

# ISA NEWSLETTER

AUGUST 1986

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

P. O. BOX 38644 DENVER, COLORADO 80238

## FROM THE EDITORS

Your Executive Council got together on July 15 at the home of Susan Arthurs in Crystal Lake, IL. They accomplished a great deal--which is evident in this newsletter. Remember though--this is your organization and we need your thoughts, ideas, and input.

We have applied for an Employer Identification Number so that we can work as a non-profit organization. Correspondence with the IRS is slow.

Also in the works is the new Membership Roster. Names and addresses have been nicely put together by Lori Griffith and now the pages have to be organized and then sent to the printers. These will be available by the end of August and will be sent to each of you. In addition, a new brochure is also going to be printed as soon as it is compiled. Any art majors out there who would be willing to help lay it out? We'd like as many ideas as possible so please write to Carat Vallee today. Thank you for your interest.

At the July meeting it was decided to elect a Chairman of the Executive Council. This person's duties would include making phone calls to keep lines of communication open and to preside over meetings. Three council members expressed their desire to be chairman: Sharon Finch, Susan Horstman, and Carat Vallee. A ballot was taken and Carat Vallee was elected.

The next Executive Council meeting will be held on Wednesday, October 1, 1986 in Newman, GA at the home of Denise Blankenship. Please get your comments and suggestions to your committee chairmen before then, so that we can discuss them at this meeting. Thanks!

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## ISA QUESTIONNAIRE

Located elsewhere in this issue is a questionnaire compiled by the Executive Council to help us find out what each of you, the members, want from this organization. Please take the time to fill it out and return it before Wednesday, September 24, so that your ideas can be acted upon beginning at the very next Executive Council meeting. Return the questionnaire in an envelope and send to: ISA QUESTIONNAIRE, P.O. Box 38644, Denver, CO 80238

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## COMMITTEE REPORTS

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FINANCE COMMITTEE as reported by Susan Arthurs, Chairman, (815) 455-4739

The finances of ISA appear to be very healthy right now, mostly because of the fifteen dollar increase in dues last year. I am attempting to reduce our costs as much as possible and if any of you can offer suggestions, please don't hesitate to do so.

I have closed the ISA checking account in St. Louis for two reasons. One is the location and the other is the monthly service charges which ranged from a minimum of \$10 in a month with no activity to \$22 depending on the number of checks written, number of deposits and number of items deposited. Our new account is local (Crystal Lake, IL), so it is much easier for me and we incur no postage costs for deposits. Also there is only a \$6 monthly service charge and when we open an ISA savings account (in the works), the service charge is waived and we'll have some income too!

We have checked into using bulk rate postage for our newsletters. Right now the cost is just about the same as first class mail. When we grow to around 200 members the savings will be worthwhile.

I am also working on a more organized bookkeeping system (vs. a box and a checkbook register). As far as I can tell our expenses for the past year (not including the Sidney convention through the San Diego convention) are as follows:

	Post office boxes	\$ 40.00	
	Postage	498.33	
	Printing and stationery	1241.84	
	Convention		
	Hotel, food, meeting rooms	1996.55	
	Photographer	65.00	
	Pre-convention, planning exp.	140.31	
	Captains Club	144.19	
	Incorporating Fee	500.00	
	Master seniority list	20.58	
	Dues refunds	30.00	
	Checking account fees	20.00	
	Returned check	20.00	
	Error fee	25.00	
	Monthly service charges	55.99	plus 9 months of service charges I can't account for yet.
	<b>TOTAL EXPENSES</b>	<b>\$4777.79</b>	

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COMMITTEE REPORTS (continued)

EDUCATION & RESEARCH COMMITTEE as reported by Sharon Finch, Chairman, Phone (303) 442-5350

If you would like to see ISA have more of a professional orientation, here is your chance. The reason we exist is because we all are airline pilots, but we rarely speak of our professional duties or skills. Would anyone else out here be interested in activities to enhance the jobs we do and the service we provide to the public?

