

ISA + 21

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

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1/1/90
JAN 90

FROM THE EDITOR

On behalf of ISA+21: Welcome to the "'90's"! I'm looking forward to seeing many of you at the ISA ski get-together later this month at Whistler, B.C., and many more of you at the 13th annual ISA+21 convention in May: details follow.

A note of appreciation is due to **Pam Noeldner** for kindly hosting the last executive council meeting in November in Denver NC and to **Maggie Rose** for hosting a great party afterward in Charlotte. Much thanks as well to all of you who have taken the time to contribute to this issue of the ISA newsletter - keep up the good work!

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

Susan Knapp
Family
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Chandler AZ 85225-5798
602-899-4494

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415-728-3111

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Finance
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Lakewood OH 44107
216-221-4316

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

Pam Noeldner
Historian/Statistics
Route 2 Box 367
Denver NC 28037
704-483-6281

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

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

Susan Staples
Education/Scholarship
1209 Calico #2420
Arlington TX 76011
817-275-1330

1990 ISA MEMBERSHIP RENEWALS

DON'T FORGET to send in your membership renewal form and \$35 U.S. **ASAP!** Although the deadline for renewals was December 31/89, if you're quick you may still make it in to the membership roster for this year. Your renewed membership is essential if you wish to vote on upcoming ballots and elections and to attend 1990 ISA events. We have enclosed another copy of the membership renewal form for your convenience. Please fill out and send to **Laura Hahn** NOW if you haven't done so already.

LAST MINUTE WHISTLER SKI-TOGETHER INFORMATION

The ski-house will be available from 1700 Monday January 22 through to Friday the 26th. Trip organizer is **Kathy Zokol**: call her ASAP at 604-946-3123 if you plan on attending.

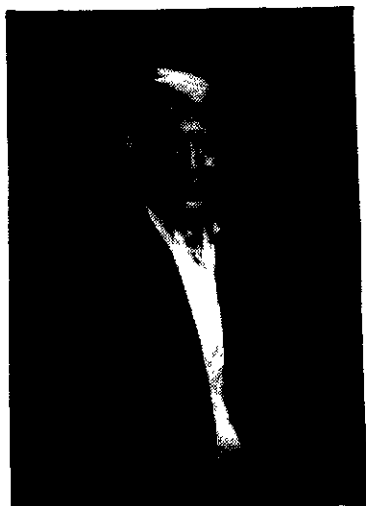
Perimeter Transportation (604-266-5386) offers bus service from the Vancouver Airport to Whistler at 1300, 1700, 2200 daily and back from Whistler at 0800, 1100, 1730. (When making your return travel plans allow four hours from the Whistler departure time to your flight time). Reservations are recommended. **Maverick Coach Lines** (604-255-1171) provides bus service between downtown Vancouver and Whistler for \$22 return and offers 10 departures each way per day. **BC Railway** (604-984-5246) offers daily train transport between North Vancouver and Whistler departing North Vancouver at 0700, arriving Whistler at 0934; departing Whistler at 1800, arriving North Vancouver at 2030.

Our Whistler ski-house phone number: 932-5431; the address is 2038 Garibaldi Way (in "Nordic Estates"). If you're driving up, start looking for the "Nordic Estates" sign on the right hand side of the road about 1/4 mile past the Petro Canada gas station at the Whistler Gondola area (about two miles before - south of - Whistler village).

*key in the woodshed - on doorframe
2x4*

1990 CONVENTION UPDATE

by Carol Cansdale



Set your sights on **Washington D.C.** for ISA's 13th annual meeting on **May 8, 9 and 10, 1990**. Your convention committee has selected the Marriot-Crystal City hotel, just outside the Washington D.C. city limits in Crystal City, Virginia. You're going to love the hotel, especially the location and all its amenities.

The Metro subway system is right underneath the Marriot and the hotel also connects via a short passageway to the Underground. Down here you'll find numerous restaurants and eating facilities, a movie theater, shops, beauty salon and barber, bank and post office, among other things. All of this is just short steps away from your hotel room. For those unfamiliar with the Metro, it is the local subway that offers easy access to all of Washington, D.C. and all of its famous sights - most one-way trips are just 85 cents per person. Trains run approximately every ten minutes to virtually every area in the city. (My personal favourite is the new Nordstrom store just two stops away at the Pentagon city stop!).

Also in the hotel is a health club with workout room, exercise equipment and lap swimming pool. Tennis and racquetball courts are in the area. The Marriot offers a complimentary

shuttle service to and from nearby Washington's National Airport. Transportation to the two other airports, Baltimore and Washington's Dulles is also available, but at a small charge.

The Marriot is giving us a convention rate of \$144 plus 9.5% tax per room, each room having two double beds. This is a flat rate - any reasonable number of people may share a room at no extra charge. If you desire, roll-away beds are available at \$10 each. Children stay free of charge. Considering the time of year (this is the highest of the tourist season and room rates and occupancies are very high), we were very lucky to secure this particular hotel at this rate for our meeting. 60 rooms have been reserved and **detailed registration information will be mailed in March.**

Here is a tentative agenda:

Tuesday
1200-1800 Arrival and Registration
1900-2100 Semi-Formal Cocktail Party

Wednesday
0900-1130 Business Meeting
1145-1330 Lunch and Photos
1400-1700 Tours
Dinner on your own

Thursday
0900-1200 Tours
Check out

Please remember that this schedule is tentative, because of the early date. We are working on several tours, one of which is the Air and Space Museum. However, this tour is limited to 45 people at a time, so other options are being explored. Do you have a particular tour request? Drop me a note ASAP, and we may be able to include it. Also - does anyone have special connections with one of the foreign embassies? We are toying with the idea of setting up a dinner at one, but don't know where to start. Drop me a note if you can help.

At this point, it appears that the convention registration cost will be approximately \$55. This will include the cocktail party, luncheon, refreshments at the business meeting and hospitality suite, and tour expenses. We are attempting to keep all costs as low as possible, keeping in mind that many of you are on B-scale.

That about wraps it up for our preliminary convention plans. If you have any questions or suggestions, please feel free to drop me a note: **Carol Cansdale**, Convention Chairman, 1520 61st Street West, Minneapolis MN 55419. Tel: 612-866-9814. I hope to see all of you in 1990 at Washington, D.C.!

ISA EXECUTIVE COUNCIL ELECTIONS FOR 1990-91 TERM

Four of the nine ISA EC members will be finishing their term of office as of the May 1990 convention: **Susan Knapp** (family), **Nancy Law** (constitution), **Sandra Lloyd** (newsletter), and **Susan Staples** (education and scholarship). Ballots will be sent out to each of you in the next month or so in order to allow you to choose ISA's new EC members for 1990-91.

Following is a summary of candidates' applications to run for these positions, to help you make an informed choice in the upcoming elections...

Angela Allen



Angela Allen is an F/O on the DC10 with Federal Express, where she has flown for 6 years. She has been an ISA member for 5 1/2 years and prior to Fed Ex flew for Atlantic Southeast Airlines and was a flying instructor. Her first career was as a professional musician! Angela writes: "As an EC member I would like to expand the career counselling information bank and scholarship opportunities as well as increase our membership. These objectives, when realized, would increase ISA's prominence in the aviation community". Her committee interests are scholarship and membership.

