

ISA+21

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



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Sue Nielsen
P.O. Box 2035
El Granada, CA 94018

July 1, 1989

FROM THE EDITOR

Maui was wonderful, as it was to meet many ISA members again! The convention organizers did a fantastic job - thanks to all of you for providing another very enjoyable ISA convention.

ISA is becoming more of an international organization. We now have members from the following countries: Australia, Bangladesh, Canada, England, Finland, France, Greece, Holland, India, Italy, Nigeria, Poland, Switzerland, the U.S.A. and West Germany. Members from seven different countries attended the May convention in Maui. It enriches all of us, I think, to have the experience of meeting pilots from around the world and I hope that not only will we continue to see overall growth in ISA's membership over the next few years, but in our international membership as well.

**1989-90
EXECUTIVE COUNCIL**

Five of the nine ISA+21 executive council members completed their terms this year and five were elected by the membership to take their place. The outgoing members were **Denise Blankinship, Susan Crawford, Lori Griffith, Ginger Mitchell** and **MegAnn Streeter**. Many thanks are due to these people for working hard and

doing a great job for ISA over the last three years. New executive council members for 1989-1991 are **Carol Cansdale, Laura Hahn, Vicki Karnes, Sue Nielsen** and **Pam Noeldner**. To all of you, welcome to the ISA executive council! We'll look forward to your contributions over the next two years.

Reproduced below are the addresses of all the executive council members for the 1989-90 term. Please address any concerns, comments and questions on ISA issues to the appropriate person listed below:

Carol Cansdale -
1990 convention
1520 61st Street West
Minneapolis MN 55419
612-866-9814

Laura Hahn - finance
702-11720 Edgewater Dr
Lakewood OH 44107
216-221-4316
NEW ADDRESS

Vicki Karnes - membership
P.O. Box 612294
Dallas TX 75261
817-430-4104

Susan Knapp - family
2 Clearwater Court
Streamwood IL 60107
312-830-9484
NEW ADDRESS

Nancy Law - constitution
2701 Landing View Lane
Charlotte NC 28226
704-362-2701

Sandra Lloyd - newsletter
908-2233 Allison Road
Vancouver B.C. V6T 1T7
604-228-9723

Sue Nielsen -
corresponding secretary
P.O. Box 2035
El Granada CA 94018
415-728-3111

Pam Noeldner - historian
and statistician
Route 2 Box 367
Denver, NC
28037
NEW ADDRESS

Susan Staples - education
and scholarship
2304 Balsam #E210
Arlington TX 76006
817-861-0620
NEW ADDRESS

ISA FALL GET TOGETHER**"THE BIG APPLE"**

ISA's fall get together will be held on September 13th, with the focus on our attendance, as guests, at the Wings Club monthly luncheon in Mid-Manhattan. If you are unfamiliar with the Wings club, it is an aviation organization dedicated to aviation sciences and the future course and development of aeronautics in all forms. Among its members are: **Jeana Yeager, Neil Armstrong, Jimmy Doolittle**, most airline presidents and CEOs as well as many other distinguished aviation leaders.

Itinerary

Wednesday, Sept. 13/89

Morning - Arrive into New York (LGP, EWR, or JFK)

1145 - Assemble at the Grand Hyatt Hotel for the Wings Club function, 42d and Lexington Avenue

Afternoon - Free for a 5th Avenue shopping spree including Saks, Bloomingdales, Macy's etc., or sightseeing including the Empire State Building, Radio City Music Hall, Rockefeller Center, etc.

1730 - Cocktails at the Park Avenue apartment of **Bonnie Tiburzi**

2000 - Broadway Show!

For obvious reasons (Wings Club luncheon reservations, Broadway show theatre tickets, and hotel accommodations) it will be necessary for you to commit to this event in advance as it will be impossible to simply "show up". Please call to let us know by **August 15th** if you are interested in attending and we will provide more detailed information. Call **Lori Griffith** (803-831-7753) or **Ginger Mitchell** (415-571-0756) as soon as possible.

CONVENTION BIDS FOR 1990

ISA is now accepting invitations from hosts and sponsors for our 1990 convention, to be held **May 8th, 9th and 10th, 1990**. If your airline or another organization that you know of would like to sponsor us,

please send your bid in to **Carol Cansdale** at her address above by August 15. The next ISA executive meeting will be held August 24 at Carol's in Minneapolis, and the site of the 1990 ISA convention will be decided at that meeting.

All convention bids should include detailed information about:

- * the sponsorship that can be provided by your airline or other organizations
- * the ease of accessibility to your suggested location by all members
- * accommodation and ground transportation available
- * costs
- * what activities are available to members at or near the convention site.

CONVENTION WRAP-UP

by **Nancy Law**, 1989
Convention Chairman

From everything I've been told, the Hawaii convention was another fabulous meeting for the members of ISA and their guests. We had around 85 members present and a total of 137 persons attending. For many, it was their first trip to the Hawaiian Isles, and they loved it. I'm sure many of you are already planning your return trip.

Being convention chairman was a great experience for me and I enjoyed working and talking with a number of you on the project. A

special "THANKS" is due to **Andrea Rice**, our Hawaiian hostess. She dedicated countless hours in her dedication to making this one of the best conventions ever, and was obviously successful. Also, many thanks to the executive council and other members who ran the convention in my absence after their arrival in Hawaii. With the thoughts and energy from many during the year, we were able to provide a memorable experience for all who came.

Carol Cansdale will be serving as our convention chairman for 1990 and I will take over the constitution and by-laws committee from **Megann Streeter**. If you haven't done so already, please fill out your convention critique sheets and send them to Carol. The information that we receive from these is important if we are to plan the best possible convention.

