



Steve Ping
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Mike Venie

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Kaiser Aluminum Salaried Retirees Association

A MESSAGE FROM THE KASRA PRESIDENTS

Dear Fellow Retirees/
Surviving
Spouses:

On behalf of all the KASRA Directors, we extend best wishes to all of our members and surviving spouses as we begin a new year and a new decade. We sincerely hope that you were able to spend the recent holidays in good health and in the comfort of good friends and family.

As we look forward to 2020, as well as the decade just beginning, it may also be timely to reflect on particular events of the past that still impact and influence our retiree community. This year will mark KASRA's 32nd anniversary and the 16th year since the VEBA Plan was formed during Kaiser's bankruptcy proceedings. The VEBA Plan was designed to provide partial reimbursement for health care insurance premiums for plans purchased to replace the health care benefits previously provided by the company before they were discontinued through the bankruptcy process. It is important to note that the Plan was and still is designed as a partial replacement for the retiree benefits previously provided by Kaiser. That benefit did not include deductibles or co-pays associated with the coverage provided. These have always been the responsibility of the retiree. The same is true for expenses eligible for reimbursement through the VEBA Plan. Specifically, premiums paid for health care insurance coverage are eligible for reimbursement, while co-pays and deductibles are not. We encourage

all of our members to consider this when evaluating the insurance options available to them.

While still on VEBA, as we have previously reported, the maximum 2019 benefit per family unit is \$4900. This benefit represents a \$200 increase compared to the previous year and the highest dollar benefit since the Plan was formed in 2004. Currently 2,643 family units receive benefits through the VEBA Plan, receiving in excess of \$7 million this past year.

Approximately 92% of eligible retirees and surviving spouses are enrolled and request benefits which experts tell us is an extremely high enrollment rate for plans of this type. We would like to express our appreciation to the VEBA Trustees, Doug Allen, Jed Daniel and Richard Byrne, who are effectively managing the trust in a way that has resulted in this benefit which is of such great value and importance to our retiree community. And, as always, please contact the VEBA@Deltafund.com with any questions or concerns you may have.

Since a significant source of income for the VEBA Trust has come from the profit-sharing agreement with Kaiser, it is also timely to provide a brief update on the company's recent performance. Overall, the company continues to perform well in the major market segments they serve, including aerospace, automotive and general engineering. Through the first nine months of 2019, results included record operating income and adjusted earnings

WHAT'S GOING ON

Accomplishments . . .

Congratulations to **Jim Falk** (Anacortes, WA), who was recognized by Anacortes for his work founding the Ship Harbor Interpretive Preserve and the Anacortes Parks Foundation. He received the Mayor's Award of Community Service for his efforts. Jim retired from the Chemical Division in Cleveland, OH, in 1988 and worked in Oakland, CA, Trentwood, WA, Grant Prairie, TX, Ravenswood, LA, Hong Kong and Cleveland, OH. He and his wife travel extensively, mostly in Southeast Asia for diving and work. Jim's hobbies are underwater photography, golf, music, boating and gardening.



Congratulations to Jim Falk for receiving the Mayor's Award of Community Service for founding the Ship Harbor Interpretive Preserve and the Anacortes Parks Foundation.

Birthdays and Anniversaries . . .

A. Vincent Cerny (St. Petersburg, FL) and his wife Diane celebrated their 60th anniversary on Thanksgiving Day, November 28, 2019. The former Chemical Division (food service) employee is in semi-retirement, having produced over 300 TV interview shows since his retirement from Kaiser. You can view two of his shows on YouTube. Just type in Cherny Success. Vince and Diane split their time between Florida (November

– May) and Pawling, NY (May – November). They recommend taking the Amtrak Auto Train from the Northeast to Florida and back again.

William "Bill" J. Schindler (Ravenswood, WV) celebrated his 90th birthday on Aug. 8. A retired Purchasing Manager at Ravenswood Works, WV. Bill and his wife Faye came to Kaiser Aluminum from Chalmette, LA, in August 1958. Bill retired in June 1994. Bill's brothers and their wives traveled to Ravenswood to wish him a Happy 90th Birthday.



Bill Schindler (L) celebrated his 90th birthday in August. Shown here are his three brothers who attended the celebration with their spouses.

