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Another jump in paid membership

For the second consecutive fiscal year, the CRA enjoyed a substantial increase in paid membership. The total for 2008-09 was 16,315.

CRA Treasurer Merle Hufford says, "It was another good year for membership. Of course, it could have been some 250 paid members higher if three Association chapters had submitted their dues to the Office of Treasurer by the June 30 deadline. The dues I did receive jumped appreciably from 13,298 in 2006-07 and from 15,038 in 2007-08."

According to Hufford, the prime reasons for the increase are:

- A significant number of retirees joined the CRA as paid members to qualify for coverage in the Association's new Dental Plan.
- A successful recruitment effort by chapters and members focused on their efforts on reaching potential members and former co-workers by letter, phone and e-mail.
- A programmed effort that encouraged many spouses to enroll as a dues-paying member.

Of the Association's 12 geographic areas, including Unaffiliated, ten increased their membership numbers over the prior year.

Continued on page 7

Why health insurance reform is needed By Al Horan, Benefits Committee Chair

Legislation has been proposed and the debates have begun. However, I believe we're involved with the details of proposed modifications without a clear understanding of the primary problem and the issues and consequences of a decision to reform or not to reform. The only thing we understand for sure is if nothing is done, the problem associated with health insurance will get worse. I appreciate we are all concerned about how these proposed changes can affect our medical coverage and how the legislation can impact us. In this article I will attempt to provide background and a high level view of the driving forces related to any change in health insurance.

I believe the Primary Problem we face as a nation is the amount we spend on healthcare. It represents an ever increasing share of our Gross Domestic Product. The increase is caused by escalating medical costs that are greater than inflation rates. In quantitative terms, whereas medical costs have been increasing at an annual

Continued on page 5

Contents:

- [Another jump in paid membership](#)
- [Why health insurance reform is needed](#)
- [President's Letter](#)
- [Standing Committees have four new chairs](#)
- [Public Service runner-ups](#)
- [CRA has three new area VPs](#)
- [Puget Sound: Where teamwork, camaraderie, enthusiasm excel](#)
- [In Memoriam](#)

President's Letter

Breaux outlines plans, programs for CRA's new administration

I welcome the opportunity to represent the interests of the CRA members and consider it an honor to follow in the footsteps of those past presidents who have set high standards for the Association. The primary focus of a new president is to staff the organization and identify projects that will advance the goals and objectives of the Association. I am happy to report we have an outstanding group of Officers, Standing Committee Chairpersons and Subcommittee Members who are dedicated to serving your needs and interests. I thank each and every one of them for accepting my invitation to join me in meeting our commitment to you and the CRA.

I congratulate Charlie Rhoads, the Officers, Committee Chairpersons and Members, who served the CRA over the past two years and thank them for their achievements. Their combined efforts have given us an insurance policy that covers our CRA Officers and Directors, a dental plan that now includes members who were not afforded that opportunity at the time of their retirement, an all time high membership of over 16,000 and a much improved website that helps all our members stay in touch with each other and provides a means to keep up with the news of the Association and the Company.

At a time when we are experiencing tremendous economic uncertainty in our country, it becomes necessary for the Association to adapt its resources to meet the challenges of a changing environment. We will remain focused on our commitment to you, to address the welfare and economic well-being of our members, their spouses and surviving spouses.

We are committed to ensuring that the progress established during the past administrations will continue to evolve and be refined as we move forward. We will monitor and continue to improve the way we conduct our business. Our goal will be to maintain a high level of efficiency, both as it applies to the costs of doing business and to the process. We recognize there is a strong social aspect to our Association and we will work to make our meetings productive and enjoyable.

Our relationship with Chevron is strong. We fully recognize that whatever affects Chevron affects the CRA. We will support Chevron's positive image with the public and the government by taking an active role in the Advocacy Program. We are committed to keeping the lines of communication open with regards to improving health benefits and seeking pension supplementation for all our retirees.

Our membership is our lifeblood and to that end we will continue to pursue increasing our membership. We will look to the ranks of the employees about to leave the company as a source for new members while at the same time pursuing those who have retired but not yet joined our Association.

On October 6 we will meet with Chevron Management at which time topics such as Corporate Benefits, Communications, Government and Public Affairs will be addressed. As a precursor, you are reminded of the Open Enrollment, which is scheduled for October 19 - 30. Please review the options carefully as there may be changes from the prior year.

I encourage all members to take an active role in their chapters by attending meetings and by participating in its leadership. Any member wishing to take an active role at the national level is encouraged to file a Personal Experience Record form.

We are looking forward to a very active year and to serving the needs of our fellow retirees.

- **Ernie Breaux**, 112 Wicklowe RD, Lafayette, LA 70503; 337-984-4657; ejbro112@yahoo.com



Standing from left are the CRA's new executive officers. They are President Ernie Breaux, Secretary Mary Lou Baugher and Treasurer Merle Hufford.

Standing Committees have four new chairs

Four of the CRA's seven standing committees have new chairpersons for 2009-10.

Doing double duty is **Frank Coe**. He is chairing the *Demographics Committee* AND continuing to serve as South Texas Area vice president. Moreover, for 17 years this busy volunteer has been a board member of the Houston-based Bluebonnet Credit Union, which serves Chevron employees in the Houston area. From 2005-07 he was president of the Metropolitan Houston Chapter. Coe concluded his 30-year career with Gulf/Chevron by retiring in Houston in 2000 as project manager of the Y2K Project in Information Technology for North American Upstream. His hobbies include golf, photography and Civil War history. Coe's contact numbers are 6219 Mound Airy Court, Sugar Land, TX 77479, (281) 565-9813 or fcoe@usa.net.