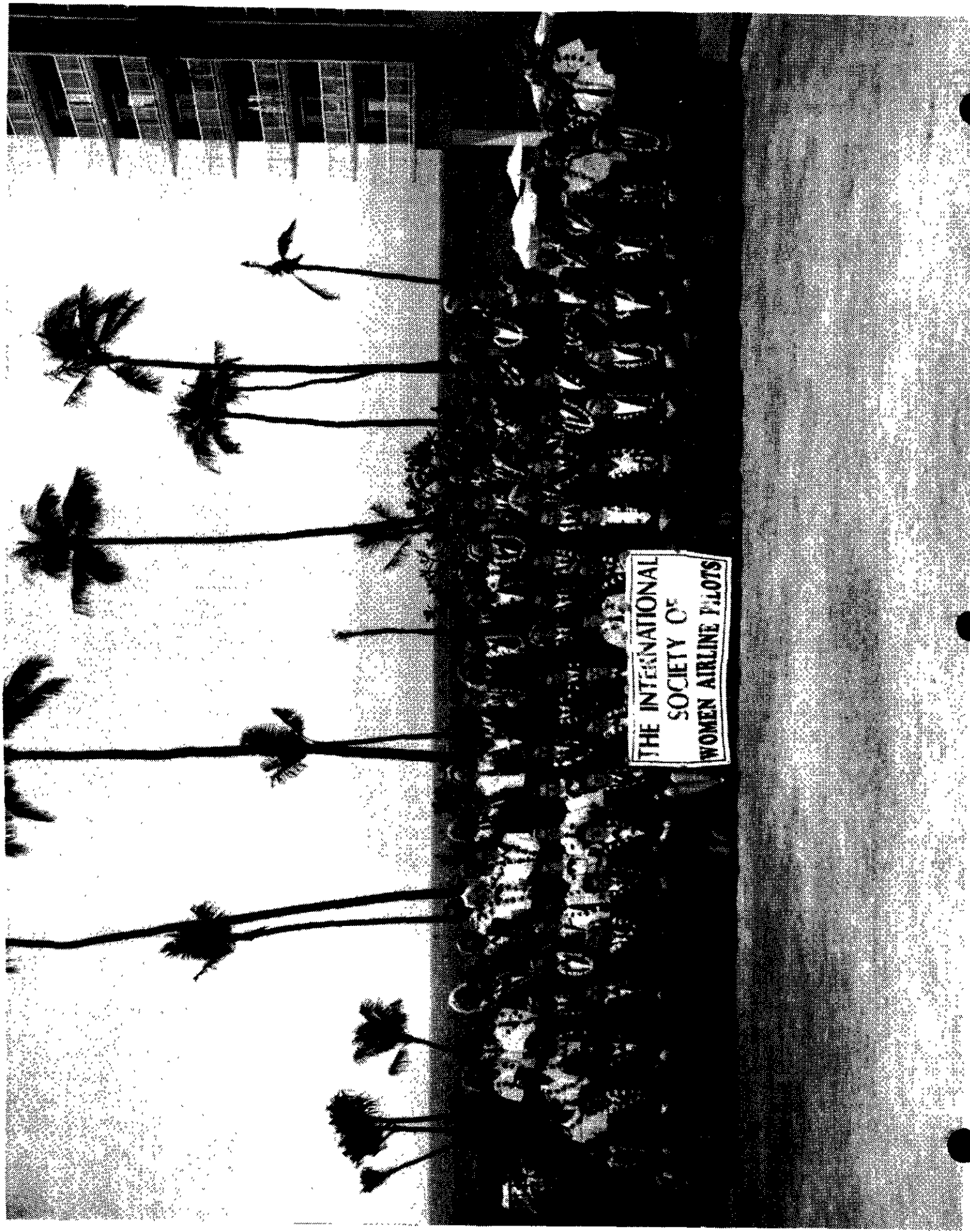
Though I was really disappointed not to be able to attend this year's convention, I'm looking forward to the events coming up on the ISA agenda. Hope to see many of you there. (And I don't plan on letting ANYTHING keep me from enjoying next year's convention!)

Best wishes to each of you.

CONVENTION GROUP PHOTO

(next page)

Bottom Row (sitting) L-R: Barb Green, Lucy Young, Jennifer Palmer, Liane



ISA + 21 12TH ANNUAL CONVENTION GROUP PHOTO MAY 10, 1989 KAA NAPALI, MAUI, HAWAII

Conway, Cindy Burgess,
Mary Bardon, Laura Hahn,
Fiorenze de Bernardi, Susan
Staples, Holly Mullins,
Debbie Lawrie, Florence
Sanders, Pam Krueger,
Claudia Jones, Carol
Cansdale, Lisa Soli, Ann
Hogan, Karen Schaefer,
Debbie Utz, Mari Halme.

Middle Row (standing) L-R:

Lauri Geier, Kiki Culler,
MegAnn Streeter, Cyd
Fougner, Beverley Bass,
Maggie Rose, Pat Rockwell,
Carolyn Fath, Linda Morley-
Wells, Carolyn Pasqualino,
Sharon Krask, Jerje
Motschman, Sandy Wilson,
Lori Griffith, Jackie Gillespie,
Pam Noeldner, Susan
Maule, Denise Blankinship,
Liz Crowell, Terry Rinehart,
Cammy Condon, Karen
Kahn, Hadiza Oboh, Lennie
Sorenson, Ginger Mitchell,
Suzanne Skeeters, Tweet
Coleman, Camilla Somar,
Nancy Stripp, Mimi
Tompkins, Gail Gorski.

**Top Row (standing)
L-R:**

LaDonna Shea, Sherry
Harriman, Diane Rangel,
Sue Cederquist, Laurie
Reeves, Susie Crawford,
Lee Wilkerson, Sylvia
Otypka, Andrea Rice, Marcy
Deckelbaum, LouAnne
Gibson, Maria Rich, Wally
Funk, Lisa Revou, Connie
Tobias, Felicity Bush,
Gabrielle Musi-Luthi, Joan
Golden, Amy Correll, Jan
Giesar-Dolf, Pam Whitman,
Virginia Kurdziel, Nancy
Soltis, Vicki Ramos, Nancy
Novaes, Jan Ramos, Bonnie
Hinck, Sandra Lloyd,
Carolyn Pilaar, Norah
O'Neill, Molly Barr, Jutta
Piensalmi, Angela Allen.

**CONVENTION THANK-
YOU'S**

by **Andrea Rice**

May I please express a very
sincere "mahalo nui loa"
(thank-you very much) to
everyone who helped me
with my share of the
convention proceedings -
the luncheon, the leis, our
guests, the photo orders,
etc. etc. I'd also like to
acknowledge those of you
who sent me a note saying
you enjoyed the convention.

I'd like to correct a major
omission on my part. At the
luncheon I failed to mention
the hard work donated by
MegAnn Streeter and
Florence Sanders to solicit
all those door prizes.
Thank-you! I'm sorry I
failed to mention it at the
luncheon.

If you'd like to acknowledge
the generosity of our
sponsors, here are their
addresses:

Mr. John H. Magoon
President and Chairman
of the Board, Hawaiian
Airlines
1164 Bishop, Suite 800
Honolulu, HI 96813

Mr. A. Maurice Myers
President, Aloha Airlines
P.O. Box 30028
Honolulu, HI 96820

Captain Henry A. Duffy
President,
Air Line Pilots Association
1625 Massachusetts Avenue
NW
Washington DC 20036

Here's the address of the
hotel if anyone needs or
wants to write to them:

Manager
Embassy Suites Resort
104 Kaanapali Shores Place
Lahaina, Maui 96761.

If anyone would like a group
photo from the Hawaii
convention (the one in this
newsletter), you can send
\$9.50 U.S. to me at the
following address and I'll
send you one. Make
checks out to Andrea Rice.
The photo quality is great,
though the newsletter
reproduction may not look
as good as the actual
photo. The actual photo is
in colour.

Andrea Rice
44-119 Bayview Haven
Kaneohe HI 96744

I also have a few copies left
of the US Air/Piedmont
group photo, the United
group photo, and one copy
of the American group
photo.

Thanks again to everyone -
Aloha!

**FUTURE CONVENTION
DATES**

At the AGM in Maui the
suggestion was made that
the annual convention date
be changed from the
second week in May to
perhaps the third week in
April or the third week in
May. A motion was passed
that we ask members to
write to the newsletter to
express their opinions on
this issue, and that if there
was enough interest
expressed in changing the
date that the issue would go
to general membership
ballot. However, please
note that even if the
membership decides that

the date should be changed, it will **not** be changed for the 1990 convention, but only for the 1991 and subsequent conventions.

If you have an opinion on this issue, that is, if you want the convention date changed to a particular date, **or** if you want to have the convention date kept the same (the second week of May), please write to the newsletter editor expressing your opinion on this issue and please list what you think are the "pros and cons" of changing or not changing the date of the

annual convention. All opinions received will be published in the next few issues of the newsletter and the executive council will then decide whether there is enough interest in changing the date to warrant a ballot being held.

CONVENTION STATISTICS

by **Lori Griffith**

84 members were in attendance at our 12th annual gathering in Maui,

Hawaii.

7 different countries were represented: Australia, Canada, Finland, Italy, Nigeria, Switzerland, and the U.S.

The member who travelled farthest to attend was **Hadiza Oboh**. She came from Lagos, Nigeria, and it took her 4 days to get to Hawaii!

The airline with the best representation: Piedmont, with 13 members. United was a close second with 12.

