

ISA + 21

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

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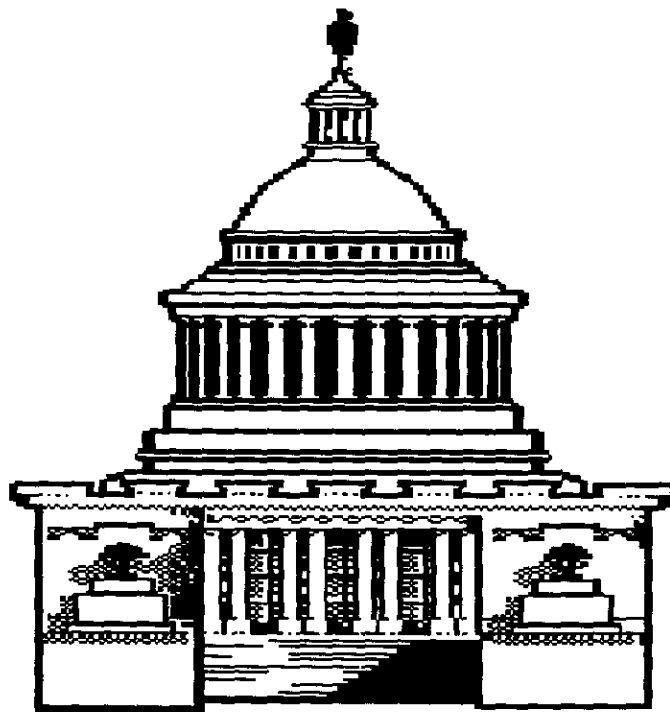
ISA 1990 - 91 PLANNING CALENDAR

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JUNE	DECEMBER
6/10 Newsletter Articles Due -----	12/1 EC nominations close 12/10 Newsletter articles due -----
JULY	JANUARY
7/1 Newsletter mailing Newsletter to include: Annual mtg. minutes -----	1/1 Newsletter mailing 1/15,16,17 Mid-winter ski-together & EC meeting, Granby, CO Newsletter to include: EC nominees & pictures, in-depth convention info., request for agenda items, scholarship applications & info. -----
AUGUST	FEBRUARY
8/9 EC Meeting in San Francisco 8/15 Convention bids due -----	
SEPTEMBER	
9/10 Newsletter articles due -----	2/1 EC ballots mailing 2/25 Newsletter articles due -----
OCTOBER	MARCH
10/1 Newsletter mailing Newsletter to include: EC openings & forms, preliminary convention info, membership renewal, winter ski-to- gether info. Scholarship applica- tion & info. -----	3/15 Newsletter mailing 3/31 Scholarship applications due -----
NOVEMBER	APRIL
11/? EC meeting	4/1 EC Ballots close 4/? EC Meeting 4/15 Scholarship committee meets -----
	MAY
	5/7-9 International Meeting

JULY 1990

ISA + 21

ISA TAKES THE CAPITAL BY STORM
1990 CONVENTION



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FROM THE NEW EDITOR

Sandra Lloyd's is going to be a tough act to follow. Through her efforts, the ISA newsletter has become an exceptional, and professional, production. I would like to complement and thank her. I will do my best to keep up the high standards that Sandra has set for our newsletter.

I am looking forward to working with the newsletter, and especially with my fellow council members. I also look forward to all of those juicy articles, comic strips, news, and pictures ISA members will be sending me to make our newsletter interesting and informative for everyone to read. All, and any, contributions are welcome - as well as any suggestions you might have. I'm interested, as I'm sure all of our members are, in the thoughts, opinions, trials and tribulations of each and every one of you. If you have an interesting country, incident, problem, or newsy item to discuss, please write about it and send it to me.

