

ISA NEWSLETTER

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS P.O. BOX 38664 DENVER, COLORADO 80238

23 September 1985

Ladies,

This newsletter will cover the following subjects:

1. \$15 membership assessment
2. voting results
3. letter from Fiorenza de Bernardi and my response to her
4. Information on the February informal meeting in PHX
5. Request for your inputs on several small projects

1. Membership assessment

Due to the large scale projects we have undertaken in the past year, it is necessary to assess each member an additional \$15 in dues for 1985. The 1986 dues will be \$35, with furloughed members paying \$10. Our dues have always been less than most other professional organizations, an interesting fact since our members are generally more affluent than any other professional group. That, of course, is no reason to arbitrarily raise the dues, but the cold fact is that ISA cannot press on with projects that mean growth for the organization without more funding. We presently have less than \$200 in our treasury. That does not take into account this newsletter printing and mailing. The printing and distribution of the Constitution and By-Laws, the incorporation of ISA (legal fees, etc.), various ballots, and general communication by mail with the members has left us in an unenviable financial position. If any of you have any questions regarding the necessity of this, I will be happy to talk it over with you. Meanwhile, since I would prefer to not have the officers incur any more out-of-pocket expenses on behalf of ISA, I would most sincerely appreciate it if you would all mail your checks without delay. And thank you very much.

2. In a nutshell, you voted to accept the Constitution and By-Laws, support the Continental pilot strike, and hold the 1986 annual meeting in San Diego, with DCA as an alternate. On that subject, you will find enclosed a letter from Fiorenza de Bernardi and my reply. Fiorenza asked that her letter be printed in the ISA newsletter, since she obviously objects to my decision to ballot the membership regarding the 1986 meeting site. Needless to say, you will all draw your own conclusions. I plan to contact the Del Coronado hotel in San Diego, tell them what we require for our meeting, and ask them how much it will cost. At that point I'll get back to all of you with a figure for the registration fee. Any members in the California area who would like to help out with the details are certainly encouraged to get in touch.

SEPTEMBER 85

3. We will be meeting informally at the Pointe at Squaw Peak in Phoenix February 7-9, 1986. I have blocked 30 rooms. When you call to make your individual reservations, be sure to tell the reservation agent that you want one of the rooms reserved for the International Society of Airline Pilots. The rate is \$80/night, single or double, telephone 602/997-2626. I am enclosing a copy of our contract with the hotel which includes many details regarding various activities available. I also have a large folder of brochures on the hotel and the general area which I will bring with me for your perusal. The response from the membership has been excellent, and it promises to be a fun time. If we require more than 30 rooms, the hotel will take additional reservations on an availability basis. See you all there.

4. What are your feelings on the manufacture of more gold ISA pins? ISA T-shirt? Several people have inquired, and if enough members are interested, we could certainly arrange for both on a pre-paid basis. Let me know.

As an afterthought, it occurred to me that you might like to know exactly how the voting went. Here it is:

CONSTITUTION

61 yes 5 no

CAL STRIKE SUPPORT

46 yes 22 no

1986 MEETING SITE

38 San Diego (primary)

21 Rome (primary)

14 DCA (primary)

25 San Diego (alternate)

32 DCA (alternate)

5 Rome (alternate)

I've heard from a lot of you personally recently on a wide range of subjects, and I can only say that I think it is great. While many of the contacts were initiated over perceived problems, I can only encourage all of you to keep the communication up. As we grow larger (and hopefully more organized), it becomes ever more important for your officers to be aware of your opinions and suggestions for improvement. Several of our new members have enthusiastically offered their time and expertise for a number of ISA projects, and generally, I cannot recall a time when I have gotten so much mail. It is gratifying to hear from all of you. This is your organization, and I am happy indeed that so many of you are choosing to play an active part in it. My thanks.



Associazione Pilote Italiane

5 July 1985

Dear Abby,

I reply to your letter so late but I had a lot of work.

This letter is for the "ISA News letter" because I like to tell everybody what I think about the decision we took for next meeting.