There are many avenues we could take. We could have speakers talk to us on safety, weather, aircraft technology, aeromedical concerns or human factors in the cockpit. We could have panel discussions with ATC controllers or workshops on cockpit management and crew coordination. We could provide services for the public by sponsoring "Fear of Flying" clinics or safety seminars for the pilots we share the skies with. We could promote fellow female pilots by creating a scholarship for women working towards their ATP and FE ratings. We could use our international scope and very unique talents to reach a higher level of professionalism and make the system and aircraft we spend our daily lives in better.

But will we? Do you, the members, have any interest in any activities that have to do with our professional lives? or do you want ISA to be just a social happening once or twice a year? We are a unique group but I don't feel that we "do" enough unique as an organization. I need to know if I am the only one interested because obviously there would have to be some sort of general support for us to proceed on any of these projects.

Be sure to answer the questions on the questionnaire about speakers and scholarships. And let me know if you have better ideas.

There are a lot of experts out there that could make us better at what we do. With all the talent in our group, I know we could be doing things to make a difference. Do we want to?

(Editor's Note: See also Sharon's commentary letter also included in this issue.)

CONVENTION COMMITTEE as reported by Ginger Mitchell, Chairman, Phone (415) 595-3491

During our Executive Council meeting, a vote was taken among the 8 of us present with the 3 convention bids submitted. The winning vote was given to the bid submitted by Florence Sanders on behalf of Federal Express and Memphis, Tennessee, USA. The 10th Meeting of ISA+21 will then be held in Memphis, Tennessee on May 12, 13, and 14, 1987. Federal Express has offered quite a substantial sponsorship for our meeting and we would like to thank them in advance. Florence will be our hostess and some wonderful ideas for a great meeting! More information forthcoming in future newsletters. Stay tuned! And work our those vacation bids for next year -- Remember MAY 12, 13, & 14 !!!

FAMILY COMMITTEE, Susan Horstman, Phone (201)398-6957 and Carat Vallee, Phone (313) 699-9111

We would like to form a network for live-in help, child care, etc. that the members could share with each other. (See following letter) Also planned are family get-togethers.

Please send information to our committee with regards to birth, marriage, divorce, illnesses and associated announcements so that we may publish them in this section of the newsletters and let our members know what is happening.

ISA received the following letter dated April 19 and unfortunately was not included in the last two reports. Perhaps the young woman is still interested at this date, so we thought we would include her letter so that you might contact her directly if you are in need of her services.

Isabelle Guillard  
87 rue Saint Denis  
75001 Paris, France  
Phone (1) 42-36-27-39

Paris, April 19, 1986

Dear Madam,

My name is Isabelle Guillard. I'm a 23 year old girl and I'm a French airline pilot student. I have already the professional pilot license and the theoretical airline pilot diploma. Due to technical reasons (lack of aircraft for training), I'll continue my studies in mid-September. Then I'll have the IFR test.

I've decided to improve and to practice my English which is so important in our job. I would like to go to the States as long as I could, i.e. from now till the end of August. I'm looking for a family which needs an au pair girl for babysitting and mother's helping. Maybe there is one among your members. It will be kind of you to put an ad either on the information board you certainly have or in your paper.

If there is any opportunity, I shall be glad to receive your early reply and I thank you for it.

I beg to remain, dear Madam, yours sincerely,

(s) Isabelle Guillard

COMMITTEE REPORTS (continued)

HISTORICAL COMMITTEE as reported by Denise Blankenship, Chairman, (404) 253-3325

For the information of the newer members, ISA does have and keeps an interesting and exciting photographic record of our meetings and members. For the past few years this undertaking was admirably accomplished by Norah O'Neill. Norah has agreed to carry on with the task of assembling ISA's history. We need from you, the membership, any and all photographs, news articles, etc., that you wish to donate towards our scrapbook. Please identify the people, date and subject of the photo on the back of the photo. Send to Norah O'Neill, P.O. Box 1504, Walla Walla, WA 99362, or to Denise Blankenship, 154 Happy Valley Circle, Newnan, GA 30263. Australia pics especially needed!