EXECUTIVE COUNCIL

MOLLY BARR
Newsletter Editor
280 Stageline Dr.
Vallejo, CA 94591
707-557-4979
USAIR

CAROL CANSDALE
Family
1520 61st Street West
Minneapolis, MN 55419
612-866-9814
NORTHWEST

CAMMY CONDON
Constitution
4200 Fulton Ave.
DAYTON, OH 45439
513-299-7762
USAIR

LAURA HAHN
Finance
876 Benedetti Dr.
Bldg. 21, Apt. 201
Naperville, ILL 60563
(New Address - no
phone # yet)
UNITED

VICKIE KARNES
Membership
P.O. Box 612294
Dallas, TX 75261
617-595-9557
(summer only)
DELTA

SUE NIELSON
Secretary
P.O. Box 2035
El Granada, CA 94018
415-728-3111
UNITED

PAM NOELDNER
Historian
Route 2, Box 367
Denver, NC 28037
704-483-6281
USAIR

FLORENCE SANDERS
Convention
8471 Bazemore Rd.
Cordova, TN 38018
901-755-4771
FEDERAL EXPRESS

MIMI TOMPKINS
Scholarship
P.O. Box 31173
Honolulu, HI 96820
808-261-0517
ALOHA

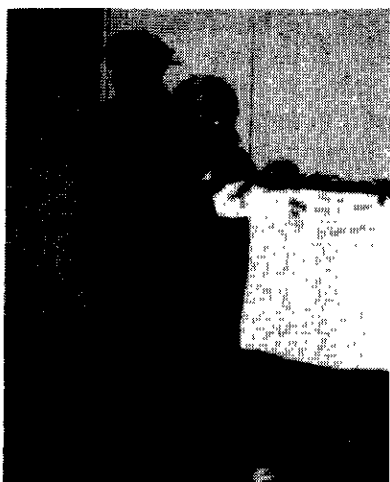
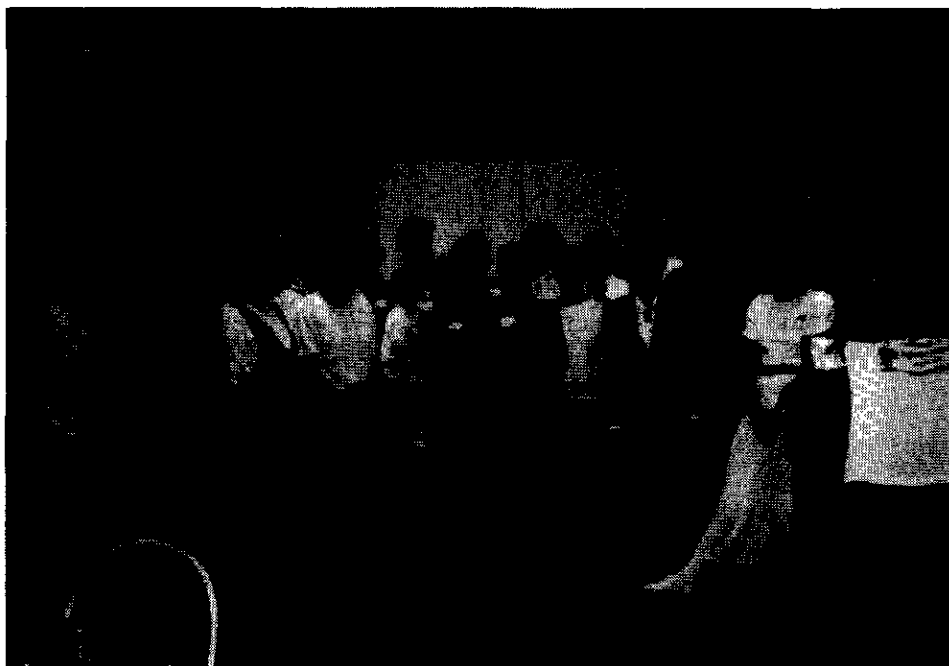
LAX COCKTAIL PARTY FOR CONNIE SELLECCA -

By Susan Knapp

On April 3, ISA held a cocktail party for actress Connie Sellecca for her performance of ISA member Mimi Tompkins in the movie "Miracle Landing." The reception was held at the Stouffers Concourse at Los Angeles Airport and was an outstanding success with over 25 ISA members and guests present.

Mimi brought 15 dozen Antheriums from Hawaii to decorate with, and presented Connie with original Hawaiian leis from the Big Island. She also presented Connie with a beautiful Hawaiian ring; a sign of her personal appreciation for Connie's performance.

If you saw the movie, you might recall the scene where Mimi is on her first solo...Connie wears a red bandana and very distasteful glasses. When Connie walked into the reception, she was greeted by over 25 people who were all wearing bandanas and glasses!! She was quite surprised! Connie was overwhelmed by out appreciation of her portrayal of a woman airline pilot and, overall, the evening was quite a success.