The majority of the members can have a different idea but what we decided in Sydney was official and it is not written anywhere that if we are few members at the meeting the decisions are not valid. I think that, for ISA rules, three people are sufficient and two of them represent the majority. (ISA Rules says: "any question submitted for decision of the members present at the meeting shall be decided by a majority vote").

So, I think it is ridiculous to consider the telephone calls from the people who weren't even at the meeting. They cannot know what was proposed, said and accepted. If we change the decisions taken in Sydney we must think that in future meetings all votes will not have any meaning. If we change the decisions taken in Sydney we cannot be sure that the same problem won't arise again and our vote won't be valid also for others decisions.

I proposed Roma for 1986 because I will have the possibility of being sponsored and, perhaps we can be guests on an ATR 42 for a journey from Rome to Florence. It is too early to know the programme but I think it will be a good one. In 1987? I don't know.

If ISA is an international association we must try to involve more Europeans. Dollars have a good change for you, so I don't think there are good reasons to change our vote.

I did not receive any Newletters from Sydney meeting till now. I never receive it. What happen?

I hope to hear from you as soon as possible. Your sincerely,

Fiorenza de Bernardi

Fiorenza de Bernardi

22 August 1985

Dear Fiorenza,


Thank you for your letter. I will certainly print all or part of it in the next newsletter if you so choose.

Until the very recent past, the annual meeting represented a reasonable majority of the ISA membership. In Sydney, we had approximately 1.2% of the membership present. In considering the feedback I received after returning home, I had to consider that as many members called me objecting to having another meeting out of the U.S. as voted in Australia. The people I spoke to made several good points, among them the fact that we will most certainly lose members if two years go by that make the annual meeting most difficult, if not impossible, to attend. The bottom line, Fiorenza, is that our annual meeting is the strongest binder we have. To prohibit 60 or 70% of the members from attending by virtue of the location would be most unfair, and ISA would ultimately suffer. I plan to propose an amendment to the Constitution and By-Laws stating that if a 51% majority of the membership is not present at the meeting to vote on the next year's convention site, then the entire membership will be balloted by mail.

Your point regarding the involvement of our European members is well taken. Since over 90% of ISA's members are Americans, I feel having the meeting out of the U.S. every second year is definitely a gesture on our part indicating a large and sincere interest in our foreign sisters. We are an international organization, but my responsibility is to the majority. While I am President, this organization will be run on the premise of the greatest good for the greatest number. A meeting in the U.S. in 1986 (the balloting, while incomplete, certainly suggests San Diego) will enable our (happily!) large number of new (i.e., junior, on reserve, and poor) members to attend, and hopefully provide some new energies and insights for the organization.

I am sorry you so heartily disapprove of my decision. It remains, however, my decision. If the option for Rome still exists for 1987, I think you will find great enthusiasm for the idea. I hope we can discuss this further in person in the spring.

Regards,


Abigail F. Davis
President

September 3, 1985

Ms. Abbie Davis
Coordinator
**INTERNATIONAL SOCIETY OF
WOMEN AIRLINE PILOTS**
Box 17156
Minneapolis, MN 55417

Re: February 7-10 Overnight Accommodations

Dear Abbie:

Thank you for allowing The Pointe at Squaw Peak the opportunity to host your group for the February program. I am sure both you and your attendees will have a most productive and enjoyable stay and our staff looks forward to welcoming your attendees to the "Valley of the Sun."

As a result of our discussion, the following contract outlines our Terms and Conditions and your requirements as we understand them.

Room Block

The following room block is reserved on a tentative basis:

Months: February 7-10, 1986

Days:	Friday	Saturday	Sunday	Monday
Dates:	2/7	2/8	2/9	2/10
Suites:	30	30	30	00

Breakdown of Suite Types

30 Double(s)

Suite Rates

The following suite rate schedule is committed on a definite basis:

\$ 80.00 Single Occupancy
\$ 80.00 Double Occupancy
\$150.00 Executive Boardroom
\$150.00 Presidential Suite

Note: Current sales tax of 7% will be added per room, per night.

All rates are net, non-commissionable.