Cammy Condon

Cammy Condon is a 737-200 F/O with USAir in Charlotte NC, living in Dayton, Ohio. She has a both a BSc in Communications and an Associate degree in Aviation Technology from Ohio State. Prior to being hired by Piedmont, Cammy flew for Comair as a commuter pilot and later flew as a corporate pilot. Cammy writes "The last executive council meeting was held November 21st and I was lucky enough to be there. It was an interesting experience and made me realize that I would like to be able to help out ISA and serve on the council myself. I've been a member of ISA since 1986...and was an interviewer for the first scholarship in 1988...I've enjoyed everything I've done with ISA and would like to have the opportunity to give a little extra back to an organization of which I'm proud to be a member...For the past few years I've been running the business end of my husband's airshows. While flying corporate I participated in many talks around the community to promote women in aviation. Since joining the airline I've been less busy and would like to use that time to help ISA as it continues to grow in the coming years."

Susan Maule



Susan Maule is an F/O with USAir and lives in Ellicott City, MD. She has been with her airline for 3 1/2 years and an ISA member for 1 1/2 years. Previous flying included Wings West, Golden State Flying Club, Lancer Aviation and Piedmont Airlines. Susan writes: "I would like to work toward an increase in membership and to make ISA+21 a more visible and known organization. I would also like to see an increase in the number of scholarships given each year." Susan indicates an interest in the historian, constitution, scholarship and family committees.

Florence Sanders



Florence Sanders is currently a DC10 F/O in her seventh year with Federal Express. She resides in Cordova TN and has been an ISA member for 6 years (she's the one who always wears the crazy sunglasses!). Florence has flown for Flying Tigers and Comair as well as Fed Ex and writes "I've been around for

awhile. I've helped organize the Federal Express-sponsored convention in 1987 in Memphis. I've also been the one to obtain the airline passes for the conventions and door prizes. I find that I'm fairly creative and think I can come up with some good ideas". Areas of interest to Florence include entertainment and the newsletter.

Maria Rich



Maria Rich is a 2 1/2 year F/O on the 737-300/400 with U.S.Air and lives in St. Louis MO. Also an ISA member for 2 1/2 years, her previous aviation employers included Tenneco, Comair, Anchor Hocking and Aero Taxi. Maria says "ISA is a wonderful organization through which we are able to meet and form friendships with women who share a common interest and profession. Through the Charter members and the subsequent council members, the association has gained many new members. There is much work to be done by the executive council. My main thought for improvement is to find a way to contact more of the newly-hired women pilots. I have spoken to several women who have not heard about ISA. I would welcome the opportunity to contribute my time to the expected growth and to help promote the continued excellence of our organization". Maria's committee interests include membership, history and scholarship.

COMMITTEE REPORTS

CONSTITUTION

by Nancy Law

In February you will be receiving a most important ballot from the Executive Council. It contains proposed alterations to the Constitution and Bylaws by which ISA is governed.

At the present time, it takes a two-thirds membership vote to change the constitution. When ISA was smaller this was not a problem. However, our numbers have grown to the point where it is almost impossible to obtain a response from two-thirds of our members on any one issue. In order to maintain enough flexibility to govern ISA as it grows, we need to be able to effect a change in the constitution with a reasonable amount of effort and expense. Consequently, it will be to our benefit to allow changes to be made by an affirmation of two-thirds of the voting members. Therefore there will be a proposal to this effect in the ballot you will receive. Two other proposed amendments were discussed in the August newsletter. They deal with deleting the category "Associate Member" and including such members under the heading of "Honorary Member".

Until we can streamline the constitution, we need *EACH* of you to RETURN YOUR BALLOT. A return envelope addressed to me will be included with the ballot, so please return it quickly!! Thanks for your help. I hope all of you had a wonderful holiday season.

FINANCIAL REPORT

by Laura Hahn



After an initial flood of membership renewals, things have slowed to a steady trickle with occasional gusts. To date, we have 100 renewals and 34 new members. (Ed. note: see the membership renewal form enclosed in the centre of the newsletter - please send in your renewal ASAP!) Our current checking account balance is \$4149.77. I have also opened a savings account for scholarship funds which currently has \$645.40 in it (figures are current as of December 12/89).

Based on past expenditures and current reports from committee members, I have prepared a proposed budget for 1990:

Income

Convention	\$6875
Dues	10500
- 10% (scholarship)	-1050

Total **\$16325**

Expenses

Postage	\$2000
Printing	2200
Supplies	500
Word/Photo	
Processing	284
Phone	300
Convention	6370

Total **\$14674**

Income less Expenses = \$1651 remaining. This budget includes all forecast newsletter and convention expenses as well as those incurred in the management of ISA. Convention figures are based on 120 attending and dues are based on a membership of 300 people.

A note to our non-U.S. members: Please send your dues in U.S. funds and in the form of a foreign draft or money order drawn on a U.S. bank. I cannot deposit them otherwise. (Most of the renewals I've received have been fine). Thanks!!!

For those who had to wait for me to reimburse expenses, I apologize. There were some complications in transferring the

funds from the old account to the new. I also underestimated the upheaval caused by my changing jobs and training. This is all past now, and expense reports will be paid when received. Thanks for your patience!

I'm enjoying my new job - or jobs - with ISA and with United. Thanks to all of you who have written me notes of encouragement along with your renewals. See you in the New Year!

CORRESPONDENCE

by Sue Nielsen



Business has been steady here on the correspondence front. The committee has received requests for information from 11 aspiring women pilots in the last quarter. Each request is handled on an individual basis depending on how involved in aviation the woman already is. One of the tools we have been able to provide for these women is a booklet called "So You Want to be an Airline Pilot" written by one of ISA's charter members and past ISA president Jean Harper.

ISA was, unfortunately, running low on copies of this booklet. Due to budget restraints it would have been difficult for us to continue providing this source of information without outside help. In stepped Future Aviation Professionals of America (FAPA) to the rescue. Debbie Fallor of FAPA has supplied us with 50 copies of the new version of "So You Want to be an Airline Pilot".

(Jean, you wouldn't recognize it!). Our sincere gratitude goes out to FAPA and Ms. Faller.

We have heard from an English firm that publishes an international biographical reference book. They are the International Biographical Centre and they are about to publish the second edition of "International Who's Who of Professional and Business Women". In Ms. **Susan Gilbert's** words "We are keen to include prominent Women Airline Pilots in the directory."

Send for details to:

International Biographical Centre,
Cambridge,
CB2 3QP, England. Attention:
Ms. Susan Gilbert.

Ms. Gilbert also included one questionnaire and an informative brochure. If you would rather review the information before contacting them, let me know and I can send that information to you personally.

Finally, we have received a request for information from the Governor-General's office of the Commonwealth of Australia. Ms. **Gaby Kennard**, the first Australian woman to fly solo around the world, has been nominated to be recognized by an award of the Order of Australia. They wish more information about Ms. Kennard in order to make their decision. I am personally unable to respond because I am not familiar with Ms. Kennard, but I am sure that some of our ISA members are.

Please send your letters to:

Miss Robin Rawson
Director
Honours Secretariat
Government House
Canberra ACT 2600
Tel: (062) 833533
Fax (062) 813760

FAMILY by **Susan Knapp**



The Family Committee is hoping all the best for its members recovering from last quarter's natural disasters. If any member has any good stories about holding over OAK/SJC/SFO during the earthquake, we'd all love to hear. I hope that our SFO-based members are getting their lives back to normal.

Meanwhile, our east coast members, especially those based in Charlotte, have many tales to tell about Hurricane Hugo. **Nancy Law** got married that weekend and found there was no electricity available for her reception and the caterers didn't show up! Congrats just the same, Nancy!

Suzanne Skeeters and **Gregory Novotny** were wed September 10 in San Luis Obispo CA. **Debra Opperman** (now Knepper) married **James Knepper** on October 7. Also recently married is **Kim Strickland-Sargent**. Congratulations to all of you! Upcoming weddings include **Margaret Brewer** (spring '90) and **Ann Hogan** (in March).