Above: Connie Sellecca, Mimi Tompkins

Right, center: Ginger Mitchell, Sue Nielsen, Judy Buttgenbach, Sue Crawford, Lori Griffith

Right, lower: Andrea Rice, Debra McCormick, Vicki Karnes, Lori, Ginger, Sue M.





Indian Airlines: First all female crew. September 16, 1989 from Bombay to GOA. Left to right: Shraddha, Veera, Mr. Prasad (managing director), Capt. S. Deshmuka, Capt. N. Bhasin, Josephine, and Saraswati. Once again, we would like to congratulate Nivedita Bhasin on her upgrade to B737 captain. She was the youngest female captain - anywhere - of a passenger airline at the age of 26.

FAMILY
by Susan Knapp



As my two-year term draws to an end, I welcome the incoming Executive Council

member to replace my committee. For those of you even remotely interested in running for the Executive Council next year, I would strongly recommend it. Besides keeping tabs on new marriages, babies, upgrades, nanny referral agencies, etc., I have had the opportunity to meet and get to know some of the most sincere, warm, fun people you could ever ask to know. These women have not only lent support to me when I needed it but have become life-long

friends. They are our fellow members! Call them on your layovers write them....enjoy them. Just think...a friend in every port!...that's what the Executive Council has done for me! Thanks for your support.

CONVENTION WRAP-UP

by Carol Cansdale

Our numbers are indeed growing and Washington, D.C. proved it with a record number of members in attendance. There were 106!!!! Thank you to everyone who attended and a special thank you to my convention committee: Deb McCaw, Lisa Revou, Ann Hogan, Karen Schaefer, Lisa Soli, Suzanne Novotny, Pam Krueger, Florence Sanders, and Mary Louise Griffin.

I hope you will all agree that the Crystal City Marriott was an outstanding location for the convention. I was certainly impressed by their hospitality and the staff was wonderful to work with.

For those of you who could not attend, here is a brief account of the events. The three days commenced on Tuesday May 8 with our usual Welcome Cocktail Party and was followed on Wednesday with our Business Meeting (highlighted by Imme Vischer's presentation - KLM), photo session and dinner at Saudi Arabian Embassy. Thursday was a day of departure for many, but also a day for group tours for others.

"CONVENTION BURNOUT"

As many of you may already know, the group photo on the steps of the Capital Building did not turn out, but we were lucky enough to find an excellent photo to use. We enlisted the help of Todd Molgat, husband of Jennifer Nicholson, who took the photograph. Thanks, Todd! We're sorry for the delay, but those of you who ordered photos should all have them by now.



I'm happy to report that we were able to meet all our convention expenses totally from registration fees and did not have to 'dip' into the ISA piggy bank. However, the jazz show that was booked on Wednesday to accommodate those not going to the Saudi Arabian Embassy went UNATTENDED, and the cost had to be absorbed

Carol Cansdale 2 days before the convention!!!

from the convention budget. There were 549 door prize tickets sold, so \$549 will be donated to the Scholarship fund. And finally, a special thanks to ALPA, who made the sole donation of \$500 toward our hospitality suite and convention.

USAir had the most members - a total of 22!. UAL followed in close second place with 18 members in attendance.

JULY 1990

If you would like to acknowledge the generosity of the Saudi Arabian Embassy or ALPA, here are their addresses.

Mr. Tarek Allegheny
The Royal Embassy of Saudi Arabia
Information Office
601 New Hampshire Avenue, N.W.
Washington, DC 20037

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

I will be turning over the Convention Chairman reigns to Florence Sanders for 1991. You can help make her job easier by returning your critique sheets of this year's convention if you have not already done so. Let her know where you want to go, and what you want to do.

If you did not order a group photo and would like to do so, send \$7.00 to Carol Cansdale, 1520 61st West, Minneapolis, MN 55419.

That about wraps it up. Thanks, everyone, for all your support, and I'm looking forward to seeing you all next year!!!

