



Steve Ping
Erach Tarapore
Mike Venie

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 PRESIDENTS

Dear Fellow Retirees/Surviving Spouses:

Our heartfelt greetings to KASRA's over

1,400 members! As we enter autumn and see changes almost daily to our natural world, we hope that changes in all our lives in the near future will tilt toward good times and optimism. An 83-year-old uncle recently acknowledged the weirdness of this year since the pandemic hit us in March. He said the isolation caused by the pandemic was not difficult for him and his wife to adapt to because, with his poor eyesight and her increasing dementia, they don't travel from their home more than a few blocks a few times per month. He said he was so blessed to have relatives and friends who have kept in contact via Facebook, e-mails and phone calls. Those connections helped him stay sane and relatively quite happy during this very difficult period.

Many of you are likely experiencing similar isolation and, hopefully, similar happy feelings when you contact friends and family members. Those of you who have email addresses on file received an updated Email Address List for KASRA members in October that may help you connect with more Kaiser friends.

A big thank-you to all veterans for your service and sacrifices. We owe so much to each of you.

Our hearts go out to all of you who have experienced additional hardships and losses caused by the fires in the western states and the severe storms

that hit the southern and eastern states. May strength and resilience be with you as we enter the winter season and leave these hot weather natural disasters behind us.

It seems our membership as a whole group has been very careful during the pandemic because, as far as we know, no KASRA member has died from COVID 19. That is really saying something since all of us are in the "high risk" category because of our age alone. Please continue being super safe at least until you get vaccinated! We are all disappointed that our local area retirees' luncheons have been canceled during the pandemic and are very anxious to meet in person again when it's safe to do so in 2021.

Don't forget to gather your qualified medical receipts and file for your VEBA reimbursement before the end of this year for 2019 benefits and anytime through next year for your 2020 benefits. If you have any questions or are confused about what expenses are valid for reimbursement, please contact VEBA by phone at this toll-free number 1-888-344-8322 or by email at VEBA@deltafund.com. Accolades to those of you who help fellow Kaiser retirees through the VEBA filing process.

Stay well and find joy in the little things around you now and through the holidays. Cheers!

Erach Tarapore
Mike Venie
Steve Ping

All the best!
Erach Tarapore, Mike Venie and
Steve Ping
Co-Presidents, KASRA

WHAT'S GOING ON

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

Jennielee Allain (Chalmette, LA), widow of Van E. Allain, keeps busy making desserts and keeping in touch with friends. She says, "I miss the Kaiser luncheons and Kaiser friends." **Edward J. Marshall** (Westerly, RI), a veteran of Wire & Cable in Portsmouth, enjoys golfing and fishing. Though travel plans have been hampered by Covid-19 concerns, he does do part-time work in his local "Stop and Shop" produce department. **Alda J. Almeida** (Bristol, RI), who worked at Bristol Plant as a Bookkeeper in Payroll, is proud to be "staying alive!!!" **Jack Carmena** (Baton Rouge, LA) from Gramercy is enjoying woodworking and church work.

Gerry Carothers (San Ramon, CA), surviving spouse of **Theron L. Carothers**, besides recently moving from Danville, has missed a lot of things during Covid-19 times. These include dancing and volunteering at Kaiser Hospital in Walnut Creek. She adds, "I can't play dominoes or got out to lunch. . . . it's a bummer!"



Dianne Hill (far left) with her family on a cruise in early 2020 before COVID-19.

Leroy Avers (The Villages, FL), who worked for the Chemical Division in Baton Rouge until 1988 when it was sold to La Roche, worked for them until 1999, "when they sold out, and I retired." Leroy enjoys gardening and constructing model airplanes. He is active in his church, especially with three singing groups. In conjunction with the church, he also visits members in nursing or assisted living homes. He teaches a class called "Creation & Evolution of the Universe." He says "I just love it."

Fishing and lap swimming keep **Dennis Seymour** (Escondido, CA) in good spirits. "The pool in our retirement community re-opened so I'm back to ½ mile a day." Mike also continues to fish with his son Mike. "Mike has a commercial fishing license so we can catch and sell fish including some Blue Fin Tuna in 100 lb+ class. My child bride Midge turned 90 in July; a blessing we've both lived in good health for so long."

Annie D. Levet (LaPlace, LA) considers herself a "young 87-year-old." She reads and teaches Bible class and is very thankful for the KASRA Newsletter. Gardening, canning and keeping the grass mowed occupies **Mary Anne Barnett** (Ripley, WV), a former employee of Kaiser Aluminum in Ravenswood, WV.