Complimentary Policy

The Pointe management and staff would like to invite you to join us as our guest for management-hosted cocktails each evening from 4:30 to 6:00 p.m. in our La Cabana lounges. This special gift is The Pointe's way of making everyone feel welcome!

Recreational Facilities

Current rates are subject to change without prior notice.

Tennis:	\$ 8.00 per hour
Racquetball:	\$ 8.00 per hour
Horseback Riding:	\$ 8.00 per hour/per person
Golf:	\$32.00 cart and green fee/per person

Tour Service

Enclosed you will find our Pointe of Intrigue brochure that will introduce you to our own exclusive in-house Tour Department, designed by Marge Kepner. Not a typical tour . . . our Intrigues are total entertainment and promise to be a highlight for your conference.

Ground Transportation

Ground transportation is accomplished with guaranteed ease by our own exclusive in-house Pointe-To-Pointe service. Please contact Cedric Dave regarding your airport transfers and group transportation requirements.

Early Arrival

Guests arriving before or departing after the official meeting dates will be confirmed on a space-available basis only. Meeting rates apply two days before and two days after the official dates.

Reservation Cutoff Date: January 7, 1986

We understand your meeting attendees will be phoning in their reservation requests to the Resort. It is important that each of your attendees ask for their room out of your specific group room block, thus ensuring they will receive the contracted group room rate.

Check-in/Check-out

Please advise your attendees that our check-out time is 12 Noon; check-in time is 4:00 p.m. Guests arriving before 4:00 p.m. will be assigned rooms as they become available. If pre-registration is requested, we must be notified in writing 120 days prior to the group's arrival. Pre-registration begins at 4:00 p.m. daily.

Billing Procedures

It is my understanding that each of your attendees will each pay their own charges. In addition, all meeting charges should be posted to your Master Account.

If payment is not made in advance, all charges are due and payable upon presentation of bill. Charges not paid within 30 days of billing date shall thereafter bear interest at the rate of 18% annum.

Conclusion

The above Terms and Conditions currently are being held by the Resort on a first-option tentative basis. In confirmation of these Terms and Conditions, please indicate your approval by signature below and return this copy of the contract to our offices by the option date: September 15, 1985. Our receipt of this contract establishes your meeting in our books on a definite basis. Should this contract not be returned by the option day, the Resort reserves the right to release all space.

Looking forward to working with you toward a very successful conference for the International Society of Women Airline Pilots.

Sincerely,

Dan Field
National Sales Manager

THE POINTE AT SQUAW PEAK,

DF/ah

APPROVED AND ACCEPTED BY:

Name

Title

Organization

Date

**International Social Affiliation
of Women Airline Pilots**

P.O. Box 38644
Denver, Colorado 80238

ISA 4-21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

MINUTES OF THE 1985 CONVENTION

May 8, 1985
Sydney, Australia

At 09:20 President Abigail Davis called the meeting to order following an 08:30 photographic session. Each member introduced herself and the airline she represents. Members in attendance were:

Abigail Davis	Northwest Orient
Maria Ziadie	Air Jamaica
Pati Marsh	USAir
Florence Sanders	Federal Express
Gail Tworek	USAir
Ann Bennett	Qantas
Sharelle Quinn	Qantas
Susan Horstman	Pan American
Keith Johnson	Federal Express
Debbie Wardley	Ansett.
Jan Everest	Air New Zealand
Fiorenza DeBernardi	Cadabo
Felicity Bush	Ansett.
Sharon Finch	Northwest Orient
Holly Fulton	Federal Express
Elena Folch	Mexicana

09:25 Presentation of Gifts

ISA presented gifts to Debbie Wardley, the 1985 convention hostess, and to Abigail Davis, 1984 hostess in appreciation for their time and effort in organizing these events.

Keith Johnson presented Debbie Wardley with a Memphis salute to Australia T-shirt on behalf of Federal Express.

09:30 Pati Marsh read the minutes from the 1984 Seattle, Washington convention.