Carol Cansdale



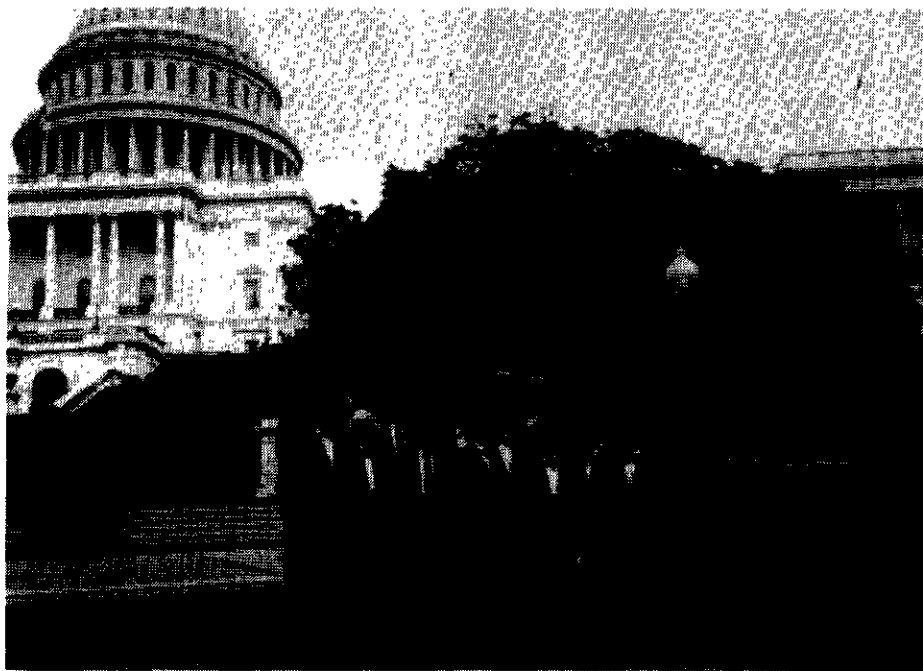
The Canadian Group: Rosella Bjornson,
Barb Green, Sandra Lloyd, Barb Baerg



Ginger Mitchell, Fiorenza
de Bernardi, Susan Crawford



Air Jamaica Group



USAir Group



TOP RIGHT: Lori Griffith, Ellen Wright

CENTER: United Group

LOWER LEFT: Ginger Mitchell, Sandra Lloyd, Molly Barr, Jan Dolf



THE AIR AND SPACE MUSEUM TOUR



Karen Schaefer, Denise Blankenship, Nancy Law



Rosella Bjornson, Valerie Walker, Denise Blankenship, Emily Warner

1990 CAPTAINS'S CLUB PRESENTATIONS

After the Annual Business Meeting in Washington D.C., the member and guest luncheon was held. During this year's luncheon, ISA honored 20 new Captains with induction into the Captain's Club. Plaques were presented to those new captains in attendance by Emily Warner.

Linda Pauwels is reported to have been the youngest woman jet cargo airline captain at age 25. Nivedita Bhasin is the youngest B737 captain at age 26. Nivedita also was the ISA member who travelled the furthest to attend the convention, having travelled from Bombay, India.

Some of the new Captain Club members have been captains for some time but are new to ISA. The 1990 Captains are as follows:

Debra McCormick	10/01/83	America West	B737
Vicky Wingett	07/16/85	Southwest	B737
Elizabeth Wilson	01/??/86	UPS	B727
Dana Fulks	03/25/87	Airborne Express	YS11
Victoria Kendall*	??/??/87	Australian Airlines	DHC 6
Linda Pauwels	07/??/88	Southern Air Transport	B707
Jan Ramos	12/05/88	Southern Air Transport	C130
Sofianna Karamalis	??/??/88	Olympic	Do 228
Maureen Barnes	04/13/89	Hawaiian	DC-9
Kathy Sullivan*	07/??/89	USAir	F28
Ginger Mitchell	09/20/89	USAir	BAE146
Sandy Anderson	10/19/89	Northwest Airlines	B727
Cindy Berkely	11/08/89	United Airlines	B737
Nivedita Bhasin	12/12/89	Indian Airlines	B737
Theresa Mally	12/15/89	Midway	DC-9
Penelope Campbell Price	01/09/90	Federal Express	B727
Evelyn Anderson Kennedy	01/13/90	Federal Express	B727
Ann Singer	01/16/90	American Airlines	DC-9
Florence Sanders*	03/29/90	Federal Express	B727

CONGRATULATIONS TO EACH AND EVERY ONE OF ISA's NEW CAPTAINS!!!