Kathy Dougherty, who is completing her second and last year as San Francisco Chapter president, is the new *Communications Chair*. Dougherty, who received a PhD in Pharmacology and Toxicology from University of California, Davis, started her Chevron career in 1981 as a toxicologist in Richmond. Among her assignments were as a laboratory study director for acute, sub-chronic and chronic toxicology studies and in the development of toxicology programs that addressed scientific and regulatory issues associated with petroleum and pesticide products. She also provided health and toxicology support for a 24-hour emergency information center. Concluding a 23-year career, Dougherty retired in 2004 as the technology companies Health, Environment, Safety manager. She resides at 1139 Dolores Street, San Francisco, CA 94110. She can be reached at (415) 970-1001 or kkdo1139@sbcglobal.net.

Vic Revenko has assumed responsibility for the *Planning & Research Committee* after three years as the Marin Chapter president. He retired in 1999 as manager, Training and Organization, Consulting Services, Chevron Corporation, in San Francisco. His 34-year Company career also included varied technical, business and Human Resources assignments with Chevron Research, Chevron Chemical and Chevron USA. Noteworthy, too, is he's former president of San Francisco's prestigious Commonwealth Club. Revenko is currently active in several nonprofit boards involving education, consulting and government services. A licensed professional chemical engineer, he has done some consulting for Chevron recently in Bahrain and Kuwait. His base is 16 Deer Park Avenue, San Rafael, CA 94901, (415) 453-3679 or Revenko@aol.com.

Charlie Rhoads heads the *Nominating Committee* because CRA policy dictates that key post be occupied by the outgoing president. He served the last two years in that capacity. Previously, he chaired the Planning and Research and Benefits committees, was South Texas Area vice president and Metropolitan Houston Chapter's first president. Prior to joining Chevron, he was vice president, Human Resources, for Gulf Chemical. Rhoads retired from Chevron in 1984 as general manager, corporate HR, in Pittsburgh, Pa. He is accessible at 2113 Briarglen Drive, Houston, TX 77027, (713) 569-6931 or crhoads@therhoadsgroup.net.

Returning chairs: **Tom Boaz**, *Budget & Finance*, 75 Yellow Leaf Circle, Chelsea, AL 35043, (205) 678-6460; tomboaz@bellsouth.net; **Al Horan**, *Benefits*, 6612 Camille Ave., Dallas, TX 75252, (972) 964-1787; awhoran@verizon.net; and **Skip Rhodes**, *Public Affairs*, 31 Park Way, Piedmont, CA 94611, (510) 658-2129; skip@skiprhodes.com.

Public Service runner-ups

Certificates of Accomplishment have been given to chapter members **Thomas E. Lassiter**, Oklahoma City; **Hardy Murphy**, Phoenix; and **Gene Patterson**, Singing River. They were the runner-up nominees for the 2009 Chevron Public Service Awards.

CRA has three new area VPs

A versatile trio of retirees who spent their employment years working for a combination of Chevron, Gulf, Spencer Chemical and/or Texaco are CRA's new area vice presidents for the 2009-10 fiscal year.

Maree "M.J." Stone is the new Intermountain Area Vice President with oversight for 10 chapters stretching north from the Mexican border to Canada. She also is doing double duty as Phoenix Chapter president. Her prior key CRA duties spanned 2005-06 through 2008-09 as Communications Committee chair and 2003-04/2004-05 as Association secretary for President Bob Olmstead. MJ served 39 years with Spencer Chemical, Gulf Oil and Chevron. During her 12 Chevron years she had many different assignments starting with DonO (Dept on Org) and ranging from Corporate Human Resources to Chevron Overseas Petroleum (COPI). COPI assignments took her from Angola to Zaire in Africa plus England, Indonesia, Kazakhstan, Papua New Guinea, Vietnam and a North Sea oil platform. She retired in 1997 in San Ramon, Calif., as general manager, COPI Human Resources. MJ's Phoenix volunteerism has included roles with the Desert Botanical Garden, Desert Foothills Library, Pets on Wheels and Arizona Golf Association to the Tatum Ranch Women's Golf League. She resides at 30600 N. Pima Road, #101, Scottsdale, AZ 85266. Contact numbers are 480-595-2872; msto@att.net.



CRA's new area vice presidents from left are Rudy Trembl, South Atlantic Seaboard; Maree (MJ) Stone, Intermountain; and Alan Young, Canadian.

Alan Young, serving his second term as Canadian Area Vice President, also served in that role in 2004-05. Additionally, he's held multiple terms as Canadian Prairie Chapter president in Calgary. He currently is about to complete his second two-year presidential term of a chapter that has 400 paid membership. His volunteerism also has included working on projects for the chapter's award-winning Chevron Retirees in Action. In 1995 he culminated 29 years with Chevron Canada Resources by retiring as an environmental specialist, emergency response, in Environmental Affairs. Similarly, his wife, Nancy, is a retiree from the same Company's Human Resources. They are based at 5543 Silverdale Drive N.W., Calgary, AB Canada T3B 3M7. His contact numbers are 403-288-7564 and a.r.young@shaw.ca.

Rudy Trembl has assumed the Vice President reins of the South Atlantic Seaboard Area, whose boundaries extend north to Richmond, Va., south to Florida's West Palm Beach and west to Atlanta, Ga. The total area is comprised of 14 chapters. Trembl spent the last two years as Big Sun Chapter president in Deland, Fla. The vast majority of his Company career from 1970-2003 was focused on Refinery Operations and Package Lubricants with Texaco. His extensive overseas travels were concentrated on the West Coast of Africa plus the Caribbean and Latin America. Trembl's final two years before retirement in Coral Gables, Fla., were with Chevron as manager, Package Products, International Marketing. His wife, Judy, formerly the Big Sun secretary, has succeeded him as chapter president. She worked five years as manager of Texaco's federal credit union office in Coral Gables. They reside at 116 Callaway Court, Deland, FL 32724. Contact numbers are 386-738-3844 and rudytrembl@cfl.rr.com.