Wiley and Connie Grant announce the newest little aviator to join them: **Jeffrey Ritchie Grant**, born October 24. Congrats, Connie!

Watching TV? Look for **Carol Cansdale** "starring" in a TV advertisement for Northwest Airlines in the cockpit of several different airplanes. **Sandra Lloyd** is briefly shown in uniform for Canadian Airlines on

Canadian TV stations.

The Family Committee wishes **Emily Warner** a very special birthday!

Hope that everyone is now in that post-holiday recovery mode. Now is a good time to lose that extra 10 pounds we all put on between Thanksgiving and Christmas.

Condolences to all of our Braniff friends who have been furloughed. Please stay in touch with us and let us know what's new in your life! With our volatile industry as it is, we all should appreciate each day we go to work and bring home a paycheck.

Our sincere condolences also go to **Susan Crawford**. Susan had a seizure in her sleep and although she is fine now, she has been told her medical will be suspended for at least 15 years. Not one to look back, her future plans include enjoying her new home and family and starting up a home-reno business! Good luck, Sue! We'll look forward to seeing you at Whistler.

Susan now has her Cessna 120 for sale: call 313-788-9055 if you are interested in it.

HISTORIAN/STATISTICIAN by **Pam Noeldner**



Hello! The response to our database survey has been tremendous! I have received over 85 replies to date, and every day I continue to get more

in the mail.

Some examples of our members' firsts:

Jill Develin
first female pilot for British Airways...

Deborah Lawrie
first female Australian woman pilot...

Emily Warner
first female U.S. airline pilot...

Rosella Bjornson
first female Canadian woman pilot...

Florenza de Bernardi
first female Italian glacier pilot...

Maria Haddad
first female pilot for Air Jamaica.

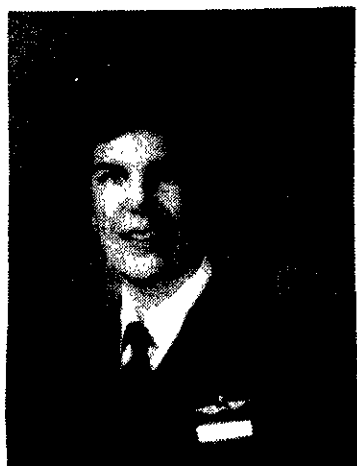
"Women Airline Pilot Firsts" will be compiled and printed in January and will be available to members at the convention in Washington D.C.

If you have a first that you want documented, SEND IT IN!

I want to thank **Lori Griffith** for her continued work on keeping the Master Seniority List up to date. Also, our thanks to all of you who have sent in corrections to the Master Seniority List that was sent with the last newsletter.

Happy Trails!

MEMBERSHIP
by Vicki Karnes



Welcome to our new members! We are pleased to introduce to you 11 new ISA members. This brings our total membership to 357 in 16 countries.

Airborne Express is our newest airline to be represented. A special welcome to **Janeen and Dana!**

Janeen Adrion
80 Aviation Drive
Winter Haven FL 33881
Airborne Express

Trina Jarish Dora
1038 Santiago Drive
Newport Beach CA 92660
United

Dana Fuls
7261A Chateaux Drive
Dayton OH 45459
Airborne Express

Dara Green
7900 Lanain Drive
Pensacola FL 32514
USAir

Diana Howard
6148 Willow Creek Drive #1A
Rosemont IL 60018
Delta

Jane McAffery
8411 Habersham Pointe Circle #207
Charlotte NC 28226
USAir

Anne Mitchell
3072H Spring Hill Road
Smyrna GA 30080
United

Sandra Owen
21706 Ruth Street
Farmington Hills MI 48024
Northwest

Lainey Richardson
90 Fairview Plaza
Los Gatos CA 95030
United

Kimberley See
7721 Skylake Drive
Ft. Worth TX 76179
Delta

Ellen Wright
260 Harding Place
Nashville TN 37205
Northwest

ROSTER UPDATE - Address Changes:

Denise Blankinship
2935 Spring Valley
Charlotte NC 28210
704-556-7344

Randy Blume
10 Rogers Street Apt.401
Cambridge MA 02142
617-494-9268

Tweet Coleman
1717 Mott Smith Drive #3305
Honolulu HI 96822
808-599-5683

Jacqueline Gerber
Rt1 Box 748
Osage Beach MO 65065
314-348-1049

Lou Anne Gibson
Box 361 Taos Mesa
El Prado NM 87529
505-758-2999

Gail Tworek Grelshaber
3481 Touriga Drive
Pleasanton CA 94566
415-426-8328

Sydney Hale
P.O. Box 1891
Cotuit MA 02635
508-420-5671

Lori Killough
867 Long Hunter Court
Nashville TN 37217
615-360-6425

Debra McCaw
30009 Troutdale Ridge Road
Evergreen CO 80439

Maria Rich
7120 Forsyth Blvd.
St. Louis MO 63105

Debbie Ross
2339 Donohue Place
El Dorado Hills CA 95630
916-933-1946

Ann Singer
25D Queen Elizabeth Court
Chester MD 21619
301-643-4524

Susan Staples
1209 Calico #2420
Arlington TX 76011
817-275-1330

Kim Strickland-Sargent
875 W. Cornelia #3
Chicago IL 60657
312-528-6130

Kathy Sullivan
1826 Beacon Ridge Road #202
Charlotte NC 28210
704-553-8522

Valerie Thal-Stocum
3165 Pecan Lake Drive #307
Memphis TN 38115
901-795-1278

Sandy Wilson
3359 W. Hayward Place
Denver CO 80211
303-458-8168.

Since I recently had seven Tulsa layovers, I decided to call the local 99s Chapter. My offer to talk about ISA and the world of airline flying was taken up by the 99s at the Spartan College of Aeronautics!

Other ISA members networking recently include **Lucy Young**, who spoke in September at the Women Military Aviators Conference in Washington, D.C.; from Europe, **Camilla Somar** recently wrote asking for 50 ISA brochures and applications for a gathering of European women pilots this winter.

Electronic Mailbox - is it for you? I realize that not all of our members have an interest in personal computers and most certainly, all of our members are not ALPA members, but I want to mention the ALPA Computer Access Network. It's free and it's another way that many of us can talk to each other, directly from our homes, computer to computer.

NEWSLETTER by Sandra Lloyd



As (I hope) you have noticed, your newsletter took a lot less time to get to you this time around. We have started to mail all newsletters first class rather than relying on the unacceptably slow bulk mail or lower class postage schemes.

Please note that the *next newsletter* has been moved ahead from the traditional April 1 to **March 15, 1990**. The main reason for this is the need to get updated convention information to you at that time.

Thanks again to the many of you who have made the effort to send in contributions for the newsletter. Request: pictures! If you have any interesting flying pictures, good aviation cartoons, or pictures from ISA events that would be enjoyed by your fellow members, please send them in for inclusion in the newsletter.

As always, don't forget to keep us posted on your personal and professional news, too, so we can share it with your ISA friends.

EDUCATION AND SCHOLARSHIP by Susan Staples

1990 is here! The scholarship committee is pleased to present cash awards this year to more deserving individuals. Enclosed in this newsletter is the new application form. Each one of us

should find an individual in financial need that would be interested in participating.

Also included in this newsletter is a short biography and picture of each of our 1989 scholarship participants. As you can see, last year we had enough money to make an award to three deserving individuals.