Those new captains with an asterisk by their names have not yet received their plaques due to insufficient time from notification of the upgrade to the convention. Also, many dates are incomplete and there has been comment that some of the dates are in error. We apologize for any inaccuracies in our information. If you would like to correct or update any information on this list, please use the Captain Club form found elsewhere in this issue of the Newsletter. Information that we receive second (or third, or fourth) hand is often incorrect, incomplete, or just evaporates into the ether. So PLEASE use the form.

If, on the other hand, you really don't care how accurate our information on you is... that's OK. But remember, Captains don't whine. Only Co-pilots do that. And some of us have made it an art form!

ISA +21 ANNUAL BUSINESS MEETING MINUTES

MAY 9, 1990

WASHINGTON D.C.

By Sue Nielsen
Secretary

The meeting was opened at 9:08 AM EST by Sandra Lloyd, Executive Council Spokes-person. Other Executive Council members in attendance were, Carol Cansdale, Laura Hahn, Vicki Karnes, Susan Knapp, Nancy Law, Sue Nielsen and Pam Noeldner. 106 members were in attendance.

Sandra started the meeting with a call to order and a welcome to all. Starting with the front of the room each member introduced themselves, including airline, position and whether this was the first convention they had attended. Following this, the 10 Charter Members in attendance were recognized. They were Beverley Bass, Denise Blankinship, Holly Mullins, Nora O'Neill, Margaret Rose, Mary Bush Shipko, Valerie Walker Patton, Emily Warner, Karen Kahn, and Sharon Krask.

The highlights of the 1989-1990 ISA+21 were quickly reviewed. Mentioned were the 1989 Maui Annual Meeting, September ISA get-together in New York City, January ski get-together in Whistler, B.C., April Los Angeles party for Connie Selleca, and April IFALPA meeting - ISA+21 represented by Pati Marsh. ISA+21 awarded three scholarships to aspiring women pilots in 1989. Some of the industry highlights for women were: Air Malta hired its first woman pilot, United Airlines upgraded its first woman Captain and operated with its first all woman crew, and Indian Airlines operated with its first all woman crew. Miracle Landing, a made-for-television depiction of Aloha Airlines B737 structural failure, was aired in February with actress Connie Selleca portraying ISA+21 member Mimi Tompkins. Alitalia hired its first woman pilot, two women have been trained as pilots by China Airlines in Taiwan.

COMMITTEE REPORTS:

NEWSLETTER - Sandra Lloyd: The newsletter has been mailed 4 times per year at a cost of \$8.00 annually per member. Newsletter responsibility was passed along to a new council member. Sandra thanked all the membership for newsletter contributions in the past and requested that the membership continue sending in articles for the new editor. The only comment from the floor was that Sandra had done a nice job.

FINANCE - Laura Hahn: The budget and expense report that were made available to the membership in attendance was reviewed. \$5966 was left in the checking account to carry ISA through the rest of this year. The attached budget allotted for \$5966. The 1990 Scholarship fund amounted to \$1783. Laura thanked those members who donated to the scholarship fund. The ISA checking account made \$66 because it has been an interest bearing account.

MEMBERSHIP - Vicki Karnes: The former membership chair, Lori Griffith, was recognized for the work she had done in the past. First time convention attendees were asked to stand for the visual impact. Easily a third of the members in attendance were first timers. 74 new members joined ISA since the May 1989 convention. The total, 351 members, representing 16 countries. There was a membership change made during the 1989-1990 year. Associate membership classification was eliminated, but the current associate members were granted Honorary membership. Patty Tormey, a former Associate member, was hired by USAir and became an active member. Members who were once eligible but who lost that eligibility due to no fault of their own could continue their membership. Vicki requested the membership continue spreading the word about ISA+21. New brochures will be available

soon. The renewal forms survey discovered that 59 members were married to airline pilots, 24 members had previously worked as flight attendants, 75 members had personal computers and 74 were interested in buying or learning more about computers. Vicki took part in a program of escorting adopted children into the U.S. The addresses of the China Airlines women in Taipei were made available by the University of North Dakota. Yen Ling (aka Linda) Woo and Ling Hue (aka Pam) Chin were the women first hired by China Airlines. Questions brought up: Compuserve aviation networking, ALPA ACCESS computer network, and the FAA upcoming DUAT aviation oriented computer network.