Returning area vps: **Gary Branson**, Crandall, TX, The Plains; **Daryl Brennick**, Lynden, Wash., Northwest U.S./Alaska; **John Bulla**, Brentwood, TN, Midwest; **Frank Coe**, Sugar Land, TX, South Texas; **Dennis Dauphin**, Ocean Springs, MS, Gulf Coast; **Herb Farrington**, Westminster, Calif., Southern California; **Peter Gates**, Pleasant Hill, CA, Northern California/Hawaii; **Kevin Ryan**, Ridgefield, Conn., North Atlantic Seaboard; and **Bill Mather**, Reno, Nev., Unaffiliated.

rate of approximately 6.1 %, the inflation rate per annum since 1999 has been about 2.2 %, i.e., the former increasing more than twice the latter. To balance the U.S. budget we are faced with the choice of tightening our belts in many areas or accepting the consequences of inaction. The consequences of inaction could include deficit financing. Deficit financing could contribute to hyperinflation and even the possible devaluation of the U.S. Dollar. We have seen the effects of hyperinflation and devalued currencies in some other countries.

In 2007 the U.S. spent approximately \$7,400 per person on health care. This is nearly twice the average of other developed nations. Further, Americans typically spend more on health care than on food and housing. If our spending pattern for health care does not change, it is estimated our health care costs will go up from the current level of 16 % (\$2.2 trillion) of GDP to 20 % in 2018 and 25 % by 2025.

Having defined the Primary Problem I now would like to briefly cover the causes of the Problem. These issues are important collectively because of their impact on the GDP. *Please note the following items are not covered in any particular order.*

- Provide Health Insurance for Everyone: While not everyone has health insurance, hospitals are typically obliged to provide emergency treatment to everyone, irrespective of their ability to pay. Many times Emergency Room treatment of non-life threatening conditions is an expensive way of providing primary care. Where costs are not recovered from the patient, hospitals generally try to recover these costs over time from other patients. This practice is usually referred to as "balance billing." It can be argued that universal insurance should address the issue of "balance billing," but we must recognize it could result in increased usage of medical care. The increased usage could come from pent up demand by the consumer. We saw this happen when Medicare was introduced in the 1960's. Currently, there are approximately 46 million individuals who are uninsured (While this is about 15 % of the population, please note this figure may include illegal aliens as well as individuals who made conscious decisions to forego insurance coverage).

- Efficiency of Medical Care: How often have we experienced or read about duplication of medical tests or a doctor being overly cautious by ordering excessive medical tests. Perhaps this situation could be improved by better coordination of care by the doctors treating the patient. As a start it may be helpful if patient records were made available centrally to the treating physicians. (Assumes doctors would be able to rely on results of tests ordered by other physicians without increasing the risk of malpractice.) It could also be more efficient if an individual has a primary care physician who could arrange for and coordinate the referral and evaluation of the patient by a specialist. Ongoing treatment, where possible, could perhaps be handled by the primary care physician. (I can remember a time when I would only see my doctor, primary care physician, and if I needed a specialist he had to refer me otherwise the specialist would not see me.)

- Quality of Medical Care: This is an area of great concern to all. In spite of the huge amount spent on health care in the U.S., our medical outcomes aren't any better than the outcomes in countries that spend less. With any health insurance reform I believe it's important we maintain high standards for medical care and we seek improvements in medical outcomes. It probably also makes sense to provide for research for medical conditions especially debilitating conditions where treatment may not be commercially viable, e.g., Lou Gehrig's disease. Also included in the area of quality care are indirect issues like malpractice and medical ethics. Medical providers should be held to higher ethical standards and they should also be able to practice medicine without fear of groundless malpractice suits. I believe we should question relationships between doctors and pharmaceutical companies, laboratories, etc. so there aren't conflicts of interest. We should also question the practice of pharmaceutical companies advertising prescription medications. (Intuitively, I feel this practice has been responsible for an increase in prescription usage which has contributed to an increase in healthcare costs.)

Lastly, quality of medical care should address issues like retreatment of a patient because of oversight by a medical provider. This is especially the case where a patient requires readmission to a hospital to correct an error. In the unlikely event readmission is required, I believe the medical provider should absorb any added expense. Unless there is gross negligence the readmission should not form the basis of a malpractice claim. I also believe it would be appropriate to limit malpractice judgments, provided healthcare professionals are required to maintain their skills and provided they are periodically retested to retain their medical licenses.

- Cost of Medical Care: Central to the medical care dilemma is cost. In its basic form cost should reflect the interaction of supply and demand in a free economy. Unfortunately, our healthcare system has overriding factors that impede the natural ebb and flow of supply and demand. These factors include restrictions on the number of new physicians, and price controls that are imposed on the healthcare community by Medicare. If the government takes a more active role in offering health insurance to non-Medicare eligible individuals I feel our price problem can only worsen. By assuming a larger share of the health insurance market and imposing Medicare-like price controls we most likely will see a further shifting of cost to the private insurance sector. (Please note, Medicare members represent about 15 % of the population but their medical costs represent about 40 % of total medical care costs.)

Cost also is a reflection of the inefficiency of how medical care is rendered as well as the general lack of emphasis on preventative care. Delivery of care has not kept pace with changes in our communities, like two working parents. Unlike the past, typically doctors do not have evening appointments nor make house calls. Consequently, we have seen the over utilization of more expensive forms of delivery, like hospital emergency rooms. More recently, I've seen stand alone emergency care facilities and surgical centers opening where I live. The concept is to provide the proper level of care at a reasonable price. Rather than concentrate on treating sick people, the healthcare community should also concentrate on preventative care and wellness. The government should probably start by covering annual physicals under Medicare. The strategy is to shift emphasis to prevention, very much like the dental community did some years ago. Finally, I believe the government should address what level of care should be provided to illegal aliens.