Don Woodward (Oakbrook, IL) enjoys watching the circle of life as his children reach retirement age,

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his grandchildren graduate from college and his great grandchildren enter grade school. He also enjoys the stock market. "I can say the bucket is about empty as we've been so many places including Europe, South America, Australia, Egypt, Cuba and, of course, the U.S.A. During his Kaiser career, Don worked at five different locations. Since retiring, he has worked part-time for Merrill Lynch and then back to Kaiser for a short while. He also did three consulting assignments with IESC with his wife June. The couple will be married 63 years in February 2021.



Avis I. Duncan celebrated her 90th birthday recently. "Unbelievable," says the former Reduction Division, Oakland, worker.

until his retirement, enjoys woodcarving and bread making. **Robert Newsom** (Pleasanton, CA), from Gramercy, is planning a fall Louisiana trip to see his daughter and her family that includes five grandchildren. He celebrated his 63rd wedding anniversary in June.

Robert L. Conrad (Spokane Valley, WA), who worked for Kaiser Aluminum in Trentwood, turned 88, and is "still going strong." Robert, who enjoys walking and all things connected to his ham radio, is most proud of his thirteen grand kids and one great grandchild. Also retired from Trentwood, **Jerry Ashby** (Spokane, WA), still a figure skating judge, celebrated his 90th birthday in April. Moreover, he and his bride Darlene enjoyed their 65th wedding anniversary in August. And, keeping up the state of Washington and Trentwood connection, **Thomas Pitzer** (Spokane, WA) spent three weeks in France last November with family celebrating his 80th birthday. Part of the celebration took him on a Viking River Cruise through the Bordeaux wine coun-

Birthdays and Anniversaries . . .

Dianne Hill (Surprise, AZ) says, "Since **Rocky** passed away in 2019, it has been a trying time getting all the paperwork done, but it was also bittersweet coming across so many mementos and memories of his time at Kaiser which I was also able to be a part of and which I have now passed those on to Rocky's family." Dianne decided it was time to enjoy life and went on a cruise with her family to start 2020 with a bang. "We were very fortunate as we did this cruise in February just before the Pandemic hit the US! We have all stayed well." In June, Dianne celebrated her 80th Birthday with family in Spokane, WA.

Congratulations to **Avis I. Duncan** (Tumwater, WA), who worked in the Reduction Division in Oakland, and just celebrated her 90th Birthday. She exclaims, "Unbelievable!" **William Miller** (Honey Brook, PA), who fondly remembers time at Refractories in Plymouth, gloried in a 90th birthday party his child threw for him in February for his January 31st birthday: "It was really great, and just after we became great grandparents. William, a manager of the Mid-Atlantic Area

MEMBER PROFILE: DOUG ALLEN

Raised in the San Francisco Bay Area, **Doug Allen** graduated from UC Berkeley with a degree in history and from San Jose State with a degree in Industrial Relations.

He met his wife, Claudia, in 1963 while attending San Jose State University. They live in Danville, CA, close to their daughter and her husband and their two grandchildren. The Allens recently celebrated their 54th anniversary.

When and how did you begin working for Kaiser?

After graduation, I applied to the Kaiser Permanente Foil Plant in Los Gatos, CA, but nothing was available. I landed a job in labor relations with Ford at their Milpitas, CA, assembly plant and discovered the real world on the plant floor had little resemblance to what I learned in class. A year later, I received a call from **John Schnitker** at Kaiser's Oakland office inviting me to come in for an interview. I was hired by Kaiser Industries in 1969 in the Oakland Compensation Department administering salary programs for some of the smaller Kaiser subsidiaries.

A few years later, Claudia and I were eager to see other parts of the country. In 1973, with the help of **Hal Jensen, Jim Presley, Fred Lawson** and **Roger Dunn**, I was able to wrangle a transfer to the Trentwood plant in Spokane, WA. So Claudia, our two toddlers, Kristen and Tim, and I made the move to Spokane.

The process of putting my transfer together exemplifies Kaiser's reputation as a great company to work for. Our son had Downs Syndrome and needed a special developmental program. In the early '70s, these programs were not



Doug and Claudia enjoying a family dinner

common, and after searching Kaiser locations, I found only Spokane had such a program. I fully expected Kaiser to tell me the opening was elsewhere, but instead they went to work seeing what could be worked out in Spokane. That's the kind of employee consideration that inspires loyalty.