EDUCATION & RESEARCH - Reported by Susan Knapp for Susan Staples: Susan Staples was unable to attend due to illness. The scholarship committee interviewed 9 applicants, 3 of which were re-applicants from the year before. Susan asked everyone to standby for the announcement of the winners in the next newsletter, since the winners had not been selected yet. Last years winner of the \$500 award, Priya Nanixadekar, planned to come to the U.S. for her multi-engine rating in May of this year. Vicki Karnes offered to be her sponsor and Florence Sanders her Memphis contact. Questions raised the issue of soliciting volunteers to help out the foreign scholarship winners with a place to stay or a contact in the U.S., where the cost of flight training is much less expensive. Having the student defray some cost by helping out as a nanny was mentioned. Those members who had interviewed scholarship applicants for this meeting were advised to keep their information, and that a telephone discussion, either with the outgoing committee chair or the incoming committee chair, would be employed to choose the 1990 scholarship winners. The interview process had been completed, the selection process had not. Those persons whose request for application had been lost would be considered for application next year. These names should be forwarded to the new committee chair.

CONSTITUTION & BY-LAWS - Nancy Law: The membership was thanked for their response to the amendment ballot. 239 members voted, 209 were necessary. All 4 of the amendments passed. The first amendment deleted the Associate Member category. An outstanding woman in aviation may still be voted in as an Honorary member. The second amendment defined the privileges of Honorary membership in more detail. They will not be allowed to attend the business meetings. The third amendment changes the wording of votes required for passage. Because of the size and transient nature of the membership, the constitution was changed to read two thirds of the voting membership for passage. The current associate members were grand-fathered into the Honorary member category by passage of the fourth amendment. The constitution reprint has been planned for the new year.

FAMILY - Susan Knapp: ISA congratulated those members who were married or had children during the previous year. 1989 was a big year for ISA babies. The mothers present were asked to stand, with a happy mother's day wish from all. ISA kept 22 company maternity policies on file, some of which improved last year during company negotiations. The improvements were based on comparisons with other policies in use. A request was made for updated policies for the new Family Committee chair. Also, copies of the maternity policies were made available upon request. Information was also offered on the nanny agency recommendation file upon request. Susan offered information on the harmful effects of radiation in the cockpit as researched by NASA. Finally, Susan recognized Dorothy "Carat" Vallee as the mother of the year for her perseverance through difficult times.

HISTORY/STATISTICS - Pam Noeldner: Pam introduced the "firsts" project which she inherited from Denise Blankinship. Her computer-aided assistant Lori Griffith was recognized for all of her help. The convention packet included much of the "firsts" information. Also the committee has been working on a listing of firsts at all the various airlines, whether that airline continues in business, or not. Pam requested information for this project from those members present with the qualification that if something appeared to be incorrect, would that member please correct it. Nora O'Neill was recognized and thanked for her work on the ISA scrapbook. Susie Darcy, an Honorary member from Boeing had volunteered to sponsor ISA members at a tour of the Boeing facility in Washington. She flies for Boeing as a test pilot and delivers aircraft world-wide.

During questions, ISA attendance at a shuttle launch was brought up. The difficulty that prevented that outing last year was the problem of waiting out the launch delays for a group the size of ISA.

CORRESPONDENCE/PR - Sue Nielsen: A request for a motion to accept last years's minutes as written and published was made. It was so moved by Denna Gollner and seconded by Cyd Fougner. The motion passed. Last year the committee received requests for information from a variety of sources. They ranged from grade school students and school counselors seeking information, to one company seeking qualified women pilots. Karen Kahn was thanked for information about the Embry-Riddle woman pilots conference in Prescott, Arizona. The possibility exists for ISA to attend next year if there are volunteer members who would like to go. ISA had received a letter from Deborah Lawrie. It asked that greetings be passed along to the other members in Washington D.C. and included an update of the Australian women's situation. To that date, only one of the woman had returned to work, and that was overseas.