It's been mentioned the government would like to see employers remain as the conduit for providing health insurance. However, it is important employers still be allowed to claim their share of the cost of the health insurance as a deductible expense under IRS rules and regulations. If employers were to lose the deduction, they may consider discontinuing their insurance. In that case the cost burden would most likely be transferred to the employee/retiree or the government. Under current tax rules employers absorb approximately 70 % of the cost and the government absorbs the balance in the form of a tax deduction.

As you can see the issue of Health Insurance Reform is complex and multifaceted. Since it took years for us to create our intricate and expensive healthcare system, I believe it also will take time to unwind and correct the system. I could very well see changes being phased in over several years. Perhaps the first order of business could be to establish a universal minimum standard level of insurance coverage. (Somewhat like the way auto insurance is handled.) Next, I think it could be helpful in controlling medical care costs if, at least temporarily, uniform price controls were applied universally and not just for Medicare. Also it's in our best interests if the employer tax deduction is retained. Finally, I believe we need to train and license more primary care physicians; change the paradigm for care by emphasizing preventative and wellness, and look to primary care physicians to deliver most of the care; and adopt rules and regulations that would ensure quality standards of care and would limit malpractice.

However, irrespective of Health Insurance Reform, change must also take place with each of us. Each of us should start by taking ownership of our health. This means watching our diet, controlling

Continued on page 7

our weight, exercising, getting proper rest, dealing with stress, taking our medication regularly and following our doctor's orders regarding these activities as well as any other advice. By taking charge of our lives we should be happier and healthier. Remember, it is never too late to change. Studies have shown that genetics influence about 20 % to 30 % of our health, while we control the remaining 70 % to 80 %! Changes in lifestyle should also translate into reduced medical costs.

Reduced medical costs could alleviate the need for expensive forms of health insurance. Health insurance that is designed to provide catastrophic coverage is generally more reasonably priced than comprehensive coverage that typically provides nearly full reimbursement. By contrast, catastrophic coverage usually has high deductibles and co-payments but the premiums are lower.

Next, we each need to get involved by taking a more active role in Health Insurance Reform by attending town-hall-meetings, any other related meetings and contacting our government representatives to make our opinions known. Other areas of concern that contribute to the high cost of health care include torts (malpractice suits), duplicate/unneeded medical tests and x-rays, access to medical records, expensive medical care, the number of practicing primary care physicians, elimination of an employer's tax deduction for health insurance, the cost and availability of non-group medical insurance, the ability to purchase out-of-state coverage, etc.

Our overall aim should be to provide the appropriate level of care to everyone at a reasonable cost. In its simplest form this means better matching the medical delivery method and the patient's need, e.g., where feasible, use small satellite facilities, like surgical emergency care centers, to treat non-life threatening medical conditions. After all is said and done medical care costs must be reduced while maintaining or, ideally, even substantially improving the quality of health care. You may wish to consider starting by contacting your Senator and/or your House Representative to make your feelings are known to them about Health Insurance Reform, especially about retaining the employer tax deduction.

- **Al Horan, Chairman, CRA Benefits Committee**

Please note, these are my thoughts which are not necessarily shared by Chevron.

Another jump in paid membership

Continued from page 1

The geographic regions with the largest percentage growth were Northern California/Hawaii, 514; Northwest U.S./Alaska, 243; Unaffiliated, 176; and Gulf Coast, 175.

Also, according to the figures submitted to Hufford, the largest paid member chapters as of June 30 were Unaffiliated, 2,097; Contra Costa, 988; East Bay, 936; San Francisco, 646; Metropolitan Houston, 534; Tulsa SGT, 445; Texaco Retirees Houston, 440; North Central Texas, 432; Canadian Prairie, 400; Gulf Research Center, 380; Puget Sound, 380; Singing River, 374; and South Bay, 337.

By the way, here's a very important reminder about a major contribution that's a vital key in support of the Association's annual operating costs. A sum of \$3 from every paid annual chapter membership (\$5 from Unaffiliated members) is passed on to the national CRA. Additionally, Chevron Corporation makes a yearly contribution to the Association that is equivalent to \$7 per paid member.

For the CRA's current 2009-2010 fiscal operating budget, the membership total of 16,315 translates to a welcome and much appreciated Chevron Corporation contribution of \$114,205.

Puget Sound: Where teamwork, camaraderie, enthusiasm excel

(Fifth in a series on CRA Chapters)

Puget Sound - with 380 paid members - is the largest of six retiree chapters in the Association's U.S. Northwest/Alaska geographic region. It has enjoyed a 74 member increase since 2008 because of a surge in spousal affiliations.

But it isn't size that makes the chapter notable. What distinguishes Puget Sound is the teamwork, camaraderie and enthusiasm of all its members. That is evident in everything they do - such as volunteering to ensure the success of its fundraisers, picnic, golf tournament, bi-monthly luncheons and more.

For example, up to eight retirees gather in a conference room to work on the production details for the chapter's bi-monthly newsletter. Another group of members organize the "live" April Auction each year to raise money for the chapter's August picnic and golf tournament. To help make the Auction a success, members donate such home-prepared items as floral arrangements, embroidered clothing and jams. Volunteerism is strong, too, by those supporting the chapter's annual Christmas food drive.

There's no shortage, either, of those who offer to serve on the board of directors. That ten-member board consists of six Chevron retirees and four from Texaco.

President Ray Airone works hard, too, in making Puget Sound's luncheons appealing. He explains, "Our meetings are diverse. While we may have a speaker and time for social interaction, our luncheons are preceded by an open discussion. The president usually begins the program by giving an overview of such things as legislative issues important to Chevron, the CRA's Dental Plan, updates of other CRA business plus future chapter programs. Members are encouraged to ask questions and offer comments."