We really enjoyed our 3 1/2 years in Spokane. **Roger Dunn** was the IR superintendent and **John Peterson** supervised the Labor Relations group. My areas of responsibility included the hotline, remelt and maintenance. The job was demanding, but with the help of Roger, John, **Chris Wangaard** (Roger's successor) and department operators like **Rollie Sweeney, Hank Brant, Burch Roark, Lou Farline** and many others, I made the transition.

The mid '70s were a good time to be at Trentwood. The plant was running at capacity, employment was at 3,600, and relations with the Steelworkers, at least at Trentwood, were in good shape.

Why did you leave Kaiser and what did you do during that time?

In 1976, I joined a privately-owned food processing company (Basic American

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Foods) as the personnel manager for their new, nonunion plant in central Wisconsin. This opportunity offered a broader range of responsibilities, which I couldn't reasonably expect at Kaiser for several more years. I had learned at Kaiser the value of a union from an employee's point of view, and I kept that in mind while setting up our employee relations program. After three years in Wisconsin, I transferred to the company's headquarters in Vacaville, CA.

Why did you return to Kaiser?

In 1991, **Jim McKnight**, **Steve Booth** and **Bill Edgley** asked me to return to Kaiser to manage group insurance. I had been dealing with the problem of skyrocketing medical costs at my current employer and was anxious to work on a much bigger scale. My new boss, Jim McKnight, could not have been a better person to work with. We shared the same goal of providing strong benefits while controlling costs at acceptable levels. **Joe Bonn**, Jim's boss, gave us all the support we needed.

Greatest challenge while working for Kaiser?

Maintaining Kaiser's generous benefits



Bill Edgley, Doug Allen, Jim McKnight and Jim's son, Brett, enjoyed a tailgating party at a 49ers game at Candlestick Park in 1995.

as financial difficulties worsened in the latter '90s and early 2000s was a challenge. When we brought on MetLife in 1993, we also adopted a new medical cost containment program known as "Managed Care." I was grateful for the assistance of the division and plant HR folks -- people like **Vicki Bell, Bill Edgley, Gary Eckert, Dennis English, Al Galioto, Ron Helton, Frank Kraus, Steve Olds, Susie Rains, Wally Skyring** and so many others. The crux of the program was the utilization of local networks of doctors and hospitals who agreed to reduce their rates in exchange for a greater number of patients.

Despite the success of managed care, national healthcare inflation continued relentlessly. We controlled costs and avoided cuts in coverage by our early adoption of HMO Medicare plans. These plans are now known as Medicare Advantage. Accompanied by the local HR folks, I held over 100 meetings around the country with groups of retirees explaining the virtues of the plan and, most importantly, improved medical coverage and elimination of paperwork.

Another challenge of a completely different sort was the week of strike duty at Mead in 1995. I was assigned to the green carbon room, and those 12-hour shifts seven days in a row were physically demanding. The salaried group that participated in that effort took a lot of pride in being able to maintain a high production level while also improving the

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plant's housekeeping. But we were very glad when the strike ended. Now, I knew why our hourly medical costs were so much higher than the salaried.

Most rewarding while working at Kaiser?

I take real satisfaction in helping to keep the employee and retiree benefits intact for as long as we did during very difficult economic times.

Many retirees have said how much they appreciated the help from the Oakland/Pleasanton Benefits staff. The day in day out administration fell to **Karen Wessenberg, Gloria Johnson, Virginia Wegener, Joanne Cunningham and Donna Buster**. They not only kept an intricate administrative system operating smoothly, they each had a career's worth of experience and were dedicated to helping the retirees. They were helped by the close connection with **Richard Byrne's** pension staff: **Virginia Marr,**



Doug and Claudia took the Napa Valley Wine Train in 2017



Doug Allen worked in the Green Carbon Room at the Mead plant during the 1995 strike.

Marci Kieou, Vicky Isaacson and Patty Freitas.

Family life

During all of our moves, Claudia was busy raising our young family, but she had always expected to complete her degree and start a career. So, after returning to California, she completed her bachelor's, then her master's in speech therapy and audiology. Watching mom do her homework at night set a good example for the kids. Following graduation, she began a 19-year career as a speech therapist working with kids from preschool to high school.