MINUTES OF ISA+21'S ANNUAL GENERAL MEETING MAY 10, 1989

taken by **Ginger Mitchell**, corresponding secretary

I. The meeting was called to order by Chairman **Denise Blankinship** at 9:30 am. The executive council members present were Denise Blankinship, **Lori Griffith**, **Susan Crawford**, **Ginger Mitchell**, **Sandra Lloyd**, **MegAnn Streeter**, and **Susan Staples**. There were 82 ISA members present. The introduction of members ensued in which all members stood to introduce themselves with their name, title, airline, and equipment. Denise then recognized those members present that were of the original 21 members of ISA. Denise then highlighted the 1988-89 ISA year, mentioning the trip to Colorado Springs to NORAD and the U.S. Air Force Academy, the meeting with **T. Allan McArtor** of the FAA, the ski-together at Whistler, B.C. Canada, the IFALPA conference in Helsinki, Finland. **Karen Kahn** also added that our scholarship recipient of 1988, **Liz Logan**, has been accepted at United Airlines.

Denise introduced a new format for the Committee Reports segment. If there are any questions from the floor during the committee reports the names of those requesting the floor will be recorded by the secretary and called upon in order of request after the committee report is done.

II. Committee Reports

A. CORRESPONDENCE: reported by **Ginger Mitchell**. A motion was asked for the accept the minutes of the 1988 meeting in Rome as printed in the July 1, 1988 newsletter. It was so moved by **Terry Rinehart** and seconded by **Gail Gorski** and unanimously voted in. All correspondence received during the year was forwarded to the correct committee. All correspondence pertaining to this committee had to do with PR requests and general information. It was noted that in the July issue of Working Woman it will be listed that Airline Pilot will be one of the top 25 hottest careers for women. There is also an article coming out in Cosmopolitan magazine sometime this summer about women airline pilots.

B. FINANCE: reported by **Susie Arthurs Crawford**. A 1988-89 financial report was handed out to all members. The current balance in ISA's account is \$4094.50 of which at least half will go to defraying convention costs. there should be approximately \$2000 left for two newsletters and sundry costs before the new 1990 renewals start coming in. A volunteer was asked for to audit the checkbook for the 1988-89 year and **Karen Kahn** volunteered to do this.



US Air/Piedmont Group



Karen Schaefer, Ann Hogan, Jennifer Palmer



Denise Blankinship (right) presenting the "Better You Than Me" award to Mimi Tompkins



Camilla Somar and Mari Halme



Flying Sisters Jan and Vicki Ramos



Claudia Jones and Hadiza Oboh

C. MEMBERSHIP: reported by Lori Griffith. ISA now has over 300 members with only 10 not renewing this year. There were 82 members present for this 12th meeting of ISA. A bottle of wine was given to the member that came farthest - Hadiza Oboh from Nigeria. Lori announced the winners of the "Name This Pilot" photo contest found in the quarterly newsletters. Though this is Lori's final year on the executive council, she will continue to handle the Master Seniority List. Please send to her all updates. Currently we show 1100 women pilots overall with around 180-185 Captains.

D. EDUCATION AND RESEARCH: reported by Susan Staples. This year we had 11 applicants for our scholarships. 50 applications were sent out. ISA had \$2400 to give out so it was split into one International Career Scholarship and two **Florenza de Bernardi** Merit Awards. With 28 ISA volunteers, three women were chosen to receive the scholarships. (The information on the winners will be printed in the newsletter). After Susan's presentation it was requested by **Sylvia Otyпка** that we not refer to those women over 18 as "girls". Ginger Mitchell reported on the S/I Bank (Speakers/Information Bank). There have been over 100 requests in the last year for information on working as an airline pilot. From that, there have been at least 6 women actually interested in meeting with one of our members. All members are encouraged to volunteer and participate. **Pam Noeldner** rose and stated that she had met with one of those requesting to meet one of our members and she thought that it was very helpful to this young woman and would like to reiterate to please become involved with the S/I Bank.

E. CONSTITUTION AND BYLAWS: reported by MegAnn Streeter. The rewriting of the Constitution and Bylaws has taken over two years and MegAnn thanked **Marla Haddad** for help in the rewrite. There have already been some changes suggested, and there are still some mistakes in it. Please notify this committee if you see anything that needs to be changed, deleted or added.

F. FAMILY: reported by Denise Blankinship for Susan Knapp. ISA presently has on file the maternity policies of 20 airlines. If you do not find your airline, please send any pertinent information to the family committee or to **Sarah Pearl**. Extra copies of these policies can be obtained from Sarah. If you want info on Au Pair agencies, please contact the family committee. ISA also congratulates those members that have married in the last year and those that have had children. **Holly Mullins** rose to explain about a program for teaching children at home. She has information available for anyone who requests it.

G. HISTORIAN/STATISTICIAN: reported by Denise Blankinship. ISA acknowledged **Norah O'Neill** for all her work in keeping the scrap books up to date. Out of the 250 questionnaires sent out for the statistician, only 38 were returned. However, out of those 38 ISA now has the most accurate database of "firsts" in the industry. These are available to any member that wishes to see this list. More importantly, it is available to the press, who invariably get all the facts wrong. Anytime a book is written or researched, or an interview is given, you are all encouraged to check the pertinent facts with the Historian/Statistician.

H. NEWSLETTER: reported by Sandra Lloyd. The newsletter is published 4 times a year, July 1, October 1, January 1, and April 1. The cost of the newsletter has come out to be about \$8 per member per year. Next year it should be a little cheaper. Sandra thanked all those members who have contributed to the newsletter with a special thanks to Ginger Mitchell and Lori Griffith as they have written 75% of all the articles in the last year. If any member has suggestions or contributions for the newsletter, or has had any problems receiving it, please notify Sandra.

I. CONVENTION: reported by Lori Griffith for Nancy Law. Due to a skiing accident, Nancy was unable to attend the convention that she has put so much time and effort into. Ginger Mitchell gave a short report on the January ski-together held in Whistler, B.C., hosted by **Kathy Zokol**. It was decided that the 1990 ski-together be held at the same place and Kathy has agreed to host it again. The hostess of the 12th annual meeting of ISA was introduced - **Andrea Rice**. Lori then went over several of the upcoming events in the meeting. She also requested that everyone fill out the critique sheets. This is the only indication of what the general membership wants at their annual meetings. One problem that has come up this year is that traditionally, most members indicated that they preferred to stay at 4 and 5 star hotels (of which the Embassy Suites certainly was one) but then members would choose to stay at less expensive hotels nearby. This would be fine, however ISA



Delta Airlines Group

Outgoing EC members Ginger Mitchell, Denise Blankinship, Lori Griffith, Susie Crawford, MegAnn Streeter



Unknown Native Hawaiian Hula Dancer/Airline Pilot



Terry Rinehart and Beverley Bass



was given the hospitality suite (as well as other rooms...meeting, cocktail room, etc.) gratis with the understanding that we would be booking at least 50 rooms. We only used 32 rooms therefore the hospitality suite, had we had need of it as we usually do, would have cost \$1000. The suggestion has been made that if the majority still want to stay in the 4 star hotels that those staying at other than the chosen hotel should pay a small surcharge with their registration fee. **Amy Correll** did object to the idea of a surcharge on the registration fee for those members who did not stay in the chosen hotel. As these are just suggestions, they will be passed on to the new convention committee. Bids are now open for the 1990 convention. If any member thinks that their airline would be willing to sponsor us, please get the particulars to the convention committee by August 15.