This year we have made a few more refinements in the scholarship committee. The committee needs volunteers to head and participate on the following sub-committees:

- 1) Communications - this committee will distribute information about the scholarship to requests by mail. They will also keep a record of participants and send and receive applications. (We need a complete file).
- 2) Selection - this committee will meet once a year and decide the lucky winners. They will also notify the winners and those not selected.
- 3) Financial - this committee will be in charge of fund-raising and oversee distribution of the scholarships - coordinate with financial chair.
- 4) Evaluation - this group will meet during the summer to refine the program. This is who the membership would contact to change the program and to give your ideas and constructive criticism.
- 5) Counselling - this committee would be available by phone and mail to our applicants in preparing their applications and asking questions. Their addresses and phone numbers would be made available to the women.
- 6) Interviewing - will organize volunteers to meet every candidate in March-April, ask the questions and evaluate the applicant. Each interviewer will also write her own report to the selection committee.
- 7) Marketing - these ladies will "beat the business" and find areas for us to publicize our scholarship, for example advertising at local airports, aviation pubs, etc.

Remember - you can be on more than one committee, but each committee will be busy - so volunteer!!

CALENDAR OF 1990 SCHOLARSHIP EVENTS:

January 1 - applications mailed out in newsletter

March 31 - completed applications due

As applications are received, through to April 15 - interviews

April 15 - Selection Committee meets

May 10 - winners announced

Summer and Fall - subcommittees meet and discuss improvements to the program.

Last year the participation from members was wonderful. Several of you wrote with interview questions, which are reprinted below. We will be using these questions again this year. Also reprinted below are a list of "Pilot Qualities" developed by the scholarship committee. Each candidate is evaluated by her interviewer on each of these qualities on a scale from 1 to 10. The interviewing teams really enjoyed using this method, and it helped us to organize and expedite the selection process.

Those applicants who were not selected last year will be mailed a new application for this year.

Please volunteer for the sub-committee of your choice. By volunteering, you can make a difference in another woman's career. I look forward to hearing from everyone and to working hard on ISA's scholarship this spring.

INTERVIEW QUESTIONS

1. Would you ever knowingly violate an FAR? Give an example.
2. If you are not hired by an airline, what do you envision yourself doing five years from

- now? Would you consider a non-aviation related job?
3. How would you plan on getting a job with a major airline? What is your game plan? When are you planning to be ready for your first interview?
 4. What are your best qualities? and your worst?
 5. How would you contribute to or inhibit a crew environment?
 6. What types of jobs are you currently doing to build your time?
 7. What got you interested in flying?
 8. Did someone special influence you?
 9. Where do you see yourself five years from now in this industry?
 10. What qualities do you think an airline pilot should have?
 11. As a junior member of a flight crew, what would you do if you knew that one of the crew members was under the influence of alcohol or drugs?
 12. If you were on a trip, and the Captain wanted to fly the airplane at night with an inoperative nav light, what would you do?
 13. What has been the most critical emergency situation you have encountered? How did you handle it?
 14. Why did you choose aviation? What do you hope to obtain from your career? If you are the winner what do you hope to obtain from your career? If you are the winner what do you hope to use the training for?
 15. How do you intend to balance flexibility and tolerance with competence, professionalism, dealing with prejudice and safety?
 16. How do you plan to balance family with career?
 17. What sets you apart from other applicants for this scholarship?
 18. What do you perceive as the most important aspect of professionalism in an aviation career?
 19. If you were to interview someone for this scholarship, what qualities would you look for?
 20. Have you any thoughts on how women are perceived in the airline profession? As an airline

pilot, what would you do to encourage women's careers?

PILOT QUALITIES

1. Flexibility
2. Ambassador for other women
3. Self-assurance
4. The ability to work with many different "characters" in a diplomatic way
5. Professional attitude
6. Perseverance - a commitment to achieving her goals
7. Tenacity
8. Keen sense of responsibility
9. Technical competence
10. Honesty
11. Communication skills
12. Situational awareness
13. Focus and direction
14. Determination
15. Focused on career goal - not just a whim.

LIST OF SCHOLARSHIP VOLUNTEERS (more are needed and welcomed!)

Lori Adams
Angela Allen
Marina Bennett
Sharon Finch
Joanie Golden
Deborah Kaeder-Carpenter
Ester Krauth
Carol Lasher
Lynn Rippelmeyer
Susan Knapp
Karen Koenig
Betsy Landon
Terry Rinehart
Debbie Walngrow
Charlene Sammi-Singleton
Mary Bardon
Elizabeth Logan
Ginger Mitchell
Pam Noeldner
Lisa Revou
Catherine Shanahan
Suzanne Skeeters
Nancy St. Yves
Deborah Utz
Sandy Willson
Pati Marsh
Cammy Condon
Maria Rich
Margaret Brewer

Thank-you, ladies! Please let me know what sub-committee you would like to be on by February 15, 1990.

ISA INTERNATIONAL CAREER SCHOLARSHIP APPLICATION FORM

NAME _____ DATE _____

ADDRESS _____

PHONE _____ BIRTHDATE _____ HEIGHT _____ WEIGHT _____

SEX _____ MARITAL STATUS _____ CITIZENSHIP _____

FLIGHT HISTORY

Pilot Licence Number _____ Date Issued _____
 Date Last Medical _____ Class _____ Limitations _____

FLIGHT CERTIFICATES

Private _____ Date Obtained _____
 Commercial _____ Date Obtained _____
 Instrument _____ Date Obtained _____
 Instructor _____ Date Obtained _____

RATINGS AND DATES

ASEL _____ ASES _____ AMEL _____ AMES _____
 GLIDER _____ HELICOPTER _____ OTHER _____

FLIGHT HOURS

	Last 6 months	PIC	SIC	DUAL	INSTRUCTOR	TOTAL
SE Piston	_____	_____	_____	_____	_____	_____
ME Piston	_____	_____	_____	_____	_____	_____
Turboprop	_____	_____	_____	_____	_____	_____
Jet	_____	_____	_____	_____	_____	_____
TOTALS	_____	_____	_____	_____	_____	_____

INSTRUMENT: Actual _____ Simulator _____ Total _____

Accidents or Violations _____



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

Dear Applicant,

Thank you for your interest in the 1990 ISA International Career Scholarship/Fiorenza de Bernardi Merit Awards! This is our third proud year to offer such unique awards. The women of ISA+21 share a common professional bond in wanting to encourage young women around the world to pursue their careers as airline pilots.

Each year talent is lost to our industry due to the expense of the training required to become qualified and competitive in today's job market. Our awards provide a way we can contribute at a crucial point in a pilot's career.

ISA provides two distinct awards. The Airline Pilot Certificate is the highest achievement a pilot can earn. It demonstrates proficiency and dedication. The Flight Engineer written is required by many carriers still operating three-crew aircraft for their entry-level positions. By offering two awards, ISA can support the inclusion of qualified women in the job market for airline pilots.

Selection is based upon the information received from each applicant as well as on a personal interview. The interview is followed up by suggestions to each applicant on how to achieve her goals.

Prerequisites for Applicants:

1. U.S. women need a minimum of 750 flight hours.
2. International women need to list total time and next certificate that will benefit her employment. *Please include your country's airline hiring policies.*
3. Commercial pilot's certificate or international equivalent.
4. Current first class medical or international equivalent.
5. Financial need for the award.

Criteria for Selection:

1. Financial need.
2. Demonstrated dedication to career goal as an airline pilot.
3. Previous work experience and history.
4. Personal recommendations.
5. Personal interview.