09:42 Abigail Davis gave the Presidents report and provided each member with a copy. (see attachment)

10:04 Pati Marsh gave the Secretary-Treasurers report. ISA's pre-convention balance was \$1823.00. Our expenses include printing, postage, telephone, Captain's Club plaques, convention and associated expenses. Our income is from dues paid by the membership.

ISA 4-21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

ISA still maintains a furlough fund to assist furloughed and striking members who wish to attend our annual conventions but are unable to because of financial burdens. The fund currently has \$200.00 and accepts donations continuously. Thanks to Terry Rinehart for initiating this program.

10:20 OLD BUSINESS

To continue ISA's policy of promoting women in aviation and increasing their visibility Keith Johnson suggested more uniforms be donated to the Smithsonian Institution as well as information such as how many women airline pilots are flying (perhaps by donating a master seniority list), pictures, Captain's Club list. Holly Fulton and Florence Sanders volunteered to head an organizing effort for a video that may be of interest.

Julie Abston and Terry Rinehart have been compiling a master seniority list that each member will be provided with. Abigail Davis suggested that each member be responsible for updating the list with information from their airline.

10:47 Continental Airlines discussion continued from 1984 meeting.

Maria Ziadie lead the discussion by giving a general introduction to the situation for the benefit of any members who may have been previously unaware of circumstances surrounding the Continental strike. She pointed out some facts that are of direct concern to many of our members. Highlighted was the assessment paid by ALPA members to the striking members and the fact that many of our ISA members from Continental have been without their jobs due to scab labor. Maria mentioned that problems her pilot group is experiencing in dealing with Air Jamaica are caused by non union carriers who will cross picket lines to do their work, leaving the pilot group powerless to protect their contracts and their very jobs. This has happened at Continental.

Debbie Wardley said that Continental's Frank Lorenzo has purchased an oil company and aircraft in Australia in preparation for the expected deregulation of the Australian airline industry. It appears that he intends to inflict the same union busting tactics there.

ISA + 21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

Felicity Bush informed us that the Federation of Airline Pilots which represents Ansett as well as British Airways has been paying an assessment to the Continental Medical Fund in support of the strike. She said that air traffic control separation standards have been increased for Continental Airlines in Australia because of demands by Ansett not to fly in the same airspace at the same time. Felicity also advised us that Continental has advertized for pilots in Australia with little success (because of non competitive pay). Jan Everest said that if a situation similar to the one at Continental should occur at Air New Zealand her company would most likely shut down and re-employ as a Continental type airline. Jan asked if ISA will take a stand on Continental or on scabs in general.

Abigail Davis made a motion that ISA support the Continental strike.

Susan Horstman seconded the motion.

All members present favored the motion

The motion was passed.

It was discussed that an issue such as this would require input from all ISA members and that it would be appropriate to let all our members vote. Abigail Davis said would put the issue to a ballot.

11:42

Membership Requirements were discussed at the 1984 meeting and entered in our proposed new by-laws. The members present discussed the possibility of changing our aircraft weight requirement. It was brought up that a woman Captain who had applied was turned down for membership into ISA because the BAC-111 her company operated did not meet the minimum 90,000 pound requirement.

The point was made that a reduction of the weight requirement would allow membership to a large variety of commuter type aircraft and perhaps alter the exclusivity of ISA.

Pati Marsh made a motion to leave membership requirements the same and admitt some others as associate members with the approval of the executive council.

Debbie Wardely seconded the motion.

The motion was passed 15 to 1.

12:00

International Membership Drive.

The recruitment of Aeroflot women (Elena Folch

ISA + 21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

informed us that there is only one woman pilot currently at Aeroflot) was discussed. Pati Marsh suggested a call to the US State Department might be the best approach to contacting the Soviet pilots.