III. Other Old Business

A: IFALPA: **Camilla Somar** from Finnair was ISA's representative at this year's IFALPA conference. She rose to give a report of what she attended and what she heard. Her last comment was about the speech that **Mimi Tompkins** made about her ordeal at Aloha Airlines. On behalf of the Finnair women, Camilla presented to Mimi a lighted candle from Finland to light her life.

B: APPLICATION SELECTIVITY: This subject was tabled for more research last year, and **Ginger Mitchell** has consulted with Hyatt Legal Services. The question was whether ISA was discriminatory against men in its membership requirements. Her results are as follows: ISA is a private, non-profit organization and a fraternal organization. As such, ISA is free to establish any membership requirements that it wants. A club is considered public if it administers or has ties to local or state government or business, or has activities in which non-members participate (in the business meeting). **Holly Mullins** mentioned that she would like to see ISA work as the Black Airline Pilots do by allowing membership to be open to anyone for any support that they care to give. **Ginger** mentioned that anyone can support ISA by donating to the scholarship fund. After requests for further discussion about men joining ISA, there was no response. This subject is now considered closed by ISA.

C. ISA LIBRARY: **Lori Griffith** wanted everyone to know that we have almost a complete library of manuals and tapes for all commonly flown airplanes. This literature and tapes and notes are available only to ISA members. She is still missing B757, B767 and DC8 material. Please notify her if you can be of help in her search.

IV. New Business

A. CHANGE OF MEETING DATE: **Holly Mullins** wanted to know if there was any interest in changing the annual meeting date. There are some problems with the dates as they are in purchasing supersaver fares. There was much discussion about when to move it to. Several members reminded all of us of Mother's Day and Memorial Day in the following weeks of May. April was also discussed. Several motions were made and seconded and then rescinded by those making the motions. The final motion on the floor instructed the executive council to collect data through the newsletter to see whether there was enough interest in the membership to change the date for a future vote to be made. The motion was made by **Connie Tobias** and seconded by **Amy Correll**. There was a reminder that whatever date was decided on (if it did go to a vote) would remain year after year, as many members depend on those days to bid for their vacation. THERE WILL BE NO CHANGE OF THE MEETING DATE FOR 1990. IF THERE IS ANY CHANGE TO BE MADE, IT WOULD BECOME EFFECTIVE IN 1991. The 1990 meeting will be held as it has been, the second week of May on Tuesday, Wednesday and Thursday (May 8th, 9th and 10th, 1990).

B. DISCRIMINATION WITHIN THE COCKPIT: **Connie Tobias** brought forth the subject of offensive actions of certain male pilots within our respective airlines. She related a story about one of the lady pilots at Piedmont who came to her looking for advice on how to handle a particular situation with one of her male colleagues. **Connie** suggested that we bring back the Dear Amelia column in the newsletter, or somehow gather information about how other members have handled certain situations that arise, and then publish it in the newsletter.

C. PICTORIAL ROSTER: **Holly Mullins** asked if anyone would be interested in a roster with pictures

of everyone included. Olan-Mills is one company that will put together a roster of members for us. There was some discussion of how we could get members to contribute pictures. The motion was made by Norah O'Neill and seconded by **Angela Allen** that Holly look into the possibility of the pictorial roster and report in the next newsletter.

(a five minute break was taken at this time)

V. Special Presentation to Mimi Tompkins.

Denise Blankinship asked Mimi to say a few words about her experience with the Aloha Airlines accident. She prefaced the introduction of Mimi with the request that everyone please respect Mimi's privacy after her talk and question period. Mimi then spoke for about 20 minutes about her experience. At the conclusion of her talk, ISA awarded her a new award that hopefully ISA will never award again. It is entitled the "BETTER YOU THAN ME" award. The inscription states: "FIRST AWARD TO MIMI TOMPKINS, MAY 10, 1989, FOR BEING IN THE WRONG PLACE AT THE WRONG TIME. NICE JOB!".

VI. Outgoing executive members.

Sandra Lloyd presented the outgoing executive members with thanks and a gift for their work and time for the last three years. They are Ginger Mitchell, MegAnn Streeter, Lori Griffith, Susan Crawford, and Denise Blankinship. Sandra then mentioned some of the jobs and work that each departing member had accomplished during their term on the executive council.

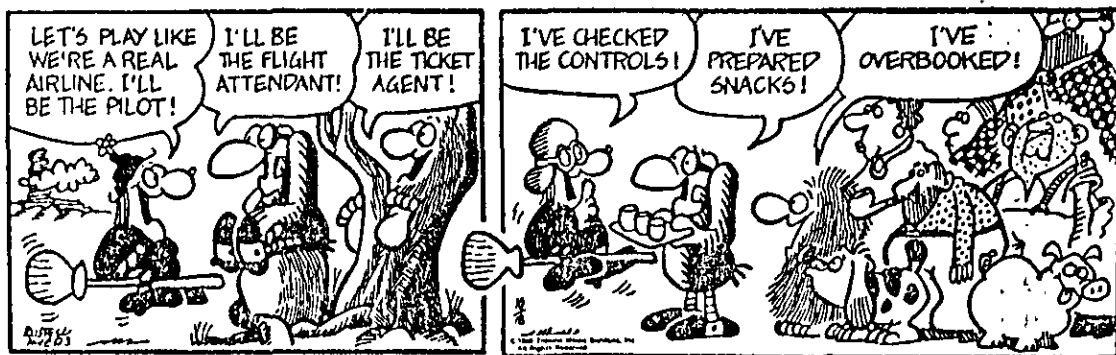
VII. Introduction of the new executive members

Sandra Lloyd asked that the newly elected executive council members rise and be introduced. They are **Vicki Karnes, Sue Nielsen, Carol Cansdale, Laura Hahn** and **Pam Noeldner**.

VIII. Closing Statement

Denise Blankinship closed the 12th annual meeting of ISA with words of thanks to the executive council and a challenge to every ISA member to think about what ISA really means...FRIENDSHIP, SUPPORT AND SISTERHOOD.

The motion was made and seconded to close the meeting at 12:15 pm.



LETTERS TO THE EDITOR

This column is intended to provide an opportunity for ISA members to express their views on issues of general interest to the ISA membership. If you wish to have a letter printed in this column, please send it to **Sandra Lloyd**, address at the beginning of this newsletter. Please be clear that you intend the letter for this column, and please keep the letter as short and to the point as possible. Any letter published in this column does not represent the views of the ISA+21 organization or its executive council but merely the opinions of its writer.

"Dear Editor:

At this year's ISA convention, mention was made of levying a fee on members who attended the convention, but do not stay at the convention hotel. I am writing in opposition to that idea.

This year was my first convention. My husband and I made an eight day vacation of the trip. If we were only saving for the convention, we probably would have stayed at the Embassy Suites. Since we were not, we chose to stay at a condominium, thereby getting more room and kitchen facilities, not to mention saving a considerable amount of money. Before the convention registration, I wrote the convention chairman, Nancy Law, and told her that I would be attending the convention but would make my own arrangements for accommodations.

I was surprised, therefore, to hear that there was a problem with members staying somewhere other than the hotel. If it is such a problem, why didn't anyone say so earlier?

And what is the problem, anyway? From what I can gather, the problem is that there were not enough hotel guests to merit a free hospitality suite. That is indeed a regrettable situation. But, tell me, who would be using this suite? I certainly did not take advantage of any hotel facilities, since I was not a guest. Surely it is the hotel guest who will use these amenities.

It makes no sense to charge those not staying at the convention hotel for amenities they will not be using. Let the convention fee be sufficient to cover the cost of attending the meeting, luncheon, and other convention functions. Let the cost of additional amenities be borne by those who use them.

