jul 2, Aug 5, Sep 2**

Lunch at 11:30 a.m. at Cathay Inn, North Division St. Contact Danny Petrus at (509) 218-4730 or email dpjr70@comcast.net.

Newark**Jul 1, Aug 5, Sep 2**

Lunch at 11 a.m. at Cottage Pizza, Route 79. Contact Bill Snider at (740) 403-8328 or email colbill44@roadrunner.com.

Ravenswood**Aug 8**

Lunch at noon at Cedar Lakes. 10/person. Confirm to Pete Westenhaver at (304) 266-4109 or email Pete26164@gmail.com or call Lee Corder at (304) 273-9457.

Tacoma**Dec 4**

Lunch at noon at Johnny's Dock, 1900 East D St., Tacoma. Contact Bob Mohr at (253) 820-6569 or email bobmuhr1942@gmail.com.

Trentwood**Oct 15, Nov 19**

Meet 11 a.m. Meal served at 11:30 a.m. at Valley Eagles, 16801 E. Sprague Ave. Contact Steve Harvey at (509) 939-7132 or email slharv3y@comcast.net.



On April 14, 2019, Ravenswood Retirees held a spring luncheon at Cedar Lakes in Ripley, WV. Hazel Parsons' daughter had this to say about Kaiser: "Those days my mom worked at Kaiser were the fabric of my life. It was a different time then and the friendships formed at the plant have lasted a life time. The high tech world we live in now doesn't always allow for the type of friendships that these people share."