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

Tony Procanik (Merida, Mexico) and his wife Kathy sold their home in Florida and most of their "stuff" and moved to Mexico. "Merida was named the second safest city in North America," he says. According to Tony, it was also named The Art and Cultural Capital of the Americas. "As a retiree, it is very, very cost effective and many Americans live here, two from the San Francisco Bay Area on our block!"

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“I was so sorry to hear of **Don Hebert’s** passing,” says **Jack Lashover** (Baton Rouge, LA). “Don was such a good person and a significant resource for Kaiser Gramercy, LA.” Jack recalls in 1975 being assigned as superintendent of the Chlor-Alkali Plant and being given a tour by Don. “I didn’t realize he knew anything about the plant, but he gave me a thorough tour pointing out issues that needed to be fixed. I filled my notebook with his observations and worked off Don’s list for the next four years. My deepest sympathy for his family and my ever-lasting gratitude for his help.

Chet Ferdun (Alamo, CA) escaped the PG&E power outages in the Bay Area by spending a week in San Francisco, CA, at a beautiful high rise on top of Russian Hill. “Great views and lots of walkable things to do,” he says. “Good weather except for two days of very strong winds but, most importantly, no power outages.

John Schnittker (Alamo, CA) writes that he and his wife Jayne have been married for 63 years and have three grown sons and four grandchildren. John worked



Enjoying the holidays are (L-R) Jayne, Rob, Kristi and John Schnittker.

in HR in Oakland, CA, and retired early at the age of 53. “Luckily, I got a job in Silicon Valley with a company called Conner Peripherals, a start up in San Jose. They came out with the first two-and-a-half-inch disc drive. It was a very hot product at the time. The company was eventually acquired by Seagate, and I retired for good at age 65.” Although John has lots of great Kaiser memories, he is most grateful that the company helped solidify his son Rob’s burgeoning romantic relationship. “Rob met a beautiful young lady named Kristi while they were working at Chevron in San Ramon. One



Trentwood retirees showed up in force at the group’s October luncheon held at Valley Eagles in Spokane.

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MEMBER PROFILE: DENNIS ENGLISH

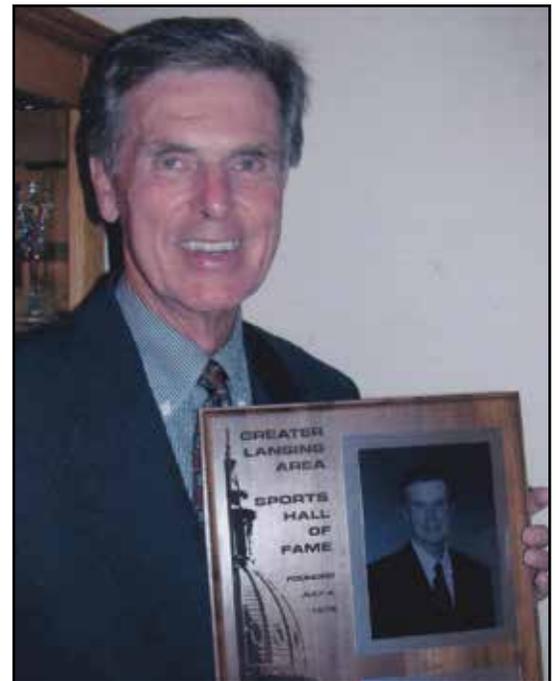
Working in just about every division in Kaiser marked **Dennis English's** 31-year career. Dennis now lives in Venice, Florida, where he finds time for golf and the latest craze, pickle ball! Dennis was inducted into the Central Michigan Sports Hall of Fame in 2010. He has three children and six grandchildren.

What was it like growing up in Lansing, MI.?

Born in 1943, the second of four children, my father worked in the insurance business with my mother, a stay-at-home mom. Since this was before the tech world, even television, we played ball on corner lots, at the parks and in the streets. I had a very athletic youth and excelled as a junior golfer and basketball player, winning multiple junior and high school golf championships and eventually being selected to the all-state basketball team in 1961. I was fortunate to be offered a basketball scholarship to the University of Denver, where I also played golf and captained both teams in my senior year. I was offered an academic scholarship to graduate school, spent afternoons working for the Dean of the Business School and served as a Resident Intern in one of the residence halls.

How did you get involved with Kaiser?