Sincerely,

Amy V. Correll"

Response:

"Dear Amy,

Thank you for your letter expressing your concerns about the proposed convention fee surcharge for those members not staying at the convention hotel. Let me explain how the convention fee for our members is developed and why we feel the surcharge may be appropriate.

At the Rome convention,

our membership voted to continue to have the annual conventions in a large resort quality hotel. Once an establishment is chosen, the convention chairman then negotiates the best possible rates on hotel rooms, meeting and party rooms, the hospitality suite and catering fees. Obviously, the larger the block of rooms the convention chairman can pledge, the better the rates that can be negotiated for each of these items. Ordinarily for an organization our size, with the usual number of people attending the convention, the meeting and party rooms along with the hospitality suite are provided free of charge and a discount off standard catering rates can be obtained.

If we fail to fill the block of rooms we had pledged to the hotel, then frequently the hotel has the right to add additional charges for the use of amenities that otherwise would have been complimentary.

If members choose not to stay at the convention hotel, this can result in higher catering and incidental fees for ISA than would otherwise be incurred. Consequently, those members choosing to stay at other than the convention hotel cause the cost of the convention fee for everyone to be higher. This means that, in essence, the majority of members (who usually do stay at the convention hotel) are subsidizing the convention costs for those who do not. The supplemental charge for those staying elsewhere would be meant to defray such a subsidy...

Thanks for taking the time to express your view. This organization is composed of individuals, and to fairly represent the membership, we depend on feedback such as yours...

Best Wishes,

Nancy I. Law " (1989 convention chairman)

Comment:

"This is the first year we haven't had need of a hospitality suite (on the first day of a convention). We normally have registration there as well as refreshments etc. and everyone uses the room.

Ginger Mitchell" (past convention chairman)

FAMILY COMMITTEE REPORT

by **Susan Knapp**

After a very successful convention, summer brings us hot weather, built-in pools, lakes and oceans. Now is the time for swimming lessons for those curious toddlers!

The family committee would like to congratulate **Connie Grant and hubby** with the baby they are expecting in October.

Announcing ... and a big congratulations to **Jean and Vic Harper** on the birth of their son, **Samuel Ryan Harper**. Samuel "flew" into the world in April. Lucky Jean will be on leave for 6 months and is already enjoying the time with Samuel, daughter **Annie**

and husband **Vic**. Vic was recently hired by UAL and is hoping to be Jean's co-pilot in the future!

A warm welcome to **Dave Jr.**, new baby son born to **Mary and Dave Bush-Shipko**.

Unfortunately, I was unable to attend the Maui convention. I was busy giving birth, myself, to a 9 lb. ISA baby girl: **Lauren Ashley Knapp**. Lauren was born May 1. I will be on leave until September, at which time I will be attending B747 F/O training. Lauren Ashley got her middle name from **Denise Blankinship**, **Lori Griffith**, **Suzie Crawford** and **Ginger Mitchell** at the Phoenix executive meeting in April!

Warm congratulations to **Beverley Bass** and **Tom Stawicki**, who got married recently, and **Nancy Law** and **Dr. Jay Gerdes**, who have become engaged. Best wishes to all of you!

CONGRATULATIONS AND CONTRAILS

by **Vicki Karnes**

Congratulations to:

1. **Virginia Allison**, upgraded from A300 FE to B727 F/O, Pan Am.
2. **Ruth Zimmerman**, from Braniff to United, a DC10 S/O instructor.

INTRODUCTORY REPORTS FROM ISA'S NEW EC MEMBERS

Historian and Statistician - Pam Noeldner



Hello Everyone! This year brings in a new council member who will try very hard to keep up the excellent work **Denise Blankinship** has done in years past. My name is Pam Noeldner and I fly for Piedmont Airlines. Although the historical/ statistical committee may not seem outwardly exciting, it is a very important one nonetheless. ISA is trying to collect all women airline pilot "firsts" in one place, so that any future questions can be verified by referencing the ISA historical databank. Please send any "firsts" that you have experienced, even if you think they are unimportant, because we need all the input we can get from our ISA members.

Many of you have seen the wonderful ISA scrapbooks kept up by **Norah O'Neill** at past conventions. These pictorial history books are always in need of more pictures to update each yearly convention. So if you have any good pictures from

Maui that you would like included in the scrapbook, please send them to myself or Norah; and make sure to include the names of the people in the pictures.

Convention '90 - Carol Cansdale



I have been with Northwest Airlines since 1983 and fly the DC-9 as a first officer. Prior to this I worked for Cascade Airways in Washington state and prior to that I was a flight attendant for Hughes Airwest. I've been in ISA since 1987, and my only regret is that I didn't join sooner! My favourite part of ISA is the yearly convention, but I will be seeing the conventions from a different point of view next year as your new convention chairman. I solicit your ideas and suggestions for next year's convention, and if your airline is interested in sponsoring us, please submit your bid no later than August 15 to my address, listed at the front of this newsletter. Also, is anyone interested in serving on the convention committee? I can use all kinds of help - just drop me a note or call.

Corresponding Secretary/ Communications - Sue Nielsen



As a new executive council member, I'm afraid I have two obstacles to overcome. I'm following in **Ginger Mitchell's** wake, and she will be a hard act to follow. Thank you Ginger, for all your hard work and incredible organizational skills.

My other shortcoming is that I was unable to attend the convention in Maui and therefore unable to meet many of you in person. I was in the middle of 727 F/O training. Since United has no sense of humour when it comes to unavailability, the only prudent decision was to stay and finish school.

Thank you to those of you who voted for me. For those of you who don't know me, let me take this opportunity for a short introduction. I come from a civilian aviation background with the normal progression from student to instructor to commuter. My father is a pilot, my brother is a pilot, I married a pilot and my mother doesn't really like

pilots. I'm 33 years old and in my time off I enjoy golfing, although I'm a terrible golfer, and I ride my motorcycle. I'm even getting pretty good at that. We don't have any kids. We don't even have a cat. So, that's my story.

Now to the heart of the matter. Since the caption "communications" follows my name in this publication, I'd better say something about it. The Maui convention is covered throughout the newsletter. Also included is a 1989-90 planning calendar. The next executive council meeting will be held August 24 in Minneapolis. As is ISA policy, this is open to all members. **Carol Cansdale** has volunteered as hostess and other Minneapolis residents have offered couch and floor space to those in need. Agenda issues include ISA's associate membership policy, and bids on next year's convention. If you have any ideas or special interest in next year's convention, please submit your bid by August 15 to Carol Cansdale's address.

As a reminder, ISA still has logo items available for sale. The profits from these go to the Scholarship Fund.

Finance - Laura Hahn



My aviation experience

includes flying skydivers, flight instruction, freight and charter before being accepted into the Pilot Intern program at People Express in 1986. I began as a B727 FE and continued through the transition to Continental. In April 1988 I was assigned to CAL Express as an F/O on the Metroliner. I finished that phase of the internship last April and am now in B737-200 training for the right seat. Upon completion of this training in June I will be considered "graduated" from the internship and will fly as 737 F/O!! Hurray!!!

I haven't had a chance yet to review ISA's financial records, but will be able to present a full report at the EC meeting in August. I had a wonderful time in Hawaii visiting with old friends and making new ones! I am so thrilled to be able to serve on the EC and hope to meet many more of you in the next two years.

The New Membership News - Vicki Karnes



Thank you for your vote of confidence. Picking up where **Lori Griffith** left off is a challenge indeed! ISA has blossomed over the past few years under the

care of the executive council. The contribution that Lori has made to the one-woman membership "committee" with her big heart and attention to detail has not gone unnoticed. Many, many thanks, Lori!