Communicating to members, most who live north and east of Seattle, is an essential chapter function. Much of that is accomplished via the publication of five issues of a chapter newsletter that averages 10 pages. Airone says, "Our newsletter usually publishes one or two pages of member photos in color, which is very popular, plus items about members, an events calendar and In Memoriam column. We also run articles about Chevron subjects like exploration/production accomplishments and the Humankind Program."

Additionally, Puget Sound maintains an e-mail roster of members and Chevron contacts.

Airone is completing his second year as president. He culminated his 31-year Chevron career by retiring in 1996 in Seattle as Marketing manager, Chevron Products, with responsibility for the Pacific Northwest and Anchorage, Alaska.

Chevron Products, by the way, is supportive of some chapter activities. Examples:

- It allows its office to be used for board meetings.
- It allows chapter members to use its copying machine and conference room in assembling the chapter newsletter.
- It gives support to the chapter's annual raffle by contributing \$50 Chevron gasoline gift cards and gives aid to the golf tournament by providing golf towels and sleeves of golf balls with Chevron and Texaco logos.

Encore In Memoriam: April 2009 – June 2009

As reported by Chevron during this period

- Wessely, John Edward, Caltex, Ret. 1984
- Ackerman Jr., G. J., Chevron, Ret. 1992
Adams, Robert T., Chevron, Ret. 1985
Andreola, Bennie, Chevron, Ret. 1977
Artuz, Manuel P., Chevron, Ret. 1994
Aubry, J. W., Chevron, Ret. 1980
Bach, Earl C., Chevron, Ret. 1998
Barker, Alvin F., Chevron, Ret. 1980
Barry, Gerald J., Chevron, Ret. 1976
Basham, James W., Chevron, Ret. 1990
Baucum, H. E., Chevron, Ret. 1984
Beadle Jr., Allen C., Chevron, Ret. 1989
Binney, Gerald D., Chevron, Ret. 1981
Blackford, Frank E., Chevron, Ret. 1991
Blair, G. K., Chevron, Ret. 1986
Boller, Richard F., Chevron, Ret. 1992
Bowe, Gary N., Chevron, Ret. 2005
Boyles Jr., John M., Chevron, Ret. 1990
Brandt, Ruby, Chevron, Ret. 1992
Brown, Fred E., Chevron, Ret. 1966
Buffalow Jr., O. T., Chevron, Ret. 1989
Carpenter, Ronald A., Chevron, Ret. 1994
Carr, Elise A., Chevron, Ret. 1995
Chambers, Elmer L., Chevron, Ret. 1986
Cole, W. W., Chevron, Ret. 1985
Colon, Drucilla A., Chevron, Ret. 1997
Coulter, James W., Chevron, Ret. 1985
Coy Jr., Ed L., Chevron, Ret. 1992
Crider, R. J., Chevron, Ret. 1991
Cross, Pat O., Chevron, Ret. 1975
Cukr, Dennis M., Chevron, Ret. 2004
Culligan, Leland B., Chevron, Ret. 1986
Cunningham, R. H., Chevron, Ret. 1970
Daniel, Robert E., Chevron, Ret. 1992
Dimney Jr., Arthur H., Chevron, Ret. 1981
Dover, Reginald C., Chevron, Ret. 1983
Dunlap, Omer D., Chevron, Ret. 1990
Dunstan, Robert O., Chevron, Ret. 1989
Duron, R.N., Chevron, Ret. 2001
Easton Jr., Herbert, Chevron, Ret. 1982
Eckerdt, Roy B., Chevron, Ret. 1992
Ericson, Olav L., Chevron, Ret. 1974
Esola, Geraldine M., Chevron, Ret. 1994
Feik, Otto C., Chevron, Ret. 1981
Fowle, George T., Chevron, Ret. 1985
Franks, J. W., Chevron, Ret. 1982
French, Arthur J., Chevron, Ret. 1981
Gale, Bert C., Chevron, Ret. 1981
Gantnier, Philip P., Chevron, Ret. 1986
Garton, Emory W., Chevron, Ret. 1981
Gibson, Joseph H., Chevron, Ret. 1977
Giles, Wayne H., Chevron, Ret. 1981
Grant, June D., Chevron, Ret. 1978
Gray, Roy L., Chevron, Ret. 1984
Halbouty, James J., Chevron, Ret. 1964
Hamilton, Loren R., Chevron, Ret. 1985
Hammel, Russell J., Chevron, Ret. 1981
Harris, Rex L., Chevron, Ret. 1989
Haskin, Charles A., Chevron, Ret. 1992
Herston, R. H., Chevron, Ret. 1986
Hilton, Billy B., Chevron, Ret. 1986
Hirshfield, Burton E., Chevron, Ret. 1989
House, Dorothy M., Chevron, Ret. 1975
Howland Jr., Wesley P., Chevron, Ret. 1977
Hughes, Eileen V., Chevron, Ret. 1977
Iverson, J. A., Chevron, Ret. 1993
Jabbar, Louis, Chevron, Ret. 2000
Jensen, E. W., Chevron, Ret. 1982
Jenson, Alfred C., Chevron, Ret. 1983
Johns, Norma N., Chevron, Ret. 1986
Johnson, W. G., Chevron, Ret. 1990
Johnson Jr., Fletcher O., Chevron, Ret. 1986
Kalenborn, F. M., Chevron, Ret. 1972
Kibele, Eugene L., Chevron, Ret. 1974
Kidder, Robert L., Chevron, Ret. 1986
Kizer, F. R., Chevron, Ret. 1986
Klatt, R. J., Chevron, Ret. 1981
Kolak, W., Chevron, Ret. 1978
Laplace, James G., Chevron, Ret. 1985
Mackenzie, Glenn S., Chevron, Ret. 1993
Matson, Mildred P., Chevron, Ret. 1963
Matteucci, F. S., Chevron, Ret. 1981
Mcdonough, Robert J., Chevron, Ret. 1983
McLaughlin, William J., Chevron, Ret. 1977
Mell, Wilfred C., Chevron, Ret. 1985
Mericle, W. R., Chevron, Ret. 1981
Minor, R. E., Chevron, Ret. 1990
Mitchell, W. J., Chevron, Ret. 1992
Morgan, William D., Chevron, Ret. 1986
Morse, L. H., Chevron, Ret. 1985
Nguyen, Can B., Chevron, Ret. 1998
Noel, Richard L., Chevron, Ret. 1985
Norby, Harold, Chevron, Ret. 1973
Oconnor, J. M., Chevron, Ret. 1985
Orourke, Peter E., Chevron, Ret. 1976
Oxley, James J., Chevron, Ret. 1971
Parker, Edward, Chevron, Ret. 1982
Patrick, Carl R., Chevron, Ret. 1975
Pelham, Ronald R., Chevron, Ret. 1992
Peterson, Walter, Chevron, Ret. 1983
Price, Peter D. W., Chevron, Ret. 2008