During graduate school, I interviewed with several companies and was considering offers from two in particular in the auto and oil industries. Aluminum wasn't even on my radar until a fellow resident intern, who worked part-time in an employment agency, asked me if I'd consider interviewing with an aluminum company to work in the area of labor and union relations. I met with **Ben Borne**, a Division HR Manager, an impressive, well-spoken and persuasive man. He invited me to Oakland, CA, where I met



Dennis English was recognized for his basketball and golf achievements by being inducted into the Mid Michigan Sports Hall of Fame in 2010.

with **Larry Stewart, Bob Gould, Ed Gessler** and others. I accepted a job offer and started in January 1967.

What plants were you at with Kaiser?

I started my career at Chalmette, LA, in the Reduction Division, was promoted to the Labor Supervisor job in Baton Rouge, LA, in 1969, then promoted to the Industrial Relations Superintendent position at Gramercy, LA, in 1971. Both Baton Rouge and Gramercy were in the Raw Materials Division and the Industrial Chemical Division. In 1977, I was transferred to the Newark, OH, Rod, Bar and Wire (RBW) Division. The division added two satellite plants – Georgia Wire and Tennalum in Georgia and Tennessee. RBW was combined with the Extrusion Division in 1991, and I picked up HR responsibilities for an additional six plants throughout the U.S. and Canada. The Extrusion Division was in Dallas, headed by **Jim Owen**. I was in the air

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much of the time, but my experiences with our small division staff and our plant and sales managers was exciting. I transferred to the Trentwood Plant, Sheet and Plate Division in 1996 and retired in late 1997.

What is the most memorable part of your Kaiser career?

Without a doubt, my best memories are of the employees I worked with and served. I've always felt I owed whatever successes I had to those I worked with and those who supported my efforts. Early career mentors included **Ernie Cappel**, Labor Supervisor, and **Ron Radakovich**, I.R. Superintendent, at Chalmette. Ernie understood the labor business as good as anyone in Kaiser, having been the local union president prior to his promotion to the management team. His direction guided me all my years. Ron transferred to Chalmette in the late 1960s. He was the ultimate delegator. He loaded me with responsibilities and then trusted my judgment. **J.W. Melancon**, Plant Manager at both Baton Rouge and Gramercy, took me under his wing as well and was responsible for my early successes in the Raw Material Division. When I arrived at Newark in

1977, **Joe Bernat** was the manager and, in my opinion, one of Kaiser's best. A man of character, honesty, integrity and an outstanding leader and great friend.

I also worked with exceptional department and plant staffs. At the Baton Rouge plant alone, Department Superintendents **Jay Vinyard**, **John Scelfo** and **Gene Miller** went on to leadership positions in the company. Corporate labor and personnel staffs were also critical to our successes. People such as **Jim Presley**, **Ron Radakovich**, **Steve Booth**, **Jim McKnight**, **Dick Bryne**, **Doug Allen** and their predecessors made our plant responsibilities much easier. Finally, my plant secretaries and division and corporate administrative assistants, who supported our HR efforts were invaluable. I was blessed to work with **Freida Boughton**, my secretary at Gramercy, a superstar. At Newark, I had the pleasure of working with **Ann Ogle** and **Diane Norton**, and at Trentwood, **Shirley Wolf** and **Vicky Bell** gave me wonderful support.

Working in so many places, you must have had some interesting experience.

Definitely. In 1968, we had a wildcat strike by the Mine Workers Union, District 50, who had just displaced the Aluminum Workers International Union (AWIU) as the plant bargaining agent. Then a second wildcat strike at the Newark, OH, plant in 1979 over a discipline issue. A nine-day walkout ended when the union agreed to a long-term suspension and removal from office of the local union leadership, a very rare occurrence. Baton Rouge, LA, was also an interesting assignment in that we had 10



Dennis English on a forklift in the Service Department at Newark, OH, during the 1998 USWA strike.

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(Members Profile, from Page 5)

plant unions, one operating (AWIU) and nine craft unions. Working with the nine trade craft business agents, during the era when trade and craft jurisdiction was a major impediment, created some interesting problems.