SERVICE...that's what I'm here for, so keep your ideas and suggestions coming. Here's a change: mailing labels. I'll be doing them, so please continue to send in those address changes, preferably directly to me.

With 41 new members last quarter, I sense that we're seeing the beginning of a growth cycle. Is it possible that we could double our membership in the next few years? You bet, it is! There's something for everyone in ISA, so keep spreading the word. I'm excited about meeting each and every one of you in the years to come.

With great respect and love
.... V.K.

IFALPA REPORT

Once again, ISA was granted observer status for the annual International Federation of Air Line Pilots Association convention. This year, ISA was ably represented at the convention by **Camilla Somar** of Finnair.

IFALPA was formed in 1948 by U.S., British and Canadian pilot associations, and its member associations now number over 60. Through IFALPA, pilots from many countries meet to share experiences, discuss mutual problems, and work toward improving pilot

conditions throughout the world. The annual IFALPA conference lasts 5 or 6 days and is held in the Spring of each year in various locations around the world, subject to invitations from member associations.

Following is ISA member **Camilla Somar's** report on the 1989 IFALPA convention.



HELSINKI FINLAND APRIL 20-25 1989

I was honoured to have the chance to be ISA's representative in the 44th annual IFALPA conference, which took place the 20th to 25th of April in Helsinki, Finland. Fifty-one out of sixty-four member unions were represented. Altogether 358 members had come to this distant country. There were also many observer organizations such as ICAP, IFATCA, IFAPA, AACC and FEIA.

This year the topics were not of such great importance as last year, which made the committee work go very smooth and fast. Unfortunately, I had time to observe only one committee, the security.

A few words about how things are done at the IFALPA conference. Work is divided into committees. Committee A/B is Industrial, Security, Legal, Human Performance and Helicopters. Committee C is Aircraft Design and Operation, Airport and Ground Environment, Accident Analysis and

Dangerous Goods. Committee D includes Rules of the Air/Air Traffic Control, Communications, Meteorology, Regional and Implementation. Committee E is Membership, Constitution and Bylaws, Administration and Finance. The delegates get the pre-conference material, so-called "yellow papers", a few weeks beforehand to enable the member unions to decide on their policy. In the committees, the yellow papers are discussed only at the points where there is disagreement. Without these yellow papers, which I didn't have, you are completely lost because you don't know what they are talking about. So, for the next ISA representative: try to get hold of this material beforehand, it is worth the trouble. The committee either decides to take the paper to the plenary with proposed changes or recommends it to be dropped out. The plenary makes the final decision, again referring only to the yellow papers and only reading aloud the proposed changes. As you can see, in fact I don't have the faintest idea what kind of decisions have been made except the topics.

This year the most interesting topics concerned ETOPS (Extended Range Twin-Engine Operations) and safety in general. Delegates were most concerned with the current trend of selling safety, e.g. the usual 120 minutes from land with two engines has had to give way to 180 minutes, which enables two-engine flights from the North America mainland to Hawaii. Also, the replacement of the third pilot/flight engineer with

modern technology has caused great alarm. Some unions have anyhow succeeded in making relatively good agreements with their companies, such as 5 hour maximum legs and 8 hours maximum flight time which reduces especially in Europe the use of the B767 and MD11 for longer ranges.

The recent sabotages once again are a reminder of the need for better security checks. The modern technology could be used more efficiently to improve the detection systems at the airports. The motivation of security personnel was also discussed. IFAPA (International Federation of Airline Passengers Association) has proposed that every passenger should give \$1 to a fund, which would forward the money to safety matters. By this fund, the individual states would not have to carry all the financial pressure.

IFALPA elected a new president this year. There were two candidates, both having initials "BB" and the first name with 4 letters. The Dutchman Bart Bakker, DC10 Captain from KLM and former principal vice-president of technical standards, was elected.

The Eastern pilots' fight against Frank Lorenzo got a lot of sympathy. Almost everybody was wearing the "Stop Lorenzo" button or the red ribbon announcing that his/her hat was in the Eastern employees' ring. Good luck to all Eastern pilots.

The IFALPA meeting is not just all business, it is also a lot of fun. The host union,

SLL (the Finnish ALPA) had done a fine job arranging two large dinners (excellent food!) and a lunch cruise in the beautiful Finnish archipelago, not to mention smaller cocktail parties and the "ladies" program (I would not have minded having a 30% discount at the famous Arabia glass and china factory). I met lots of new interesting people, even getting a few inquiries about our federation.

But my highlight of the convention was the Awards dinner, when Mimi Tompkins got her Polaris award for outstanding professionalism. The speech she gave was the best and most touching speech I have ever heard. And at that very moment I felt very proud to be a pilot. Not being native it is a little difficult to express my feelings but I would have liked to finish the evening to that speech and turn off the lights, just leave the candles and be silent and think, think how lucky we are to have such a wonderful profession and so professional colleagues; we should all do our best to improve our skills day by day so that we could on our own behalf improve the safety.

CORRESPONDENCE/ MISCELLANEOUS

Mimi Tompkins writes "Thank-you very much to everyone for the "Better You Than Me" award plaque. I have mounted it on the wall in a very prominent place in my house so everyone can see it. Thanks also to everyone for the notes and letters I've received in the

past year."

Veronica Cervantes de Garciagodoy has written to ISA requesting hiring information: "For the past seven years I worked with Aeromexico as a copilot on the DC-9 15/32, until the company went bankrupt. When the new Aeromexico reopened in October 1988, they rehired less than half of the 756 pilots that were working there at the time. This was done on a strict seniority basis and I was furloughed. I have logged close to 3000 hours, most of which is in the DC-9. I was an ISA member until last year. About a week ago I obtained working papers for the United States and I'm looking for a job with one of the major U.S. airlines. I am writing to you because I need help and maybe you can give me some ideas of who I could contact, or who is hiring now. Thank you very much".

If you can assist Veronica, please write to her at 4300 Trenton LA. #102, Plymouth Minn. 55442, or call her at (612) 559-7201.

Chandelle Wineries is now shipping wine with a third series of colour labels reproducing artists' paintings "commemorating the adventure of flight". Labels now available on Chardonnay and Cabernet wines include the "F4U-4 Corsair", "B-17", "12 Seconds at Kitty Hawk", "Gathering of Eagles" (drawing of five military aircraft including the P-51), and the latest, "50 years a Lady", a painting of the DC-3 by aviation artist Craig Koder. For information on ordering these wines call or write to: Chandelle of

Sonoma Inc., 14301 Arnold Drive #2, Glen Ellen CA 95442, telephone (800) 544-8890 or (707) 938-5862, and ask for their free newsletter and catalog.

Ed. note: flying down the B.C. coast the other day I got a "hi" on the radio from **Cyd Fougner** - nice to hear an ISA voice up here!

The Supreme Court of Canada has recently decided a case that may become important to some women pilots in Canada. In the case of Brooks v. Safeway, decided May 4, 1989, the Court held that an employer could not exclude pregnant women from coverage under a disability plan. The Court said that pregnancy discrimination is a form of sex discrimination, simply because of the basic biological fact that only women have the capacity to become pregnant. The Court said further that pregnancy is a valid health-related reason for absence from work and as such should not have been excluded from the employer's plan.

"NAME THIS PILOT" CONTEST WINNERS

by Lori Griffith

Our 4th and final edition of "Name This Pilot" brought many more guesses to our contest. The answers were: 1) **Gail Gorski**, 2) **Lori Griffith**, 3) **Holly Mullins**, and 4) **Esther Krauth**.