CONSTITUTION AND BYLAWS COMMITTEE as reported by MegAnn Streeter, Chairman, (901) 755-1801

Maria Ziadie is continuing to work on the revision of the constitution and bylaws. We still need comments from the membership (where are those people who were so vocal at the convention)!!!

MEMBERSHIP COMMITTEE as reported by Lori Griffith, Chairman, (919) 282-2629

Since our convention last May the membership committee has been busy recruiting new members and trying to persuade old members who haven't renewed in years to reconsider and get involved in this new energetic group.

We have created a very impressive information package that brings new members up to date with past, present and future happenings and provides a nice welcome into the organization.

Because word of mouth is about our only form of publicity, I encourage all of you to invite other gal's at your airline to join. Requests for information and application can be sent to: Lori Griffith 6103 Thistle Trace Greensboro, NC 27410 919/282-2629

We are thrilled with the interest that new hires are showing in ISA, this is confirmed by the over 40 new members we have received. The following are new members who have not formally been welcomed. Some are brand new and others have joined within the preceding year. In any event, we welcome you to ISA.

Mary Ashura - Evergreen  
Barbara Baerg - Air Canada  
Sally Bane - Air Cal  
Molly Barr - PSA  
Ann Bennett - Qantas  
Janis Blackburn - Eastern  
Binka Bone - Eastern  
Lisa Brockenbrough - Republic  
Mary Burnett - American  
Diane Burrell - Zantop  
Saundra Carpenter - Zantop  
Patrice Clarke - Republic  
Barbara Cook - Northwest  
Amy Correll - Piedmont  
Linda Crush - Piedmont  
Christine Dant - Piedmont  
Veronica DeGarciaody - Aero DeMexico  
Jeanne Dietrich - Piedmont  
Adriana Espinoza - Aero DeMexico  
Cyd Fougner - Western  
Janeen Giesar - PSA  
Regina Grisafi - USAir  
Mitzi Hidalgo - Mexicana  
Kristen Kalstad - Eastern  
Susan Knapp - American West  
Karen Koenig - Eastern  
Carol Lasher - PSA  
Terry May - Piedmont  
Michelle Miller - United  
Lisa Nydahl - Northwest

Debra Opperman - Aspen Airways  
Monica Orpeza - Mexicana  
Patty Penikas - Piedmont  
Aleta Pharris - PSA  
Ann Poe - Eastern  
Jill Richardson-Brown - Alaska  
Laurie Riebeling - Federal Express  
Debbie Ross - Federal Express  
Nancy St. Yves - Piedmont  
Karen Schaeffer - Republic  
Patricia Simon - Federal Express  
Judy Stanton - Camair  
Janice Thomas - Federal Express  
Elizabeth Vasquez - Aero DeMexico  
Nancy Waylett - USAir  
Kendall Weller - Hawaiian  
Kathy Zokol - Canadian Pacific

UP-DATE, UP-DATE, UP-DATE - Have you moved recently? Gotten married and changed your name? Hired by a new airline? Don't forget to keep the computer informed, it houses all that important information. Forward any changes to Lori Griffith.

"WE HEARD FROM....."

This is your soapbox, ladies. Let's hear from you and what you are doing, thinking, wishing. If you have something to say, SAY IT! We want to keep those cards and letters coming in, folks!!

Fiorenza DeBernardi -- "My best thanks to all the friends who wrote to me and sent me their greetings as Julia Abston, Maggie Rose and many others. I enjoy to receive them but I cannot reply to everyone. Many, many thanks! I am much better now and I can walk with two walking sticks."

Yasmin Rahman -- Flying as a F/O on the F-28 for Bangladesh Airlines in Biman and is "hoping to fly as a captain on the F-28 before the year is over."

Lynn Rippelmeyer -- "Now typed and flying captain on the 727 and loving it. With type ratings in all three of the Boeings we (People's Express) have, I should be done with training for awhile."