Applications must include:

1. Application form - fully completed, use additional sheets as needed.
2. Recent head and shoulder photograph.
3. Copies of certificates and medical.
4. Last three pages of log book entries.
5. Three letters of reference - at least two aviation-related.
6. Copy of 1989 Tax return or country equivalent.
7. Financial need statement written by applicant (why you need this award).
8. Letter from applicant describing
 - a. brief aviation history
 - b. aviation goals
 - c. description of financial need, including how your flying is being paid for
 - d. any other items about yourself that you feel would be helpful in judging your application
 - e. training entitlement statement - what flight training you want assistance in obtaining, where you would train, and approximate cost. Include hourly rate of instructor and aircraft or simulator
 - f. resume is desired.
9. Place each document in plastic cover and bind in a paper portfolio.

* Each successful applicant must notify ISA of the commencement date of their training one month ahead of time.

* After ISA-financed training is completed, successful applicants should send ISA a copy of their ATP certificate or other documentation of training completion.

Return application packet to:

Susan Staples
1209 Calico Lane #2420
Arlington TX 76011 U.S.A.
(817) 275-1330

Deadline is March 31, 1990.

We look forward to receiving your application, meeting you, and building a long professional association.

Sincerely,

Susan Staples, Chairperson,
and the ISA Scholarship Committee

EMPLOYMENT HISTORY - (use additional paper if needed)

Dates	Employer and Address	Title and Duties	Reason for Leaving
-------	----------------------	------------------	--------------------

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Account for periods of Unemployment _____

EDUCATION AND TRAINING

	Name and Address	Dates Attended	Degree/Course
High School	_____	_____	_____
College	_____	_____	_____
Other School	_____	_____	_____
Flight Training	_____	_____	_____
Scholarships, Awards or Honors	_____	_____	_____

FINANCIAL

Please enclose a copy of tax returns for the previous two years or financial income statement.

How have you financed your flight training to date? _____

What financial assistance have you received? (awards, relatives, etc.) _____

ISA 1990 MEMBERSHIP RENEWAL FORM

Enclosed: ☐ U.S.\$35 Active Member ☐ U.S.\$10 Inactive and Associate Member

Send to: **Laura Hahn, Finance Committee**
11720 Edgewater Drive #702
Lakewood, OH 44107

U.S. funds only, please.

New address? New phone? New husband? New baby? New up-grade? New airline? Circle any of these that apply.

Name _____ Husband _____
Address _____

Phone _____ Children _____
Airline _____ Position _____ Equipment _____
Other News _____

For Our Stats:

If married, is your husband an airline pilot? ☐ yes ☐ no. If yes, for which airline? _____

If you have ever been employed in the airline industry in a capacity other than pilot, please describe _____

Computer Survey:

Do you own or have access to a personal computer? ☐ yes ☐ no.

If yes, what type? ☐ IBM compatible ☐ Mac/Apple ☐ Other (______). If not a current computer user, are you interested in learning about computers? ☐ yes ☐ no. Areas of interest: ☐ buying a computer ☐ programs ☐ hardware ☐ other (______).

Comments: _____

----- CUT HERE -----

ISA + 21 ORDER FORM

NAME _____ DATE _____
ADDRESS _____
CITY/STATE/COUNTRY _____ ZIP _____

Please send me POSTPAID the following ISA logo items:

	size	quantity	price	total
a. Ladies' French Cut T-Shirt (sky blue with navy ISA logo...small and med only) They fit very small.	_____	_____	@ \$6.00 =	\$ _____
b. Men's Golf Shirt (white with HALP logo...small) They also fit small.	small _____	_____	@ \$7.00 =	\$ _____
c. ISA decals (blue on white, 3 per package)	_____	_____	@ \$2.50 =	\$ _____
d. ISA logo notecards (silver on gray, 15 cards and envelopes)	_____	_____	@ \$3.50 =	\$ _____

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**

CAPTAINS CAPTAINS CAPTAINS CAPTAINS CAPTAINS CAPTAINS CAPTAINS

1989 has been another boom year in the aviation industry. People are moving up that seniority list faster than ever and what was once a relatively junior four year second officer is now a shiny faced new CAPTAIN. Its great!!! Isn't it!!! Well, isn't it!!! YOU BETCHA.

Well?

Then why aren't you shiny faced new CAPTAINS letting us know who you are? It must be a failing on our part here, because we all know that CAPTAINS never forget anything and (heaven help me) they're NEVER wrong. Just momentarily misunderstood by the uninitiated! So... to make amends for our error, here is an easy to fill out form with all the information we need to properly represent you in the ISA CAPTAINS CLUB and to properly honor (and identify) you with an ISA CAPTAINS CLUB plaque to be presented at the Annual Meeting. Let us know, we want to be proud of you too.

_____cut here_____

NAME_____AIRLINE_____

DATE OF FIRST SIGNED RELEASE_____AIRCRAFT_____
(after IOE/SAFETY TIME/OK TO SOLO or whatever
your company may call it)

Send to: Sue Nielsen, P.O. Box 2035, El Granada, CA 94018, USA

1989 ISA SCHOLARSHIP WINNERS



**MARY TRUSLER
WINNER
ISA SCHOLARSHIP AWARD OF
\$1200**

Mary has used her ISA funds and is currently hard at work interviewing! The following are excerpts from her application for the scholarship:

"My first airplane ride/lesson was at the age of 14, when our neighbor, a Captain with North Central Airlines, took me up in his Cessna 180. I was "hooked" and started lessons two years later as a junior in high school. In six months I was a proud Private Pilot, but subsequent ratings came much slower as financial and upcoming family obligations arose. I did not have aspirations of becoming an airline pilot because in 1968, women were not considered for such positions. I did want to become a professional pilot, however, so I worked at the local FBO as a receptionist/secretary/pilot to pay for my Commercial licence. At the age of 18, I earned the licence that said I was a "professional" in the field of aviation. I was busy transporting new aircraft and personnel to the branch flight school and participated in air races as their sponsored pilot.

After high school, I attended Michigan State University for a

year. There, I participated in NIFA meets as a "Winged Spartan". I met and married a fellow pilot, William Trusler, and flying activities were put on hold for a few years while we started a family.

In 1977, the four of us moved to Houston, Texas. I learned of a need for pilots for the Texas Forestry Service so I applied. Again I was flying and being paid for it! For a couple of years I patrolled a large area north of Houston for fires and trained new pilots to do the same. With these funds, in 1979 I added on an instrument rating to my credentials. Part-time corporate flying for an oil company followed, since I was now a Commercial pilot with an instrument rating.

As the oil crunch began in 1984, we were transferred to Lubbock, Texas. I found myself in a new aviation environment, and got into teaching: first, ground school, and then in 1985, I obtained my flight instructor's certificate. I also received a multi-engine rating with the help of a scholarship from the 99s, in 1986. Even the first flight school I joined in Amarillo closed down after three months because of the economy. Surprisingly enough, the economy has not improved, but the interest in flight training has and I find I'm quite busy with this new flight school. Also, the need for instructors has increased since many are going to the airlines. I want to go the same route.

I feel I have the qualities and the experiences needed to be a successful First Officer and eventually, a Captain for an air carrier. I work well in a team effort as we have at Amarillo Flying Service. I have been dedicated to aviation for over 20 years now and strive to educate myself and improve my skills as well as helping others learn to love it as I do."



**LANITA EDUALDS
WINNER
ISA'S FIRST MERIT AWARD OF
\$700**

Lanita is currently in training, using her ISA money...

"When I was just five years old I decided I wanted to fly. That is probably not unusual for many children. However, I never outgrew the desire. When I was ten, I went on my first airplane ride - in a Cessna 150. I was hooked. I knew flying was exactly what I wanted. While in high school I investigated various flight schools and discovered Big Bend Community College. I eventually decided to enrol in their Commercial Pilot program. But first the financial arrangements had to be worked out. My father took a second mortgage on his house and I took out student loans. Two years later I graduated from college with an Associate degree, a commercial certificate with instrument rating, a flight instructor certificate, and a multi-engine rating with Private Pilot privileges. I then enrolled in Central Washington University's Flight Technology program. While at Central I took the Flight Engineer Written and added on an instrument rating to my flight instructor certificate, graduating in March 1988 with BSc in Flight Technology.