Overall "Name This Pilot" winners were announced in Maui and we had two first place winners, **Judy Buttgenbach** and **Jean**

Harper! They both received silver picture frames for their superb game playing talents. Honourable mentions went to **Molly Barr**, **Nivedita Bhasin**, **Sandra Lloyd**, **Ginger Mitchell**, **Florence Sanders**, **Suzanne Skeeters** and **Carat Vallee** for participating in the year's contest.

Thanks to all those who played either in their heads or on paper, and many thanks to those who submitted those darling pictures.

ISA WELCOMES 42 NEW MEMBERS

by Vicki Karnes

Currently, ISA's membership stands at 324. Within the last three months, 42 new members have joined! A warm welcome to:

1. **Desiree Van Leeuwen**
Leerdamp 168
1108 BP Amsterdam
Holland
020-963280
KLM

2. **Susan Kelly**
8552 Trooper St.
Las Vegas NV 89120
702-458-0662
United

3. **Sharon Moscovic**
2867 Ala Ilima St.#301
Honolulu HI 96818
808-839-9724
Alaska

4. **Christine Helene Figueroa**
8280 Fontainebleau Blvd.
#304
Miami FL 33172
United

5. Margrit Ickenroth
2674 Packard St.
Ann Arbor MI 48104
313-973-6399
Northwest

6. Carolyn Dishart
948 Chatham Park Dr.
Pittsburgh PA 15220
412-341-3427
Piedmont

7. Leslie Reynolds
1701 Rock Springs #2065
Las Vegas NV 89128
702-363-4978
UPS

8. Elizabeth Wilson
10065 Willowbrook Circle
Louisville KY 40223
502-244-0142
UPS

9. Caryl Harris
P.O. Box 2089
Dublin CA 94568
415-833-0945
US Air

10. Liz Crowell
P.O. Box 17547
Washington DC 20041
703-263-0530
Delta

11. Annette Worthington
20 Twin Oaks Drive
Belleville IL 62221
18-624-5177
United

12. Mary Louise Griffin
7928 Gambrell Ct
Springfield VA 22153
703-440-8123
American

13. Margie Moore
341 Carriage Ct. #2
Cordova TN 38018
901-757-8856
Federal Express

14. Diane Maher
5700 OakMeadow Lane
#2611
Raleigh NC 27612
919-787-6356
American

15. Margaret Augustine
Walters
1924 Foothills Dr. South
Golden CO 80401-9173
303-526-2088
Northwest

16. Ineke Doan
404 Rosewood Court
Louisville KY 40223
502-244-7870
UPS

17. Rosemary Dye
P.O. Box 1081
Louisville KY 40201
502-491-2095
UPS

18. Mary Berlinger
99 Undercliff Road
Montclair NJ 07042
201-746-3971
Eastern

19. Miyako Sugakawa
P.O. Box 17171
Louisville KY
40217
502-634-4615
UPS

20. Leslie King
3700 SW 60th Avenue
Miami FL 33155
305-667-8299
United

21. Beth Kirby
7110 Green Lawn Drive
Pittsburgh PA 15220
412-343-6078
Piedmont

22. Debra McCormick
4336 East Estes Way
Phoenix AZ 85044
602-496-0566
America West

23. Lori Killough
3862 NW 82nd St.
Kansas City MO 64151
816-436-4405
Braniff

24. Joy Klopfer
353 North St.
Ridgefield CT 06877
203-431-3369
United

25. Michelle Morrison
59-419 Kawowo Rd.
Haleiwa HI 96712
808-638-7955
Hawaiian

26. Sandi Hollday
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Oakville Ontario L6H 5C5
416-338-1313
Air Canada

27. Barbara Cook
1239 SW 129th
Seattle WA 98166
206-244-5451
Northwest

28. Deborah Slais
1634 Westmeade Drive
Chesterfield MO 63017
314-536-1156
TWA

29. Sally Lynn
12510 S. Green #801
Houston TX 77034
713-481-3452
Southwest

30. Ellen Griffin
1112 Signal Ridge Place
Rockwall TN 75087
214-771-3877
Flying Tigers

31. Marcy Deckelbaum
5225 Pooks Hill Rd, #818
South
Bethesda MD 20814
301-564-0018
United

10
32. Vicki Ramos
2285 Palm Road
West Palm Beach
FL 33406
407-965-6640
Gulf Air

33. Jan Ramos
5010 Clairmont Dr.
Rocklin CA 95667
916-920-9542
Southern Air Transport

34. Kendel Culler
47-722G Ahiymanu Lp
Kaneohe HI 96744
808-239-4304
Hawaiian

10
35. Diane Rangel
46-075 Aliipapa Pl
#1412
Kaneohe HI 96744
808-235-3875
Aloha

36. M. Alicia Sikes
3305 O'Sage Lane
Birmingham AL 35215
205-681-9392
TWA

Associate Members

37. Rebecca Howell
P.O. Box 858
Manor TX 78653
512-272-9002
Chaparrall

38. Veronica Bizinkauskas
424 N. Cary Street
Brockton MA 02402
508-586-0650
Brockway

39. Wally Funk
Box 361 Taso Mesa
El Prado NM 87529
505-758-2999
NTSB-Retired

40. Marie-Claire Pele
15, Rue du Maine
F-92600 Asnieres, France

41. Karen Berhelm
302 NW Knoxville #108

Bend OR 97701
503-389-0783
U.S. Forest Service

42. Virginia Thompson
2701 Firestone Ct.
St. Charles MO 63303
314-949-5819
TWA

Renewed Members

2
Lennie Sorenson
98-1286 Kulawai Street
Alea HI 96701
808-487-1790
Continental

2
Cynthia Burgess
3701 Pocahantas
Mariemont OH 45227
513-561-2466
Delta

Veronica Cervantes
De Garciagodo
4300 Trenton Lane #102
Plymouth MN 55442
612-559-7201
Aeromexico (furlough)

Various Changes

X
Ginger Allison
1681 Kingsbridge Ct
Annapolis MD 21401
301-849-3214

2
Anne Bennett
P.O. Box 291
Leichhardt NSW 2040
Australia

2
Jenny Butler
Rt. 4 Box 269
Mooresville NC 28115
704-528-4365

3
Liane Conway
23210 Henry Ct.
Hayward CA 94541
415-581-5629

3
Susan Arthurs Crawford
30425 Knighton
Farmington Hills MI 48331
313-788-9055

5
Donna Goodwin
P.O. Box 38073
Denver CO 80238
305-517-1707

6
Laura Hahn
11720 Edgewater Dr. #702
Lakewood OH 44107
216-221-4316

6
Claudia Hiltten
8279 W. 90th Place
Westminster CO 80020
303-423-8635

6
Laura Hutchinson
5155 Osuna Ct.
Mira Loma CA 91752
714-685-8489

6
Victoria Kendall
63 Sandy Creek Rd.
Riddells Creek 3431
Victoria Australia
054-285-291

9
Ginger Mitchell
2129 Vista Del Mar
San Mateo CA 94404
415-571-0756

Pam Noeldner
Route 2 Box 367
Denver NC 28037

Johneeta Olsen
1233 Boardwalk
Arlington TX 76011

Carolyn Pasqualino
1111 Edgewood Circle
Rockford IL 61108
815-229-7759

Jutta Plensalmi
Poutuntie 9 B 18
SF - 00400 Helsinki
Finland

Suzanne Skeeters
8205 Garrison Way
Eden Prairie MN
55347

Susan Staples
2304 Balsam E-210
Arlington TX 76006
817-633-3312

Emily Warner
460 S. Marion Parkway
Unit 1206-C
Denver CO 80209

Ruth Zimmerman
1062 S. Zeno Way #304
Aurora CO 80017
303-695-8314

Lisa Krag (associate)
4626 S. Dillon Ct. #D
Aurora CO 80015

Minor Changes to Roster

Nivedita Bhasin
Add "II" after
"Staff Colony"

Susan Knapp
602-899-4494

Gabrielle Musy-Luthi
Schachenstr 3A
CH-8182 Hochfelden
Switzerland

Sylvia Otypka
303-680-8236

Karen Schaefer
612-445-0616

ISA 1989-90 PLANNING CALENDAR

<u>JUNE</u>	<u>JULY</u>	<u>AUGUST</u>
6/10 Newsletter articles due	7/1 Newsletter mailing	8/15 Convention bids due 8/24 Executive Council Mtg.