Debbie Wardley -- "I am in the middle of B-727 conversion training (for Ansett Airlines). I have reverted to my maiden name -- Debbie Lawrie."

Sydney Hale -- Back to work as a DC-9 F/O (for Republic Airlines) after a maternity leave.

New Positions

- Jan Thomas, DC-10 S/O, Federal Express
- Pat Rockwell, B727 F/O, United
- Diane Wilder Burrell, L-188 F/O, Zantop Int'l
- Linda Morley-Wells, B727 F/O, United
- Suzanne Skeeters, B727 F/O from DC-10 S/O, Northwest Orient
- Sharon Finch, B757 F/O from B727 F/O, Northwest Orient
- Barbara Cook, B757 F/O, now training for B747 S/O

New Arrivals

- Tracey Rice, Orion Air, a baby boy, November, 1985
- Norah O'Neill, Flying Tigers, a baby boy, Bren Byerley on August 8 at 10 lbs., 9 oz!

Requests

Please send copies of maternity contracts and policies from your airline to:  
Ann Singer, American Airlines, 61-55 98th St., Apt. 2K, Rego Park, NY 11374,  
Phone (718) 592-6846 or (203) 488-6577

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PUBLICITY

We have several sizes of T-shirts still available and ISA decals. The T-shirts are women's French T's in sizes small, medium, and large. We have HALP golf shirts, all size small. Other ISA gifts are shown in the following ad. If you are interested in ordering these or different sizes than available, please let Ginger Mitchell know.

A HELPING HAND

Elsewhere in this edition, we have reprinted a letter received from Abby Davis, from a Mr. Gary Lee McManis. He is recovering from a heart attack and has a hobby collecting airline memorabilia. He is requesting pictures and autographs from all women pilots for his collection. Why don't we all send him one and he'll definately have his hands full, not to mention his collection. Sounds like a good idea, and good public relations for ISA! Thanks for your help!

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EXECUTIVE COUNCIL

Susan Arthurs (United)	815/455-4739	Finance
Denise Blankinship (Piedmont)	404/253-3325	Historical
Sharon Finch (Northwest)	303/442-5350	Education/Research; Newsltr.
Lori Griffith (Piedmont)	919/282-2629	Membership
Susan Horstman (Pan Am)	201/398-6957	Family; Convention
Ginger Mitchell (PSA)	415/595-3491	Convention; Correspondence
Suzanne Skeeters (Northwest)	619/931-1042	Newsletter
Megann Streeter (Fed Ex)	901/755-1801	Constitution & Bylaws
Carat Vallee (Republic)	313/699-9111	Newsletter; Family

Remember to VOTE!  
Send in your ballot ASAP!!

July 17, 1986

Dear Fellow ISA Members:

I have been trying to use some retrospect to gain perspective on ISA and its future. Many of you are talking with other members and comparing what is going on now to what you remember used to be. It might be helpful for all of us, both old and new members, to read back through the newsletters and meeting minutes to recall the events that have determined ISA's history.

Let's look back to 1984:

At the time, Karen Kahn was our President since 1982 and her proposed goals for ISA had been "to steer ISA towards a more professional image" and she also said in her 1984 President's report that she was "in favor of keeping it a professional, but not political group".

In Seattle, May '84, a discussion was led by 12 of the original charter members about changing the name from "social affiliation". The minutes of the discussion indicate that "recognition of the group as a professional organization was of importance to all". At that meeting all but one member voted to change the name to International Society of Women Airline Pilots to reflect those feelings.

Also at the '84 convention we discussed the New Continental pilots and agreed that ISA would treat them "as it treats all other members as an organization" and "on a social level, members will handle this situation on an individual basis".

The meeting ended with introductions of the new officers, (Abby Davis, Pati Marsh, Maria Ziadie) that the majority of members voted for after carefully considering their campaign statements. These included Pati Marsh's very clear explanation of her political feelings and a desire not to be voted for if you did not agree. If you recall this ballot was very precisely executed with numbered ballots and sealed envelopes, with 84 of the members voting.