Our daughter, Kristen, now enjoys a career in physical therapy and ergonomics consulting. We are delighted that she and her family live just down the street from us. Her husband, Travis, is an IT consultant and her kids, Giselle and Gavin, are students in the local high school and middle school. It's been a treasure watching them grow up. Our son Tim, as I mentioned, was born with Downs Syndrome. The Special Ed programs he grew up with gave him the tools he needed to live semi-independently as an adult until his death

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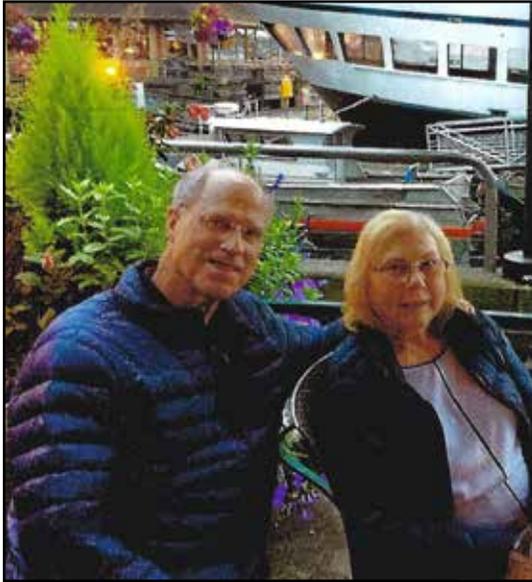
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in 2002.

What are you involved in now? Future plans?

After my retirement at the end of 2002, I thought I had left employee benefits behind. However, one of the outcomes of Kaiser's bankruptcy was the establishment of the Voluntary Employee Benefits Association (VEBA) to alleviate the loss of the retirees' medical benefits.

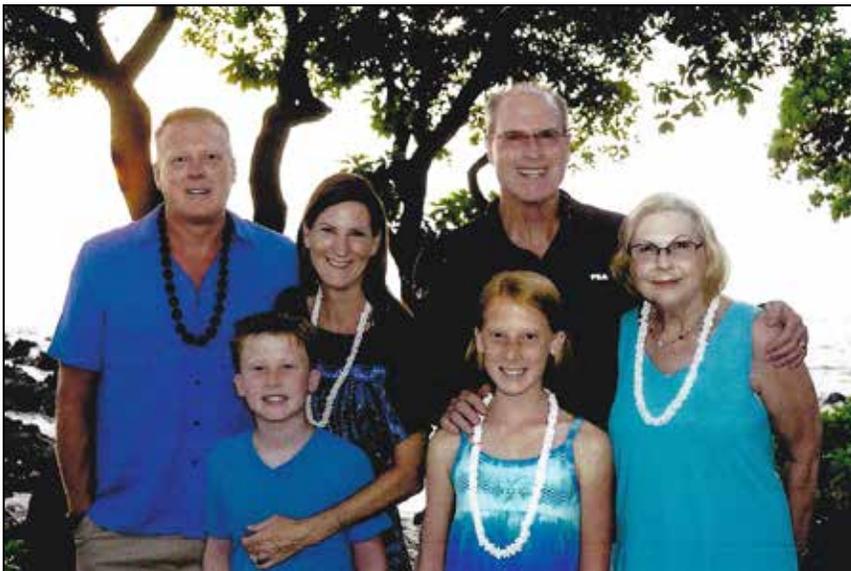
Dave Perry, Kaiser's former chief counsel, recruited **Jim Hobby** to help with financial matters and invited me to help with the benefits administration issues. Jim soon turned his "financial trustee" duties over to **Art Donaldson**. We were amazed when the sale of the Kaiser stock resulted in a fund of some \$78 million. Suddenly, we found ourselves working 20 to 40 hours a week for the first several years. Other trustee changes have occurred over the last 15 years: **Jed Daniel** came on board with the untimely death of Dave Perry, and after 11 years on the job, Art turned his duties over to **Richard Byrne**.



Doug and Claudia at dinner on the Seattle waterfront

Claudia and I have been retired for 16 years now. We've done quite a bit of traveling – four trips to Europe, a cruise up the Alaskan coast and several vacations in Hawaii. We've also discovered we really enjoy road trips in the U.S. This pandemic is really cramping our style! While at home, I

play quite a bit of tennis and the VEBA continues to require several hours of attention each week. Claudia has become an avid artist with several lovely paintings to her credit. And, of course, we spend a lot of quality time with our family. As for the future, more of the same would be just fine!



Front row: grandchildren Gavin and Giselle
Back row: Son-in-law Travis Rovillard, daughter Kristen, Doug and Claudia Allen

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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try. Thomas keeps very active with downhill skiing, golf, reading and collecting wine. He is also very active in his Episcopal Church, where wife Elaine is a Deacon. He's been doing Meals on Wheels weekly for ten years and is involved in social justice activities in Spokane.

Traveling Near and Far . . .