Ramirez, L. S., Chevron, Ret. 1986
Randal, John D., Chevron, Ret. 1985
Reed, Joseph C., Chevron, Ret. 1989
Reither, Thomas D., Chevron, Ret. 2003
Rivera, Nicandro, Chevron, Ret. 1982
Rundle, Victor A., Chevron, Ret. 1985
Russo, Vincent A., Chevron, Ret. 1993
Ryno, Albert, Chevron, Ret. 1985
Sandow, Thomas K., Chevron, Ret. 1999
Shaughnessy, C. M., Chevron, Ret. 1986
Sigler, Robert W., Chevron, Ret. 1976
Sinclair, William S., Chevron, Ret. 1974
Skriba, Margaret V., Chevron, Ret. 1985
Smith, David E., Chevron, Ret. 1995
Snook, Isabella M., Chevron, Ret. 1982
Staley, William G., Chevron, Ret. 1999
Steiner, John P., Chevron, Ret. 1979
Stewart, Michael J., Chevron, Ret. 1999
Tackett, W. O., Chevron, Ret. 1983
Thomas, Robert E., Chevron, Ret. 1971
Toews, Harvey H., Chevron, Ret. 1992
Uppman, R. E., Chevron, Ret. 1983
Willeford, O. L., Chevron, Ret. 1984
Williams, James C., Chevron, Ret. 1983
Williams, Rupert G., Chevron, Ret. 1997
Work, Richard D., Chevron, Ret. 1983
Young, Roy M., Chevron, Ret. 1985
Zechiel, W. J., Chevron, Ret. 1985
- Bevan, Leroy J., Getty, Ret. 1982
Brockett, Dan H., Getty, Ret. 2008
Christie, Robert H., Getty, Ret. 1985
Cumpton, Marvin M., Getty, Ret. 1976
Daigle, Sam J., Getty, Ret. 1999
Dick, Leonard A., Getty, Ret. 1986
Embry, Clarence A., Getty, Ret. 1973
Farber, Neal F., Getty, Ret. 1976
Fassler, Kim D., Getty, Ret. 1999
Foster, George B., Getty, Ret. 1986
Frederick, Lloyd J., Getty, Ret. 1989
Granby, Lawrence M., Getty, Ret. 1978
Green Jr., Bobby, Getty, Ret. 1994
Herrin, Geary G., Getty, Ret. 1995
Johnson, Kenneth O., Getty, Ret. 1976
Kasuske, Roger C., Getty, Ret. 1994
Knaussman, Howard L., Getty, Ret. 1984
Lloyd, Joshua A., Getty, Ret. 1983
Mcduffie, Malcolm, Getty, Ret. 1980
Mckenney, Richard W., Getty, Ret. 1984
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Morris, Jeanne M., Getty, Ret. 1980
Murphy, James A., Getty, Ret. 1985
Peters, Josephine, Getty, Ret. 1977
Purser, Thomas J., Getty, Ret. 1998
Sams, Nathan R., Getty, Ret. 1997
Scheepstra, Evelyn H., Getty, Ret. 1986
Stroud, Frances D., Getty, Ret. 1976
Sullivan, John F., Getty, Ret. 1985
Tibey, Phillip E., Getty, Ret. 1984
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Bailey, Henry J., Gulf, Ret. 1971
Barry, Hugh P., Gulf, Ret. 1986
Blair, Oliver C., Gulf, Ret. 1986
Blunk, Alfred L., Gulf, Ret. 1992
Boefer, Florence I., Gulf, Ret. 1981
Bourke, Henry J., Gulf, Ret. 1983
Boyland, Herbert L., Gulf, Ret. 1982
Brock, Lacy, Gulf, Ret. 1980
Bryant, Eugene E., Gulf, Ret. 1983
Burroughs, Martin M., Gulf, Ret. 1982
Callahan, Michael J., Gulf, Ret. 1981
Carey, Norval E., Gulf, Ret. 1986
Chapman, Virgie L., Gulf, Ret. 1978
Connolly Jr., Charles J., Gulf, Ret. 1983
Cornia, Lloyd R., Gulf, Ret. 1994
Cousino, Stephen R., Gulf, Ret. 1973
Cummins, Daniel E., Gulf, Ret. 1996
Darden Jr., Jerome K., Gulf, Ret. 1983
Davidson, Charles D., Gulf, Ret. 1999
De La Garza, Israel, Gulf, Ret. 1992
Dickson, William H., Gulf, Ret. 1985
Dixon, Edward G., Gulf, Ret. 1983
Drane, Allene, Gulf, Ret. 1976
Dunn, Olga R., Gulf, Ret. 1992
Edwards, William B., Gulf, Ret. 1976
Fairweather, Edgar, Gulf, Ret. 1975
Falat, Anna L., Gulf, Ret. 1983
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Glover, Abraham L., Gulf, Ret. 1992
Godkin, Leonard E., Gulf, Ret. 1983
Gomez Jr., Arthur P., Gulf, Ret. 1991
Gratiski, Felix R., Gulf, Ret. 1982
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Gray Jr., Hervey L., Gulf, Ret. 1976
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Groves, Clifford D., Gulf, Ret. 1983
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Hucic, Valentine J., Gulf, Ret. 1986
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Jenkins, Leroy, Gulf, Ret. 1989
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Jones, Christopher R., Gulf, Ret. 1998
Kennedy, Denzel T., Gulf, Ret. 1983
Kittle, Christopher J., Gulf, Ret. 1990
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Lawson, Paul S., Gulf, Ret. 1983
Lively, Mary S., Gulf, Ret. 1997
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Loftin Jr., Charlie F., Gulf, Ret. 1983
Lough, Ann S., Gulf, Ret. 1985
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Martino, Albert, Gulf, Ret. 1983
Mc Adoo, Margaret A., Gulf, Ret. 1986
Mc Cauley, Joseph F., Gulf, Ret. 1977
Mcallister, Michael G., Gulf, Ret. 1986
Meeks, Larry W., Gulf, Ret. 1994
Merritt, Martin W., Gulf, Ret. 1992
Milich, John M., Gulf, Ret. 1985
Miller, Gale A., Gulf, Ret. 1986
Moore, Noel D., Gulf, Ret. 1976
Mosbaugh, Don W., Gulf, Ret. 1972
Nelson, James O., Gulf, Ret. 1983
Nelson, Earl, Gulf, Ret. 1989
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Oliver Jr., Maurice E., Gulf, Ret. 1979
Parton, Betty J., Gulf, Ret. 1999
Piercy, Doris V., Gulf, Ret. 1975
Pilcher, Malcolm E., Gulf, Ret. 1980
Pope, Winston R., Gulf, Ret. 1985
Powell, George H., Gulf, Ret. 1973
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Ransom, James W., Gulf, Ret. 1983
Robertson Jr., James A., Gulf, Ret. 1979
Rodgers, William F., Gulf, Ret. 1981
Rutherford, Rufus J., Gulf, Ret. 1984
Saulsbery, Emery J., Gulf, Ret. 1986
Seabolt, John E., Gulf, Ret. 1985