- 12:05 BY-LAWS and INCORPORATING
Abigail Davis stated the importance of incorporating ISA prior to putting our by-laws into effect particularly in light of our position on Continental Airlines and any correspondence we may post relative to that.
- 12:08 NEW BUSINESS
Abigail Davis began our new business by informing the membership of a change in our electoral process due to tampering of the previous system by Lennie Sorensen last year.
- 12:10 Maria Ziadie has been busy this year trying to involve ISA with IFALPA in Observer Status. This way ISA will be able to keep up with issues of particular concern to women pilots. To define 'Observer Status' Maria said a representative from ISA would sit in on the annual Spring meeting and conferences of IFALPA to provide input on matters relative to women pilots (multinational). She has approached IFALPA and is awaiting reply. The membership expressed thanks to Maria for her efforts in this important area.
- 12:17 Gloria LaRoche suggested, by mail, that we begin a Captains Master Seniority List. Gloria will be contacted and asked to chair the project. Fiorenza DeBernardi will complete the Italian list and forward it to Abigail Davis.
- 12:20 Julia Abston (Alaska Airlines) is being "railroaded" out of her job. She has been employed at Alaska for the past six years and would have been fairly close to a Captains check out. A general discussion was held on this situation and how we might help Julia and/or prevent a similar situation from occurring to another ISA member. Sharon Finch volunteered to write to Alaska Airlines for an explanation with copies of the letter to be sent to ALPA and to the EEOC. The membership felt that the airline should be made aware that this situation is being watched.

ISA + 21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

- 12:34 Break for lunch
- 13:30 Lifetime Membership
Sharon Finch made a motion that ISA offer a lifetime membership for \$500.00. She pointed out that this would allow ISA's treasury to build and begin to let us finance some of our expenses with funds from interest earnings instead of member dues.
Pati Marsh seconded the motion.
All members were in favor and the motion was passed.
- 13:33 Susan Horstman suggested we use a color or color scheme for our ISA logo. Abigail Davis said she would put this in the newsletter for future vote. Susan said that she had an inside line on printed matter such as notebooks, pens, T-shirts, etc. and would look into this for future conventions. She noted that we had done more of this in the past and the members seemed to enjoy it so it would be good to continue the tradition.
- 13:36 PINK LINE ,A new book by Fiorenza DE Bernardi
Fiorenza gave a short talk on how she came to write the book and was kind enough to have brought several copies which she signed and gave to members. The book looks terrific and we all wish her great success with it.
- 13:46 1986 Convention
Fiorenza DeBernardi suggested Rome as the next meeting site. Holly Mullins volunteered Memphis. Nominations were then closed for the primary convention site. Pati Marsh suggested Washington, D.C. as an alternate site.
The results- all were in favor of ROME! Washington, D.C. was voted as the alternate site should things not work out for Rome.
- 14:20 The exchange rate and the great American dollar.
A discussion was held concerning the inequities of some members having to pay inflated amounts for dues and convention fees to keep up with the U.S. dollar. For example, Fiorenza DeBernardi pays in lire an amount equivalent to \$140. U.S. and the Australian members about \$40. U.S.
Abigail Davis made a motion to have convention fees paid in local currency.
Maria Ziadie seconded the motion and the motion was passed by the membership.

ISA + 21

INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS
P.O. BOX 38644, DENVER, COLORADO 80238

- 14:30 Abigail Davis announced to the members the sad news of the death of Hal Jones, husband of ISA founder Claudia Jones.
- 14:33 Susan Horstman suggested including more family activities during our conventions. She pointed out the growing numbers of our members who have started families. She said that many of these members schedule their vacations around the annual ISA convention and more might attend if we had special events for families. Susan will work throughout the year to contact interested members and possibly set up appropriate programs.
- 14:39 Debbie Wardley gave us a briefing on the speaker she had arranged for us. Captain John Rabi, of Ansett was to tell us the latest in research on Human Factors in aviation.
- 14:45 The 1985 meeting of ISA+21 was adjourned.