John Matheson (Hauser, ID), from Trentwood, traveled extensively last year and early this year. One cruise took him out of New Orleans to the Western Caribbean; another, was a sea and land cruise to Alaska. He also spent a week in New Orleans during Madi Gras. John, who says there's always something to do on his farm, cuts logs there and mills it into lumber to sell and use for his own projects. He still finds time to pack lunches for grade school kids in a Back-Pack Program and to arrange eye and hearing checks for people through the Hauser Lions Club. He concludes, "I like to help people not so fortunate in our community."

William deBruler (Biloxi, MS) spent some time on a Key West/Caribbean

cruise before COVID-19 took over. He also found time to visit family and had planned a trip to Destin, FL in late 2020, which may not happen. When at home, he's the photographer for the Local Irish Hibernia Marching Society and taking photos of infants and children. He manages to also work part-time for a local hotel doing computer reporting and sales comparisons. He always finds time to go sailing and is a member of the Biloxi Yacht Club. According to Bill, it's the third oldest yacht club in the U.S. "I am also the very proud grandparent of my granddaughter who just graduated as a Doctor of Optometry."

Panama called **Joseph and June O'Connell** (Mission Viego, CA) and a family of 16 in 2019. They were also able to vacation at a San Diego Resort called "The Catamaran" in 2020 before the pandemic hit. "We spend most of our time getting our grandkids into college and sailing. I also work on my Austin Healey sports car and work part-time as a consultant. We really enjoying reading the KASRA Newsletter as well."



Although the St. Patrick's Day parade had to be cancelled because of the Pandemic, Bill deBruler ruled as the first annual honorary St. Patrick, shown here on the left with the Grand Marshall.

So many fish, so little time. That's the slogan for **Knut and Gerry Frostad** (Petersburg, AK). They both enjoy commercial fishing in Bristol Bay and Petersburg, as well as exploring the SE Alaska waters where they catch salmon, halibut, crab, prawns and other bounties of the sea. "We managed to visit Croatia and Tanzania before COVID limited our travels," said Knut. The couple spends their winter months in Yuma, AZ. "We

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miss not having family and friends on board and hope 2021 will be more normal.”



Knut and Gerry Frostad enjoy commercial fishing on their boat Salty Dawg.



Best Wishes . . .

Our condolences to **Frank Clemens** and his family on the passing of his wife **Marjorie** in March 2020. Our very best to the family of **Rosemary Kochman** as well. The surviving spouse of **Paul Kochman**, Rosemary passed away in January.

In Memoriam



*Jill (Colley) Bending
Newark, OH*

*Bernard D'Costa
Raleigh, NC*

*Donald F. Farrelly
Prainieville, LA*

*Joyce Lee Guenther
Red Bluff, CA*

*William "Bill" Hurdlow
Monroe, WA*

*Judy G. Jones
Spokane Valley, WA*

*Jack W. Lee
Spokane, WA*

*Duane Ludlow
Spanish Fork, UT*

*Alan Matthews
Sacramento, CA*

*Charles William "Bill" Porter
Newark, OH*

*John Wells "J.W." Melancon
Baton Rouge, LA*

*Paul Louis Weller
Savannah, GA*

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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We're on the Web!
See us at:
www.e-kasra.com

Due to the ever-changing restrictions resulting from the coronavirus, lunch meetings for the various KASRA groups have been postponed. They will be back as soon as it is safe for all our members. Contact information for the groups is listed below, and, hopefully, in the December issue of the KASRA Newsletter, we will have a full listing of meetings!

Baton Rouge

Email Bob Presson at leilap3@cox.net, or Bob Schoen at bobschoen@cox.net, or call Bob Schoen at (225) 937-2984.

Bay Area, KARLA

Contact Sharon Fraetis at (925) 330-8533 or email lafnatv@gmail.com.

Belpre

Contact Betty Blair at (304) 489-1337 or email bettylou13@suddenlink.net.

Chalmette

Contact Chuck Schimmel at (985) 643-0437 or email schimcol@aol.com.

Erie

Contact Tim Healy at (814) 402-1062 or email thealy1931@gmail.com.

Los Angeles

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

Mead

Contact Dan Coe at (509) 944-7264 or email dancoe33@comcast.net.

Newark

Contact Bill Snider at (740) 403-8328 or email colbill44@roadrunner.com

Ravenswood

Contact Pete Westenhaver at (304) 266-4109 or email Pete26164@gmail.com or call Lee Corder at (304) 273-9457.

Tacoma

Contact Bob Mohr at 253 820 6569 or bobmohr1942@gmail.com.

Trentwood

Contact Steve Harvey at (509) 939-7132 or email s1harv3y@comcast.net.



Not quite all of the retirees who attended a Trentwood get-together in October 2019.