Between my junior and senior years of college I flight-instructed at a small airport in Monroe, Washington. The summer after I graduated I was a free-lance instructor at Boeing Field in

Seattle. In the fall of 1988 I was hired as a flight instructor at Big Bend Community College."



**PRIYA NANIWADEKAR
WINNER
ISA MERIT AWARD OF
\$500**

"I was fascinated by aircraft ever since I can remember and the only way of getting in an airline was as a stewardess - which I did after graduating in Commerce. The next step was to go to the cockpit - not only to serve but to be a crew member! That desire prompted me to beg, borrow and go to the U.S. to get my CPL. In India the flying training is both expensive and lengthy (it can take two years or more) so it was a very impractical proposition for me to train there.

To put my goals in a nutshell, I want to be in command of the most modern civil aircraft of the day, a B747 or an SST, whatever will be the best at that time."

All the applicants deserve the best. They are all hard working. All have showed great financial need with abilities that should put them in a seat with an air carrier soon!

ISA LIBRARY THANKS DONORS

by Lori Griffith

Three more important donations

were made to the ISA library this quarter, making more material available for your use. Our thanks to:

Janet Reid for her DC8 manuals,
MegAnn Streeter for her DC10 manuals, and
Vicki Karnes for her video copy of Jeppesen's complete Chart Review.

To donate or borrow aircraft material, contact **Lori Griffith** at 221 Riverview Terrace, Lake Wylie, SC 29710. Telephone 803-831-7753.

ISA SCHOLARSHIP DONATION OPPORTUNITY

by Lori Griffith

Due to merger-mania, my brand new 10 count box of Lady Arrow short sleeve flight shirts have been replaced by an Ascot version. Regularly priced at the Pilot House for \$17.25, I would like to sell each for just \$10 and will donate the money to our ISA scholarship.

This is a unique opportunity to obtain brand-new flight shirts (still in the wrappings) at a reduced cost and donate to the ISA scholarship at the same time. Call 803-831-7753 but act soon as I only have 10 of them!

Shirt description: White Lady Arrow. Plain pocket, no flap, ladies size 10. Short sleeve.



SPEAKER'S INFORMATION BANK

by Mimi Tompkins

I am now looking after the ISA Speakers/Information Bank programs. Requests for pilot career information can now be more directly answered by writing to:

ISA+21
c/o Happy Bottom Riding Club
PO Box 29298
Honolulu HI 96820

CONGRATULATIONS AND CONTRAILS

by Susan Knapp and Vicki Karnes

New Airlines
Veronica Garciagodoy, from Aeromexico (furloughed) to Pan Am
Connie Grant, from EAL to USAir

Upgrades/Changes
Ann Bennett, to B747 F/O
Terri Hines, to B737-300 Captain
Debra McCaw, to B737-300 F/O
Holly McQueen, to F28 Captain
Ginger Mitchell, to Bae146 Captain
Kathy Sullivan, to F28 Captain
Patti Penikas, to B737-300 Captain
Diane Hallman, to F28 Captain
Gail Greishaber, to Bae146 Captain
Virginia Kurdziel, type rating on B727
Laura Hahn, to B727 F/O
Connie Tobias, to B737 Captain
Barb Green, to B757 F/O
Vicki Karnes, to B757/767 F/O
Susan Knapp, to B747 F/O.

LETTERS TO THE EDITOR

ISA has received the following letter from Australian member **Debbie Lawrie** informing us of the situation with the pilot's strike in Australia...

"...The Australian Federation of Air Pilots (AFAP) consists of members who form a closed shop and they all fly for Australian, Ansett, East West and IPEC Airlines. On the 18th of August 1989 the AFAP directed its members to fly only between the hours of 0900 and 1700 local time. This work ban was imposed in order to bring the companies to the negotiating table as the pilots had been frustrated by the attempts to negotiate a wages claim over the previous 12 months. The bans lasted for just over a week. The airlines' reaction was to close down the airlines and lock out the pilots from their employment. The pilots were to be locked out until such time that they agreed to accept wages and conditions that were incredibly inferior to the ones that, until then, had been in place. In a matter of three days the pilots' awards were cancelled by an industrial court. Several pilots were threatened with legal writs to sue them for the lost revenue of the companies during the 0900 to 1700 ban and acting on legal advice, the pilots had no alternative but to resign from their positions in order to protect themselves and their families from massive law suits. On the 24th of August 1989 approximately 1647 airline pilots resigned en masse. The reason that only a small number of pilots (approximately 6%) returned to work to this day, almost 2 1/2 months later, is because pilots will not sign individual employment contracts being offered by the airlines and ratified by the industrial court which downgrade their employment conditions.

Just to make matters worse, the Australian Prime Minister publicly declared WAR on the airline pilots. The government then set about financing the airlines' lockout. The Royal Australian Air Force (RAAF) were then ordered by the Australian government to carry civilian passengers, often giving priority to service tourist destinations and resorts and hotels which were already owned by the airline companies themselves.

The intervention of the government was unprecedented in the history of this country. The government also financed the companies to the tune of \$100,000 for the first month of the dispute in order that the companies could pay the wages of the other workers employed by the airlines without incurring financial loss. This action was also unprecedented. As well, resigned airline pilots were not eligible to claim unemployment insurance due to a directive handed down by the government which singled out pilots only. This was also a precedent...

The AFAP pilots are mostly working in other jobs to avoid being starved back to the substandard working conditions presently being offered. Others are seeking and accepting employment with other airline companies throughout the world. Should this dispute continue much longer then all the airline companies could face deregulation with no pilots at all...

What my situation is: When the dispute commenced I had been with Ansett Airlines for 9 years and 10 months and I was almost through my conversion course for the B737-300 as part of my initial command training...

If you require any further details, please feel free to write to me. It would be most appreciated if you could pass on to your fellow colleagues our disastrous situation.

Hoping to join you all in the air again soon,

Yours faithfully,

Deborah Lawrie."

CREW CONCEPT

This column was started in the last newsletter, in response to members' requests at the 1989 convention that we exchange information on how to deal with issues of discrimination or sexual harassment on the job. Much

thanks to the several members who sent in contributions for this column: space doesn't allow us to print all the contributions in one newsletter!

For now, reprinted below are portions of a Washington Post article written by Don Oldenburg entitled "Rewriting Sexual Guidelines". The article discusses some ideas of Kathleen Neville, an author and public-relations consultant who advises corporations and lawyers on sexual harassment.

"...She believes the problem of sexual harassment has intensified in the last two decades as more women join men in the workplace...What Neville blames most, however, are the old unwritten guidelines concerning social and sexual behaviour on the job that are largely still intact but no longer apply. Many people are unclear as to what constitutes sexual impropriety in the workplace...Her new sexual rules for men and women on the job:

- * Trust your instincts. Don't wait for trouble to occur. Discourage the behaviour...

- * Know your working environment. 'Sometimes you find yourself in a job where the atmosphere has obvious telltale signs of permissiveness-pornography on the walls, demeaning remarks and sexual antics. Those are signs that if something happens to you, it is possible the manager isn't going to take it seriously.'

- * Know whom you work for and with. 'How colleagues treat each other is a good indication of what you can expect...The majority of men are pretty appalled by sexual harassment. It is that particular individual who engages in it that has the problem.'

- * Women need to know what the company policy is (on sexual harassment). They need to know how the procedure works. They should find out who to go to when there is trouble. If there isn't a company policy, find out why.