CONVENTION - Carol Cansdale: The members who helped organize the Washington D.C. convention were recognized. Deb McCaw, name badges and Captain Club plaque delivery service; Lisa Revou, registration; Ann Hogan, ALPA liaison who got ALPA to donate \$500 toward the convention; Karen Schaefer, Saudi Arabian Embassy dinner; Lisa Soli, door prizes; Susanne Novotny, critiques; Pam Krueger, hospitality suite; Florence Sanders, cocktail party; Mary Louise Griffin, photographer. 113 members were registered at this convention, and 153 members and guests were present for each meal. Attendance by airline was, UPS - 3, Canadian - 3, Northwest - 11, American - 9, Air Jamaica - 4, America West - 3, Air Canada - 2, USAir - 22, Federal Express - 9, United - 18, Eastern - 1, KLM - 1, Southern Air Transport - 1, Pam Am - 5, Aertirrena - 1, Delta - 8, Hawaiian - 1, Aloha - 1, Continetal - 5, Braniff - 1, TWA - 1, Canada 3000 - 1. Carol outlined how Washington D.C. was chosen and organized considering sponsorship and corporate donations. Although this year had no sponsor, Washington D.C. was chosen because of the many attractions, and it was felt that it would be well received by the membership. The Marriott was chosen based on cost and proximity to the public transportation. The Saudi Arabian Embassy was chosen to host an evening dinner because they offered. An apology was made to those whose guests would be unable to attend the Embassy dinner, but the convention committee had not foreseen the unexpected turn out. Carol recapped the tours available on Thursday morning. A White House tour, a Mt. Vernon tour by cruise, and a Smithsonian Air & Space Museum tour were options. Two guests attended the luncheon by invitation. Gene Nora Jessen, president of the International Women Pilots, 99s and Jean Ross Howard, the first president and founder of the Whirly Girls, were both present. Carol wished Marlene Smith of Air Jamaica a happy 25th birthday.

OLD BUSINESS

IFALPA REPORT - Pati Marsh: Pati reported that she had attended the IFALPA 45th Annual Conference held in Washington D.C. April 5-10, 1990 as the ISA+21 observer. There were five different committees holding meetings concurrently so that it was impossible to attend them all. But she felt that the meetings that she was able to attend were valuable, the details of which would be included in the next newsletter. The 1991 IFALPA Conference will be held in Singapore.

SPEAKER/INFORMATION BANK - Mimi Tompkins: The bank progressed this year with the help of the Happy Bottom Riding Club. The club was explained as patterned after Pancho Barne's club near Edwards Air Force Base and the members are the Hawaiian women. This year they have sent many information packets, including "So You Want to Be An Airline Pilot," written by Jean Harper and provided by FAPA. Mimi requested that the P.O. Box as published in the ISA newsletter be used for S/I requests and that any member asked to help with the S/I bank at least reply, whether the answer be yes or no.

ISA LIBRARY - Lori Griffith: Lori reported that the ISA library had grown to the point of taking over her guest bedroom. Airplane manuals for all types except the 747 have been donated and are made available to members upon request. Video system reviews also have been donated to the library and also some special interest aviation videos. During the report, an ex-flying Tigers, now Federal Express, pilot donated her superseded Flying Tigers 747 manual.

MASTER SENIORITY LIST - Lori Griffith: The master seniority list grew to over 1600 names. The most difficult to follow were the international pilots on the list. Membership help was solicited. Although not all U.S. carriers were ALPA members, updating the U.S. list was made easier with ALPA's help. They had been up-dating new women members with ISA. United Airlines topped the total women hired with 302 pilots, USAir had the largest number of women captains totalling 40. The approximate total U.S. women captains were 250. The airline ratio had risen from approximately 1% to 3.5% women pilots employed in the U.S.

LOS ANGELES COCKTAIL PARTY - Susan Knapp: Susan recounted the party thrown by the Happy Bottom Riding Club and ISA+21 in honor of Connie Selleca. Because of her hard work to portray ISA member Mimi Tompkins realistically in the film, "Miracle Landing," recognition was in order. During the evening Ms. Selleca accepted gifts and leis after which she spoke to the members in attendance about making the film.

ANNUAL MEETING DATE CHANGE - Holly Mullins: Holly reopened the subject of a change in the date of the annual business meeting. Her sentiment was that this would accommodate members who have never attended because of the date. Throughout the year ISA received one response from the membership concerning a change of date. It was openly wondered whether this was because few members wanted the date changed or because few members cared. Fiorenza de Bernardi commented that May is a difficult month for Europeans because the tourist season makes time off hard to come by. Maria Ziadie echoed that concern. Someone wondered if the third week of the month would make it easier due to the lateness of bid awards at some airlines. Others voiced that because they plan for this time and bid vacation time specifically for it, a date change should require adequate lead time for vacation planning. Nora O'Neill moved that Holly pursue this with written response/survey through the newsletter and that if insufficient interest was generated that the subject should be dropped. The motion was seconded by Carolyn Pasqualino and was passed by show of hands.