Some of the most challenging issues dealt with the Civil Rights Act of 1964 and affirmative action. In 1974, Kaiser and the USWA union agreed to a craft training program whereby the company would select 50% minority and female employees to be trained for maintenance craft positions, out of line of plant seniority. This was an attempt to promote affirmative action in the workplace in line with Federal guidelines. At the Gramercy plant, **Brian Weber**, the local Grievance Chairman, filed a lawsuit against Kaiser and the USWA alleging a violation of the 1964 Civil Rights Act, reverse discrimination on the basis of race and sex. The lawsuit, titled Weber vs. Kaiser Aluminum, was first heard in the Federal District Court in New Orleans. **Tom Bowdle**, our Corporate EEO (Equal Employment Opportunity) Director and



(L) Larry Stewart, Director of Corporate Industrial Relations for Kaiser (standing) John Hodges, USWA Sub District Director, and Dennis English at the modernization announcement for the Newark, OH, plant in the mid-1980s.

I testified representing Kaiser. Weber won in the Federal District Court. Kaiser appealed to the U.S. Appellate Court and Weber won again. Kaiser then appealed to the U.S. Supreme Court. In 1979, the Supreme Court's decision favored Kaiser and the USWA, a decision supporting affirmative action in private industry.

When did you retire from Kaiser?

I retired in late 1997, after 31 rewarding years working for Kaiser. I began consulting several months later. I had a short assignment in Jamaica with our Alpart Alumina Refinery in preparation for their negotiations with the plant and government officials. I returned to Spokane, WA, and the Trentwood plant asked me to develop a labor relations training program for all supervisory personnel. As I was finishing that project, the HR Department asked me to stay on and help with local union negotiations leading into the September 1998 master contract deadline.

As we neared the contract expiration date, it became apparent that a settlement would not be reached. The USWA went on strike on September 30 and the employees at the master plants: Trentwood, Mead, Tacoma, Gramercy and Newark walked out of the plants at midnight. Replacement workers were bused into the plant. In addition, retirees were contacted and invited to supplement the new work force. Retiree experience and knowledge of plant operations was extremely valuable for training purposes.

Did you work during the strike?

As a retiree, I volunteered to return to the Newark, OH, plant because I knew the plant and the equipment

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(Members Profile,, from Page 6)

and our processes quite well. I was assigned to the Service Department to run the Loma Saw operation. We had a crew of three versus the normal five-person crew. With support from our Engineering Department, we got the saw working on the third day and proceeded to set department production records for seven straight days. Other departments were also using smaller work crews and producing more product. Maintenance jobs were completed with smaller crews in shorter times as well. It didn't take long to realize that we had been over staffed. We worked 12-hour shifts seven-day weeks, but it was some of the most memorable times.

About two months into the strike, our President and CEO Ray Milchovich visited Newark to show support to the employees. During his visit, Ray sought me out on the floor and asked me to leave the next week for Spokane, WA, and work with the five HR managers to redefine our steelworker jobs, combine operating and craft jobs, adjust crew sizes and reorganize the departments based on our experiences with the replacement workers. When the contract finally settled two years later, we had reduced our hourly headcount by 15-20%. When we completed our reorganization, I worked with the HR managers to develop a return to work plan for the steelworker employees. I helped develop a supervisor training plan for "contract resolution" situations and traveled to the plants for training sessions. I remained at Newark through the return to work process and acted as the temporary HR Manager for the employee transition through February of 2001.

What have you been doing in retirement?



Dennis playing in the International ProAm in Ireland in 1986.

I spent my early retirement years doing interior design work in Florida, Michigan and Ohio. I also did landscape work short term and served as president of our condominium board of directors. I have been invited back to the Newark plant on several occasions to offer advice on contract language written during my time at the plant. I've served as a witness in local arbitration cases as well. My biggest time commitment now is golf. I play in Florida for eight months and in Ohio and Michigan during the summer months. I continue to compete in golf tournaments. My children and grandchildren and I get together on the Alabama Gulf Coast for an annual reunion and I enjoy a few weeks each July with my siblings in Northern Michigan playing golf and enjoying water sports.

Any final thoughts?

I want everyone who crossed paths with me during my Kaiser career to know how much I enjoyed our friendships and working relationships. It made my life, my career and my time with Kaiser truly enjoyable. And, a special thanks to those who created VEBA. It has been a great help to all of us who lost our insurance benefits following Kaiser's bankruptcy filing. God bless you all.

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.