- * Know your own comfort level and the comfort level of others. 'Sometimes, it's just the way

someone treats women. People like that have to be made aware that what's comfortable to them is not comfortable to others.'

* Know your priorities. If you go to work and your job is what's most important, proceed cautiously with how you interact socially.

* Establish clear boundaries. If a coworker crosses the line, let them know. If someone says you've offended them, either by what you say or do, listen to them.

* Learn to let others know how you feel...Let other people know you don't go for that kind of stuff. Know when and how to speak up. Every person must take responsibility for knowing what to do, especially since so often management doesn't know what to do in harassment cases."

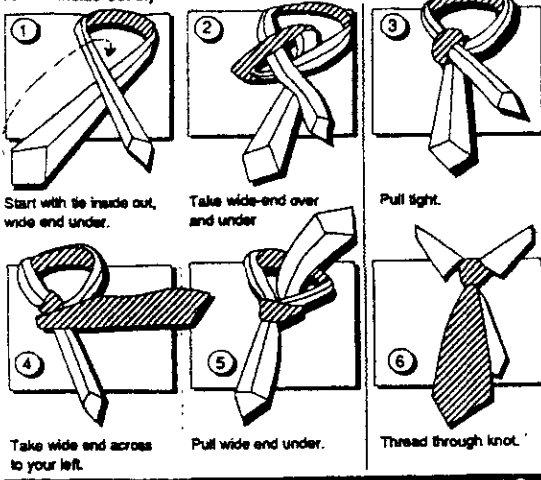
Some ISA members have sent us copies of their airlines' harassment policies. If you would like to see copies of these, let us know. If your company has a good policy, please send ISA a copy for the reference use of your fellow members.

IN THE NEWS...

From PEOPLE magazine: a "fashion tip" for tie-wearers...

The Newest in Knots

A new inside-out style tie knot called the Shelby.



On December 30, 1989 the Canadian newspaper GLOBE AND MAIL had a page devoted

to reviewing a few of the more notable (and sometimes, comical) airline events and quotes of the 1980s, including:

"List of U.S. Airlines which disappeared into mergers in the '80s: National, Piedmont, Republic, Western, Ozark, Pacific Southwest, People Express, AirCal, Frontier... Airlines which were folded, mutilated, or spun to disappear into Canadian Airlines International Ltd: Nordair, Eastern Provincial Airways, Pacific Western Airlines, CPAir, Wardair...Airline Buzzword at the start of the '80s: Deregulation. Airline Buzzword at the end of the '80s: Globalization...

Yesterday's heroes of low fares: Freddie Laker (Laker Airways), Max Ward (Wardair), People Express founder Donald Burr...Most talked-about marketing promotion of the decade: Frequent-flyer points, started by American Airlines with its AAdvantage Program in 1981...". The paper awarded a "Fat-is-in-the-Fliers" award to the airline which asked 12 overweight passengers to leave a flight so that the plane could get off the ground. One passenger on that flight reported that "It was both comical and tragic. First the passengers began arguing with the crew and then among themselves to decide who was more overweight."

The newspaper also gave a "Filling Dead Airspace" award to the airline who signed a discount deal with an association of funeral directors in an attempt to rebuild business. An airline spokesperson denied that the airline was promoting a "Frequent Diers' Program"...Then there was the award given to the airline who issued a press release saying that their company had been "found in full disorganization...the company has a complete lack of development and longterm planning program. Also an important lack of specialized personnel in neuralgic positions is noticed, whereas a large number of unspecialized personnel was hired, the productivity of whom will take a long time to materialize. Also managerial mishandling was

asserted in all levels with strong emphasis on the lack of application of the specific regulatory factors." The award given for this one (of course): "Is Honesty Really the Best Policy?"

NEW WOMAN magazine printed in its December 1989 issue a 1990 calender with monthly photos and quotes from inspiring women, including airline pilot and ISA member Janis L. Keown Blackburn:



"Occasionally, little old ladies will say, 'Oh, you're one of the pilots. I feel so much better knowing a lady is up there.' People turn and look when I walk past. Many times, while deplaning, guys who look like they're in their early twenties say, 'You're a pilot, hey, right on, baby!'"

—Janis L. Keown Blackburn

JOBS FOR FURLOUGHED PILOTS

by Sue Nielsen

Flight International has been looking for women pilots. Their headquarters is in Newport News VA with bases in Carlsbad CA and Naples, Italy. They are a federal contractor and as such actively pursue equal employment opportunity. Their fleet consists of Learjets and MU-2s. Most of the flying is military contract (towing targets for the Navy and airborne electronic warfare training) and they do some charter flying.

Learjet captain requirements are 3000 hours TT/ 2500 PIC/ 300 Learjet PIC. MU-2 captain requirements are 2000 hours TT/ 1500 PIC/ 100 make and model. F/O requirements are 1500 hours TT/ 1200 PIC fixed wing. Starting pay is \$1300/month F/O then \$1600 after 6 months; Lear captain's base pay is \$28,000. Applications, addresses and more information are available from **Sue Nielsen**, PO Box 2035, El Granada CA 94018 U.S.A.

ENVIRONMENTAL HAZARDS OF OUR WORKPLACE

by Susan Knapp

Skin Cancer - It will never happen to me, right? Wrong! Three weeks ago, I had a mole removed for biopsy that appeared to be irritated with a red "rash" adjacent to it. The biopsy returned positive: basal skin cell cancer. After two in-office surgeries to remove the skin cancer it was gone - Thank God!!

During the past five years, several scientific articles have reported evidence that excessive exposure to sunlight is a significant causative factor in the formation of skin cancer. Although I live in Arizona, I almost never lie in the sun. Where did I get this excessive exposure to sun? Why were the medical personnel so surprised to see someone so young acquire this dreadful thing?

Studies performed by NASA suggest that pilots exposed to UVR while flying at high altitudes especially when combined with low latitudes may be at increased risk in developing some form of skin cancer. Part of NASA's study included studies of a U2 (FL680) and a DC8 (FL350) to determine radiation levels due to ozone depletion. These studies indicate a definite decrease in the ozone layer and an increase in UVR levels. Interestingly enough, UVR doubles between FL 310 and FL410, which

indicates increasingly nonlinear rates at higher altitudes. Ultraviolet rays are very short wave lengths of which 48% are visible. UVR increase about 15% of each 1,000 meters of altitude and exceeds that percentage above FL 310.

Harmful UVR is influenced by season, time of day, conditions of the earth's atmosphere, proximity to the equator and altitude. On the flight deck, higher altitudes (above FL 310) and lower latitudes increase exposure levels.

The effects of sun are cumulative throughout our lifetimes. The most effective protection against UVR are sunscreens which have sun protection factors (SPF). Sunscreens absorb, reflect and scatter the sun's rays on the exposed skin. The most effective way to apply sunscreen is one hour before exposure. This includes the flight deck environment where the forehead, nose, lips, forearm and the back side of the hand are the most vulnerable to UVR. Use of sunscreens which have SPF 25 or higher are most effective for flight crews. If your exposure on the flight deck will be greater than 5 hours, use a higher SPF number. Some people are sensitive to sunscreens. Generally, the sensitivity is caused by PABA. Check the labels and substitute a sunscreen with cinnimates, salicylates, or benzophenones.

Skin Cancer Classifications:

- 1) *Basal Cell Carcinoma*. Most common form, usually appears on the neck, hands, face, ears, forehead or nose.
- 2) *Squamous Cell Carcinoma*. Generally found on the rim of the ears, back of the hand, face, lips or nose.
- 3) *Malignant Melanoma*. Most serious form of skin cancer. It is expected that 27,000 cases of malignant melanoma will be diagnosed this year with 5800 being fatal.