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Shoup, Richard L., Gulf, Ret. 1983
Smart, Noah M., Gulf, Ret. 1971
Stanley, W. J., Gulf, Ret. 1980
Swan, Glenn J., Gulf, Ret. 1983
Waters, William K., Gulf, Ret. 1983
Wetsel, Thomas L., Gulf, Ret. 1983
Whiteman, Charles H., Gulf, Ret. 1982
Williamson Jr., L. L., Gulf, Ret. 1981
Woodall, Leslie R., Gulf, Ret. 1985
Wright Jr., Keith D., Gulf, Ret. 1979

Buchanan, David L., MolyCorp, Ret. 1991
Gonzales, Enrique, MolyCorp, Ret. 1986

Ahlheim, Irving G., Texaco, Ret. 1982
Aldag, Martin F., Texaco, Ret. 1979
Armand, Neal L., Texaco, Ret. 1994
Bailey, Elmer F., Texaco, Ret. 1989
Beane, Kenneth G., Texaco, Ret. 1976
Beard, James N., Texaco, Ret. 1984
Beaumont, Forest , Texaco, Ret. 1984
Becker, Valloyd D., Texaco, Ret. 1985
Beem, Alfred Dale, Texaco, Ret. 1988
Bender, Edward, Texaco, Ret. 1977
Bitler, Donald R., Texaco, Ret. 1989
Block, Otis , Texaco, Ret. 1983
Block, John D., Texaco, Ret. 1981
Borres, Melvin J., Texaco, Ret. 1990
Boudreaux, Druis J., Texaco, Ret. 1982
Bovee Jr., Arthur J., Texaco, Ret. 1975
Boyd, John A., Texaco, Ret. 1987
Brewer, Ronald S., Texaco, Ret. 1982
Burgin, Homer F., Texaco, Ret. 1989
Burlingame, Betty J., Texaco, Ret. 1994
Carline Jr., Emmette A., Texaco, Ret. 1994
Chancellor, Gary R., Texaco, Ret. 1996
Cooper, Justin F., Texaco, Ret. 1984
Crabtree, Arthur B., Texaco, Ret. 1989
Crone, John M., Texaco, Ret. 1981
Crow Jr., Richard H., Texaco, Ret. 1981
Cueto, Rudolph L., Texaco, Ret. 1980
Dancy, Julian H., Texaco, Ret. 1996
Davidson, William B., Texaco, Ret. 1982
Dees, Allan W., Texaco, Ret. 2002
Deyoung, John, Texaco, Ret. 1970
Diviney, Shirley L., Texaco, Ret. 1981
Dorotik, Daniel J., Texaco, Ret. 1994
Duncan, Charles R., Texaco, Ret. 1997
Durall, Neal C., Texaco, Ret. 1971
Dyoff, Alfred, Texaco, Ret. 1980
Eserman, Steven J., Texaco, Ret. 1987