Post meeting activities continued with afternoon tea followed by Captain Rabi's talk on Human Factors. Members of the Australian Women Pilots Association were invited to attend. At 16:30 the Hospitality Suite was opened to handle our T-shirt swap, meet with the Australian Women Pilots Association members and just mingle. Debbie Wardley arranged a terrific Sydney Harbor dinner cruise complete with cocktails, dinner and dancing aboard a privately chartered yacht. On May 9, discussion groups met in the Hospitality Suite. There was a particularly large turnout for the discussion on maternity policies at various airlines throughout the world. Fiorenza DeBernardi was on hand to talk about her new book. On May 10, many of our members gathered to see the Blue Mountains to the west of Sydney while others attended events at Sydney's famed Opera House. Everyone seemed to agree it was a most exciting and productive convention. Hats off to Debbie Wardley for her many hours of hard work.

President's Report: ISA 1985 Annual Convention

1985

The past year has been a transition year for ISA, from the previous slate of officers to your current leadership. I like to think it was also a growth year, producing an ever more professional, effective and credible organization. We have tried to make the transition from Karen Kahn's excellent leadership as smooth as possible, and have attempted to see the goals of the previous administration realized, as well as setting a few of our own.

You each have before you a copy of ISA's proposed Constitution and By-laws. At the 1984 meeting in Seattle, the membership concurred that ISA was becoming too large an organization to continue existing without more structure. It was decided that Vice President Maria Ziadie would head a project to produce an ISA constitution, and to that end you have in hand what we hope is a good foundation for a formalization of the procedures, goals and ideals of our organization. Maria produced an outstanding first draft, which we spent many hours (and two officer's meetings) pouring over, attempting to streamline, working toward creating an inclusive and meaningful document. We ask you all of give it some of your time and energy, then make notes of your thoughts and comments and return them to us. After another re-write, we will produce a proposed final document which will be mailed to each member with a ballot. Given the importance of this project, we have decided to treat it like an election, an ensure the input and vote of every member.

ISA presently has 110 members representing 40 carriers (9 foreign, 31 U.S.). Our members have all been doing an excellent job of recruiting within their own airlines. However, in an attempt to reach more foreign pilots, we have instituted an international membership drive. Using her IFALPA affiliation, Maria Ziadie has sent letters to all foreign carriers whose pilots are represented by IFALPA, requesting the names of women pilots at those airlines. This project was recently begun so we do not have enough complete information at this time to make a report to you on its success, but will do so in 1986.

During 1984, we made another donation to the International Women's Air and Space Museum in Dayton, Ohio. As you recall, ISA's previous museum donation included 6 pilot uniforms from various U.S. and foreign carriers, along with Jean Harper's booklet, "So You Want to be an Airline Pilot", and numerous photographs. This year, Bonnie Tiburzi kindly agreed to donate an autographed copy of her new book, Takeoff!, which was sent to the museum along with a copy of the ISA membership brochure and the group photo from the Seattle meeting. As a long-term goal, I feel that contributions to the museum on a timely and meaningful basis will accomplish a good deal toward preserving the history of ISA, as well as

providing the public with the tangible achievements of what is certainly one of the world's most unique organizations.

Notwithstanding the new goals which will be set at this meeting, your officers have concurred that it is time to produce a new book along the lines of Jean Harper's previous fine effort. The airline industry has changed dramatically during the past 8 years, and we feel a new publication to provide career guidance in today's aviation arena would be a public service well-rendered, and a worthwhile achievement for ISA as well. By the time we meet again, we hope to have it in print.

As always, it is a great pleasure to be with all of you. I look forward to the coming year.

CONVENTION 85

MORE ON SYDNEY

1. As in the past, I'll be maintaining a list of people who would like to share a room at the convention. If you fall into that category, let me know. I'll try to put the right people in touch with each other, and the list will be available in the hospitality suite at the Regent Hotel as well.

2. The telephone number for the Regent is: country code 61, area code 2, number 2380000. Debbie has blocked off 30 rooms in the hotel, and very kindly offered to make reservations for us. You can contact her or the hotel directly, but if you choose the latter, let the hotel know that you are reserving one of the block rooms.

3. There will be a hospitality suite open throughout the convention. Check with the hotel desk for room number.

4. The registration fee will be \$25.

Let me know if I can help anyone with details. Hopefully, Pan Am will be flying by meeting time, and getting there will be fairly simple. Looking forward to seeing you all soon.

Abby