With larger aircraft, flying longer periods of time, at higher altitudes (FL310 and above) and

larger windows, pilots are more exposed to solar radiation. There is a substantial degree of protection against solar radiation with the materials utilized in the windshields and side windows. The B767 windshield, for example, is composed of glass, laminated with polyvinyl butyryl. Cultural patterns have shown that the sun affects the right side of the face of car drivers in England. Some dermatologists have indicated that pilots have shown this same characteristic from Captain to First Officer exposure patterns.

Some additional considerations for protection during flight deck duty periods include: wearing long sleeve shirts (cotton fabrics) to protect forearms, and baseball caps to deflect the sun's rays from the forehead, nose and cheeks. In addition, lip balm is available from Presun (SPF 15 or higher) for those who are allergic to PABA. Lip balm may be applied to lips, nose and ears.

Again, the application of sunscreen one hour before flight deck duty periods, or exposure to outdoor activities both at home and on layovers is extremely important for maximum UVR protection.

If you detect any spots or moles that have changed size, shape, color, elevation, roughness, or experienced oozing or bleeding, consult a dermatologist as soon as possible. The name of the game is sunscreen protection and early detection of the silent invisible condition that is part of our workplace.

(Reproduced, in part, from UP FRONT magazine.)

THE BAD DREAM...AND YOUR DISABILITY BENEFITS

by Ginger Mitchell

Last month I found out that a dear friend of mine, an airline pilot, was diagnosed with an "unflyable" illness. She had lost

her medical, her right to fly, and her financial security. She is in the bad dream that the rest of us can wake up from. It makes you think, doesn't it, about your own financial security in the event your own bad dream attacks you.

I hope this article will help you to evaluate your own disability insurances. I have written it with my own benefits in mind, and in the context of the U.S. situation, so some of the items may not pertain to your own airline or country.

Any discussion regarding Loss of Licence Insurance should begin with a review of your Company-provided benefits. It has been my experience that we tend to take this coverage for granted and fail to recognize how excellent these benefits can be. Several airlines will, upon loss of your medical certificate, pay 50% of your income for a minimum of 5 years. After 5 years, 50% payments will continue to retirement if you have completed 12 years of service or were 42 or older when you lost your licence. There will probably be decreases in the percentage of pay for every year less than 12 (or whatever your company decided on). Disability payments normally begin after a one year waiting period that commences when you are first unable to work. Under certain conditions, this one year period may be waived. (See your own contract).

Given this excellent coverage, our first concern should be providing sufficient income during the possible one year waiting period. This income can be provided from a variety of sources:

1. Company sick leave (e.g. 150 days, or 9-10 months)
2. Company disability bank (some companies offer this option)
3. State disability coverage
4. Vacation time

5. Personal savings

6. Profit sharing and/or 401K distributions

7. Short-term Loss of Licence Insurance.

The provisions of 1 through 4 can be explained through your company contract or letters.

Profit sharing or 401K funds are available if you are disabled. A sizeable profit sharing/401K Fund can be an effective means of self-insurance.

Finally, Loss of Licence Insurance can be purchased to bridge the income gap. A summary of short/ intermittent term policies currently available is presented below:

1. *Rollins, Burdick, Hunter Co.* Contact Jean Koetke (800) 621-0711. There is a 120 day waiting period and a monthly benefit of up to \$1500 for 8 months. This is short-term coverage therefore is of limited value as "Total Disability" now means an inability to ever fly again. You will have to prove to the underwriter that you will never again return to flying after your accident or sickness.

2. *ALPA Mutual Aid.* Contact Sunny Riger (703) 689-4242. Waiting period: 30-120 days, depending on the program you pick. Monthly benefit: up to \$2,000 for 12 months. Assessments are pooled in order to pay disability claims. *ALPA Mutual Aid* is a non-profit organization that offers inexpensive short-term protection. A pilot must be an ALPA member in good standing and be under 55 years of age. Apprentice ALPA members may join free of cost for the first year.

3. *Harvey Watt Co.* Contact Elizabeth Lewis (800) 241-6103. There is a 180 day waiting period. Benefits consist of two plans: (i) up to \$3000 monthly for 18 months, (ii) After a 1 year waiting period, a lump sum to \$150,000 is available. Automatic bank withdrawals or payroll

deductions are the preferred methods of payment (many airlines already have this set up), however credit union and bank drafts are also acceptable. Any pilot under 40 can also receive Harvey Watt's Aviation Medical Bulletin free of charge. There is a special rate for the lump sum plan during your first two years of employment. They also have a full-time aerospace physician to call on for any questions or problems you might have.

4. *ALPA Loss of Licence.* Contact Arthur Miller or Membership Services at (703) 689-2270. There is a 14 month waiting period. Benefits: up to \$2400 per month for 46 months. Intermittent term disability income protection and extended total disability insurance are offered. You must enrol before age 45, although new ALPA members are exempted from the age restriction. You must be an ALPA member in good standing to apply. Provisions are made for previous ALPA members (i.e. Eastern, Continental, Braniff) for an Inactive Membership status. A seat change provision is included in the coverage.

So - why not take a look at what your Company offers you? Are the payments enough to live on in the manner to which you have become accustomed? Do you have enough money saved to make it through that first lengthy waiting period? Or should you be looking towards supplemental income protection? For just that first year, or longer? Call these folks, they can help you answer any additional questions.

ANOTHER FIRST

The following appeared in the Fall 1989 issue of Flight Safety International's newsletter...



When Irish Eyes Are (Keenly) Smiling Dublin's IRISH PRESS newspaper ran this photo at this Summer's Aer Lingus pilot graduation ceremony with the headline, "It's a man's world, nearly!" Noting that "a lone woman in class of 22 gets her wings", the paper told of the Irish airline's selection of the 22 graduating cadets from the four-and-a-half thousand applicants for the Aer Lingus pilot training program (which takes place at FlightSafety's Vero Beach Academy). At the "wings" presentation, the media spotlight naturally swung to the charming County Wexford native, as it had done throughout the class' 27 weeks at the Academy in Florida.

Ms. Derval Duggan's class was part of a continuing program of 'ab initio' pilot training, managed for Aer Lingus by FlightSafety.

Ireland's Minister of Transport and Tourism presided over the Dublin event, while Senior Aer Lingus pilots watched, recalling their own first solos as FlightSafety Academy students in Florida over 21 years ago.

ISA 1989-90 PLANNING CALENDAR

DECEMBER	JANUARY(1990)	FEBRUARY
12/1 EC Nominations close	1/1 Newsletter mailing	2/1 EC Ballots mailing
12/10 Newsletter articles due	1/22-25 Mid-Winter Ski-Together & EC Meeting(1/23) Whistler, B.C.	2/25 Newsletter articles due

Newsletter (Jan) to include: EC Nominees & Pictures
In-Depth Convention Info
Request for Agenda Items
Scholarship Applications

Newsletter (March) to include: Final Convention News

MARCH	APRIL	MAY
3/15 Newsletter mailing	4/1 EC Ballots close	5/8-10 International Meeting
3/31 Scholarship Applications due	4/? EC Meeting (Phoenix, AZ)	(Washington DC)
	4/15 Scholarship Selection Committee meets	

JUNE	JULY	AUGUST
6/10 Newsletter articles due	7/1 Newsletter mailing	8/15 Convention bids due
		8/? EC Meeting

Newsletter to include: Convention Bids
Annual Mtg. Minutes

SEPTEMBER	OCTOBER	NOVEMBER
9/10 Newsletter articles due	10/1 Newsletter mailing	11/? Executive Council Mtg.

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