(What's Going On, from Page 3)

thing led to another, and they became more than friends.” According to John, while driving through Oakland one day, they decided to get something to eat. Rob mentioned a hofbrau near Lake Merritt that his family used to go to when he was young. Kristi said she used to go to a hofbrau with her family by the lake as well. While eating, Rob pointed at the Kaiser Center and said, “See that big building? My Dad used to work there.” Kristi looked up and said, “My Dad used to work there, too.” Both were so surprised to find out that both of their fathers had worked for KACC, in the same building no less. “It turns out her name was Kristi Hopf, the daughter of Al Hopf, who worked in MIS, before transferring to Spokane, WA,” explains John. The young couple have now been married for 24 years and live in Issaquah, WA. “Thank you, Kaiser, for helping make this a happy ever after story,” John adds.

“I enjoy seeing my grandkids,” writes **Jerry Ordeneaux** (Gonzales, LA). Jerry worked for Kaiser at Baton Rouge, LA. **Sherry Hellyer** (Ravenswood, WV) the surviving spouse of **Homer Hellyer**, travels to Florida from November to April. Sherry is a retired hair stylist. Lending a helping hand is **F. Joseph Haydel** (Baton Rouge, LA). He volunteers at the Bishop Ott Homeless Men’s Shelter twice a month.

Hunting and fishing keep **J. Fred Chambers** (Waynesboro, GA)

busy. The retired Kaiser Chemical Division employee is 91. **Cheryl Kern**, the daughter of **Jack Harrison** (Heath, OH) writes that her dad has sold his condominium and has moved to Heath, OH.

Ravenswood, WV, Kaiser Aluminum Salaried Retirees December luncheon took place at Greenhills Country Club. “Some of these folks were hired back in 1956,” says Hazel Parsons. “We’ll be friends till we get old and senile; then, we will be new friends.”

Best Wishes . . .

A speeding recovery to **Alda J. Almeida** (Bristol, RI), who is recovering from a medical incident at home. He now has 24-hour care. **LeRene Lambert** (Covington, LA), surviving spouse of **Jerry K. Lambert**, notes that the article written about Jerry in 2017 in the KASRA Newsletter was used as his biography at his funeral. Best wishes to LeRene during this difficult time.

Our condolences to the family of **Irene C. Mayo**, the surviving spouse of **Hank Mayo**, who recently passed away.



The Chalmette retirees had a festive holiday celebration New Orleans style. (L-R) Ted Aucoin, Doc Incaprera, Tom Franklin, Cathy Franklin and Boni Aucoin.

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per share. In addition, the company has made significant strategic capital investments to increase capacity and improve operating efficiencies in a number of areas representing higher than average returns. Even though the company continues to operate in a historically cyclical industry and ongoing trade disputes with major trading partners increases uncertainty for the near term, we have confidence that Kaiser will continue to achieve positive financial results going forward.

In closing, please accept our best wishes to all for good health, safe travels and time well spent with family and friends.

All the best!

Erach

Michael Venie

Steve Ping

Erach Tarapore, Mike Venie and
Steve Ping

Co-Presidents, KASRA



In Memoriam



*Roy Brennan
Puyallup, WA*

*James "Jim" Glann
Oakland, CA*

*Michael "Mike" Goldsmith
Oakland, CA*

*Howard Leroy Herrick
Deer Park, WA*

*Clark Leon Johnson
Puyallup, WA*

*Walter "Walt" Joseph
Moraga, CA*

*Ida Kajikawa
Pleasanton, CA*

*William Kister
Hillsboro, OR*

*Ronald "Roy" McHaney
Spokane, WA*

*Donald R. Ordes
Casper, WY*

*Jack Webster
Frisco, TX*

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.

P.O. Box 1171
Lafayette, CA 94549
(925) 685-1313

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news@e-kasra.com

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Baton Rouge

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

Belpre

Breakfast 8 a.m. at Shoney's Parkersburg. Contact Betty Blair at (304) 489-1337 or email bettylou13@suddenlink.net.

Chalmette

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

Erie

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

Lunch, 11:30 a.m. at Ruby's Diner, 1128 W. Lincoln Ave., Anaheim. Contact Bob

April

O'Leary at (714) 898-7463 or email robemmet39@gmail.com.

Mead

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

Newark

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

Tacoma

Lunch at noon at Johnny's Dock, 1900 East D St., Tacoma. Contact Bob Mohr at (253) 820-6569 or bobmohr1942@gmail.com.

Trentwood

Meet at 1 p.m. at Timber Creek Grill and Buffet, 9211 E. Montgomery Ave., Spokane. Contact Steve Harvey at (509) 939-7132 or email s1harv3y@comcast.net.



Ravenswood retirees enjoyed a holiday get-together at the Greenhills Country Club.