Fahrig, Robert B., Texaco, Ret. 1979
Field, Raymond R., Texaco, Ret. 1984
Fontenot, Joseph K., Texaco, Ret. 1978
Francis, Ernest E., Texaco, Ret. 1981
Garbrecht Jr., Louis, Texaco, Ret. 1988
Gault, Johnnie E., Texaco, Ret. 1995
Giesen, Donald D., Texaco, Ret. 1981
Goodrich, Horace R., Texaco, Ret. 1975
Granier, Eileen M., Texaco, Ret. 2002
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Griswold, Halsey E., Texaco, Ret. 1987
Guidry, Leslie J., Texaco, Ret. 1983
Halff, Howard A., Texaco, Ret. 1985
Hamm, Frederick A., Texaco, Ret. 1994
Harris, Allen R., Texaco, Ret. 1981
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Hayden, Billy G., Texaco, Ret. 1991
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Hebert, Felix R., Texaco, Ret. 1982
Hill, Ruth H., Texaco, Ret. 1986
Hines, Henry M., Texaco, Ret. 1981
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Hogan, Audrey C., Texaco, Ret. 1982
Hook Jr., Henry, Texaco, Ret. 1982
Hopkins, Stephen , Texaco, Ret. 1982
Hughes Jr., Thomas A., Texaco, Ret. 1986
Jefferson, James S., Texaco, Ret. 1979
Johnson, Douglas J., Texaco, Ret. 1971
Johnson, George N., Texaco, Ret. 1986
Jones, Jack W., Texaco, Ret. 1977
Jones, Vernon R., Texaco, Ret. 1988
Keller, C. Ralph, Texaco, Ret. 1987
Kendrick, Travis A., Texaco, Ret. 1977
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Kimball Jr., Fate B., Texaco, Ret. 1985
Koch, Robert E., Texaco, Ret. 2000
Koob, John A., Texaco, Ret. 1987
Larson, Leonard C., Texaco, Ret. 1978
Leblanc Jr., Eba P., Texaco, Ret. 1983
Leggett, Daniel B., Texaco, Ret. 1980
Long, Robert K., Texaco, Ret. 1981
Luquette, Raywood J., Texaco, Ret. 1982
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Maples, Evelyn F., Texaco, Ret. 1958
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Martinez, Henry M., Texaco, Ret. 1983
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May, John E., Texaco, Ret. 1983
Mcinroy, Richard J., Texaco, Ret. 1998
Mcintyre, Kenneth C., Texaco, Ret. 1978
Mcmichael, James R., Texaco, Ret. 1991

Medlin, Gordon H., Texaco, Ret. 1978
Meyer, Charles T., Texaco, Ret. 1983
Morrow, James C., Texaco, Ret. 1993
Murphey, Paul B., Texaco, Ret. 1993
Neal, Dennis J., Texaco, Ret. 1983
Neal, Richard L., Texaco, Ret. 1982
Nettles Jr., Marvin , Texaco, Ret. 1989
Nolan, Philip R., Texaco, Ret. 1990
Nuckolls, Louis C., Texaco, Ret. 1977
Obrecht, E. Darrell, Texaco, Ret. 1981
Odegaard, Merlin D., Texaco, Ret. 1979
Oliva, Alfonso G., Texaco, Ret. 1988
Parker, Raymond E., Texaco, Ret. 1985
Petty, Leonard D., Texaco, Ret. 1999
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Phillips, Billy J., Texaco, Ret. 1983
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Pitre, Murville J., Texaco, Ret. 1990
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Pontiff, Wilfred J., Texaco, Ret. 1983
Redzilow, Alex J., Texaco, Ret. 1975
Rials, Floyd R., Texaco, Ret. 1984
Ribera Jr., Leonard , Texaco, Ret. 1972
Ruidisch, Louis E., Texaco, Ret. 1978
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Shiels, Charles F., Texaco, Ret. 1980
Smith, Melvin K., Texaco, Ret. 2002
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Snyder, Pearl H., Texaco, Ret. 1977
Southerland, James H., Texaco, Ret. 1982
Stewart, Arvid L., Texaco, Ret. 1997
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Thomas, Ellwood L., Texaco, Ret. 1979
Whitacre, Dale P., Texaco, Ret. 1980
Widemshek, Louis , Texaco, Ret. 1982
Wittman, Lawrence J., Texaco, Ret. 1987
Woodley, Billy E., Texaco, Ret. 1993
Zerinvari, Agnes J., Texaco, Ret. 1978

Adams, Leon F., Unocal, Ret. 1992
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Brown, Robert B., Unocal, Ret. 1995
Cartnal, Robert E., Unocal, Ret. 1982
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English, Freddie, Unocal, Ret. 1997
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Harper Jr., Roy R., Unocal, Ret. 1983
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Howell, Emmett C., Unocal, Ret. 1980
Hughes, Florence D., Unocal, Ret. 1978
Hylton, Edgar F., Unocal, Ret. 1982
Jensen, Norman F., Unocal, Ret. 1986
Jezek, Robert L., Unocal, Ret. 1997
Kanno, Sumie S., Unocal, Ret. 1986
Kirkland, Ambrous R., Unocal, Ret. 1990
Koehn, Shirley M., Unocal, Ret. 1985
Lanouette, Philippe , Unocal, Ret. 1986
Laurie, James A., Unocal, Ret. 1992
Leblanc, Harold A., Unocal, Ret. 1989
Lefstead Jr., Lawrence I., Unocal, Ret. 1980
Longfellow, Clayton G., Unocal, Ret. 1981
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Masters, Alton D., Unocal, Ret. 1992
Moore, Ivan K., Unocal, Ret. 1977
Morrall, Harold E., Unocal, Ret. 1977

Due to space constraints, the remainder of the April 2009 – June 2009 In Memoriam will not appear in this issue of *Encore*. The web edition of the Quarter 4 2009 *Encore* contains the entire list of names. Alternatively, you can view the April 2009, May 2009, and June 2009 in Memoriam on the CRA website.

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