Now we move onto 1985 in Sydney, Australia.

May 8 10:47 AM. A discussion is begun with an introduction given by Maria Ziadie about the Continental strike situation. We speak about the assessment many ALPA members are paying to support the strikers. Several international members speak of their concerns that it will affect their countries including Maria Ziadie (Air Jamaica), Debbie Wardley (Ansett), Jan Everest (Air New Zealand), and Felicity Bush (Ansett). The minutes record that

"Jan asked if ISA will take a stand on Continental or on scabs in general. Abby Davis made a motion that ISA support the Continental strike. Susan Horstman seconded the motion."

It was decided "that it would require input from all ISA members and that it would be appropriate to let all our members vote".

That was done. Ballots were sent to all current members shortly thereafter. Besides that issue these ballots included the Constitution & ByLaws and asked whether the members wanted to accept them. Therein, in Section 4d under the purposes & aims suggested for ISA and its members, we were asked whether we would agree "to promote and maintain a high standard of ethics and conduct amongst its members; and also to honour and respect the Collective Pilot Bargaining Agreements and work conditions that govern them". A third ballot item was on the location of the 1986 convention. (As a point of information, you might note that for the first 7 conventions, locations were decided traditionally by those present at the previous convention. For '86 it was done by mail ballot, and for '87 it is being decided by an Executive Council.) The ballots came back with a majority voting to support the Continental strike, to accept the C&Bylaws AS IS, and to change the 1986 convention to San Diego.

Finally it is 1986 and you receive your ballot for officers.

Other than actually running for office yourself this is your most effective way of influencing the future of ISA's objectives. When the counting is over the majority voted for Sharon Finch whose campaign statement said she wanted ISA "to remain a truly professional and international group" and she would like to see "a more professional convention" as well as "the creation of various committees". Lori Griffith is elected V.P. with her goals for ISA "to represent our profession and address its concerns", and Susan Arthurs is voted to be Sec'y-Tres. with her goals of wanting "to see ISA return to a strictly social organization". Now we are up to the most current episode, the 1986 convention in San Diego. The meeting begins with introduction of the newly elected officers and introductions by each

member. Before the first item of business is addressed there is a proposal on the floor by Susan Horstman to take a revote of the officers. A motion is moved and seconded and the handvote taken shows 28 for and 13 against. It was later discussed whether the orientation of ISA should be political, professional, or strictly social. That afternoon, it was moved & seconded that all nominees become an executive council. This was agreed to and that "this system is to be reviewed at next year's meeting". It also was decided that the convention location decision would be made by the Council. One of the final items of the meeting was ISA's policy of excluding scabs from membership. A motion was made and withdrawn that we postpone any action, thereby continuing the policy to exclude them (ie. one who takes the place of a striker or that does not "honour or respect the collective pilot bargaining agreement" of their airline.) It was moved by Abby Davis and seconded by Pam Stephens that the membership be balloted on the issue and the motion passed.

The point of all this is that no individual has changed ISA. No-one did it to us. There are no villains. Our changes have come about through the voting process. I would assume & hope that officers have been elected on their known viewpoints. We cannot chose people as leaders and then expect them to take it in a direction that is not part of their vision of ISA's future.

Are our prospectives and objectives to change year-to-year as our membership fluctuates-losing old members and gaining new? Look back at old rosters from the past 8 years - how many members are no longer with us? Why? Do we not do enough to keep their interest or do they no longer agree with the majority? Is there a majority - or are we made up of several smaller factions? Can we find a common goal? Look to see what it is that we have in common. Should we chose between "social", "professional", or "political"? Do we want to be "strictly a social organization". If you go on strike would you want your replacements to be welcomed at ISA? Do you want to put our efforts into professional pursuits and airline-related activities? Are we a "professional organization" or a "social club"?

The big question is what do you, each individual member, want? That is why you are receiving questionnaires. Hopefully some concensus will be reached. Please think very carefully about what you want and will participate in. The future of ISA is at stake.

Best Regards,

Sharon Finch