Newsletter to include: Convention Bids
Annual Mtg. Minutes

<u>SEPTEMBER</u>	<u>OCTOBER</u>	<u>NOVEMBER</u>
9/10 Newsletter articles due	10/1 Newsletter mailing	11/16 Executive Council Mtg.

Newsletter to include: EC Openings & Forms
Preliminary Convention Info
Membership Renewal
Winter Ski-Together Info

<u>DECEMBER</u>	<u>JANUARY (1990)</u>	<u>FEBRUARY</u>
12/1 EC Nominations close 12/10 Newsletter articles due	1/1 Newsletter mailing 1/15 Scholarship bids close 1/23-25 Mid-Winter Ski-Together & EC Meeting	2/1 EC Ballots mailing

Newsletter to include: EC Nominees & Pictures
In-Depth Convention Info
Request for Agenda Items

<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>
3/? Convention Pre- registration mailing 3/10 Newsletter articles due	4/1 Newsletter mailing 4/1 EC Ballots close 4/? EC Meeting	5/8 International -to Meeting

Newsletter to include: Final Convention News

OVERVIEW OF RESEARCH ON WOMEN PILOTS

Reprinted below, in its entirety, is an overview of research sent to ISA by Assistant Professor Gayle J. Vail of Indiana State University's Department of Aerospace Technology. If there is anything about this research that you wish to ask or clarify, you may write to Professor Vail at 211 Winthrop Court, Terre Haute, Indiana 47802.

"FLYING THE SAFER SKIES"

"If there's a woman in the cockpit, you're not just flying, you're flying the safer skies" states Katherine Burkett in an article which appeared in MS magazine June 1986. She reviewed research analyzed by Gayle J. Vail, Minneapolis, Minnesota, which was taken from the files of the National Transportation Safety Board. Vail's analysis centered on pilot-error accidents which is 85% of all accidents in aviation. The years of 1972 through 1985 were also separated by gender and type of pilot certificate on several factors including specific cause, type of flying when the accident occurred, number of total hours and hours in type at the time of the accident, age of the pilot-in-command, severity of injuries, and where the accident occurred (i.e. take-off, landing, inflight etc.).

Since the beginning of aviation, females have been flying planes right along with the males, but our United States culture has not given recognition to the number involved. Isolated names of females occasionally appeared during the past, but not until 1945 was there a governmental agency tally to identify a 58 to 1 male to female ratio. The next governmental count appeared in 1959 with a 36 to 1 ratio. At the beginning of the decade of the 1970's the ratio had reduced to 24 to 1 and by 1985 it was 15 to 1.

During the decade of the 1970's, the amount of females obtaining pilot certificates increased in every category; students up 32.5%, Privates up 46.4% Commercial up 86.8%, and 478.2% increase in Airline Transport certificates; whereas males decreased by 4.3% in Student and 15.2% in Commercial, while increasing 0.3% in Privates and 85.4% for Airline Transport Pilots.

During the first half of the 1980's both females and males decreased in number of Students, Private and Commercial certificates, but females increased 58.08% in the Airline Transport Pilot certificate as did males which rose 12.62%.

The ratio of the number of pilot-error accidents by population for females during the 1970's was significantly less totaling .23% compared to .52% male accidents. Whereas, during the first half of the 1980's the figures which are still significant, but narrowing the gap, show females with .25% compared to .48% for males.

Women had proportionally fewer accidents than men in each category of certificate. When women did have accidents, there were fewer injuries; male pilots were twice as likely to cause the death of themselves or a passenger in the 1970's but by the 1980's the chance decreased to slightly less than half.

During the 1970's male pilots were 13 times more likely to have an accident with no license in their possession. But during the 1980's this likelihood diminished to equality between the genders.

The significant cause of males higher pilot-error accident rate is seen when the factor was separated by motor skill errors vs judgment-decision errors. During the 1970's female and male pilots had approximately equal occurrence of motor skill errors. But when judgment-decision errors were looked at, males had three times more than that of females.

Also, when looking closer at the specific items of cause, females erred more in landing - motor skill errors, whereas males erred in inflight operations. Inadequate Preflight Preparation and/or Planning was one-third of the total judgment-decision errors for males while only one-seventh of the total for females. Speculation of these differences in causes of pilot-error accidents are based upon the early socialization of the individuals within our United States culture. But will be noted during the 1980's research results show that there is a narrowing of the differential between the genders.

When age is compared by gender in the 1970's, the highest ratio of Pilot-error accidents-three times higher, are males 60 years and older, but during the first half of the 1980's the most difference are males having three times greater occurrence between the ages of 45 and 59.

Total time and Time in type at the time of the accident are comparatively equal by gender when the hours are from 0 to 99. But as the hours increase so also does the differences, males having 6 times the Pilot-error accident ratio with increased hours in the 1970's decreasing to 4 times greater in the 1980's.

Phase of Operation at the time of the accident was observed during the 1970's, males had nearly 5 times the amount of pilot-error accidents during Inflight and just over 2 times in the 1980's than females. Whereas, during the 1980's males were now about 3 times more likely to have an accidents during the take-off phase.

The type of flying the pilot-in-command was doing at the time of the accident did not change between the 1970's and the 1980's greatly. Both males and females were approximately equal in the amount of instructional pilot-error accidents, but in both commercial and non-commercial operations males were 3 to 4 times more likely to have pilot-error accidents.

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Vicki Karnes
ISA Membership Chairman
P.O. Box 612294
Dallas TX 75261
817-430-4104

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c. ISA logo Tie Tac (14kt Gold-1/2" diameter)		_____	@ \$30.00 = \$_____	
d. ISA decals (blue on white, 3 per package)		_____	@ \$2.50 = \$_____	
e. ISA logo notecards (silver on gray, 15 cards & envelopes)		_____	@ \$3.50 = \$_____	

TOTAL ENCLOSED = \$_____

Please make check (in U.S. funds) payable to ISA+21 and mail to:

ISA+21
 c/o Sue Nielsen
 P.O. Box 2035
 El Granada, CA 94018
 USA

There is a great need within our society for this type of research to be accomplished. The government, at this time, is not providing adequate data on this specific difference. It would be to the benefit of safety in the skies to see that further analysis and documentation be given attention. The plan is now that data from 1965 (National Transportation Safety Boards becomes a government agency) to 1971, and 1986 and beyond be looked at to increase the amount of observations to further identify the existing differential. This is so stated that we may increase the knowledge of safety, through research and possible alter training programs to meet the need.

NEW ADDITION TO THE ISA LIBRARY

Just in to the ISA library is 5 1/2 hours of B767 system review video tapes! Many thanks to our ISA member Carolyn Fath, who donated these tapes for our use.

The ISA library is still looking for B757 and DC8 system review video tapes. If you have any of these at your disposal, we would like to make copies to be kept in the ISA library for our members' use. (Originals will be returned to you).

If you are interested in donating or lending material from the ISA library write to:

Lori Griffith
221 Riverview Terrace
Lake Wylie, SC 29710