PICTORIAL ROSTER - Holly Mullins: The subject of a pictorial roster generated interest with the attending membership. Holly was asked to investigate the cost and organize this project possibly for next year's convention. As an aside, Holly reported that her home school project with her children was successful and those interested could get more information after the meeting.

NEW BUSINESS

1991 MID-WINTER SKI-TOGETHER - Sandra Lloyd: Sandra reported that although for the last two years the trip had been held in Whistler, B.C., this year was time for a change. She asked for volunteers to organize something for the third week in January. Emily Warner graciously offered to plan the outing. Emily lives in Granby, Colorado. Once more details are settled, the information will be available in the newsletter.

1990 FALL CRUISE - Susan Knapp: Interest was mentioned in an ISA fall Caribbean cruise. Susan asked for suggestions and recommended NCL as a good candidate for a cruise line. Lore Probst-Jones mentioned experience working for a cruise line and also recommended NCL along with an inside cabin. The departure port being investigated is Miami, and more information would be forthcoming in the next newsletter.

ISA MUSEUM EXHIBIT - Lori Griffith: Lori reported on the small permanent museum exhibit that ISA is putting together for the International Women's Air & Space Museum in Center-

ville, Ohio. She asked for help and donations, including a mannequin or dressmaker's dummy for a uniform display. The exhibit opening is planned for September and will include the press. She also requested volunteers to attend. Florence Sanders and Valerie Walker Patton volunteered to help out.

IFALPA (merit vs cost) - Sue Nielsen: It was reported that the executive council had discussed whether the expense generated by sending an ISA representative to observe the IFALPA conference was worth the benefit of attending. The membership, especially those who had helped secure ISA observer status with IFALPA, were asked to comment on the subject. Maria Ziadie commented and felt that ISA input was important at IFALPA. Those ISA members not represented by an IFALPA member association could have some IFALPA influence only through ISA. Because airline rank and file is mostly male, IFALPA representatives are mostly male. Although ISA's observer may not vote, she may be asked for input that would be invaluable to women in aviation. There was considerable support by the membership for continuing with IFALPA. Valerie Patton generously offered \$100 earmarked for IFALPA expenses.

FUTURE CONVENTION - Carol Cansdale: Carol asked for suggestions for the 1991 and 1992 convention sites. Kingston, Jamaica; Bali; San Francisco; Frankfurt; and Vancouver were mentioned. Imme Visscher recommended that Europe be deferred until 1992. She could not volunteer any European women's help without asking them first. It was decided that the membership would write in their choices for both 1991 and 1992 on the bottom of their convention critiques and that next year's convention committee chairperson would tally the responses.

GUEST SPEAKER/ BETTER YOU THAN ME AWARD PRESENTATION

IMME VISSCHER: Imme graciously reported on her experience as KLM 747-400 First Officer during a four engine flame out caused by inadvertent flight into volcanic ash. Because the incident was still under investigation, KLM and Imme requested no press contact after her story was told. When she had finished, Mimi Tompkins presented Imme with the second "Better You Than Me" award for being in the wrong place at the wrong time.

OUT-GOING EXECUTIVE COUNCIL MEMBERS

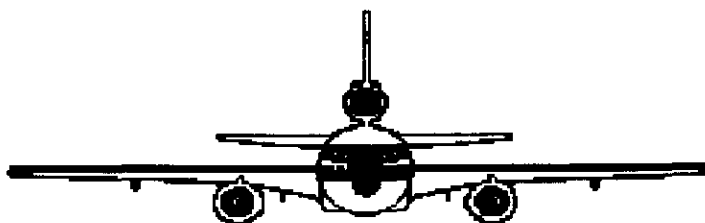
Pam Noeldner: Pam presented each executive council member with a token of ISA's gratitude. The council members whose terms had ended were Nancy Law, Susan Knapp, Sandra Lloyd, and Susan Staples.

IN-COMING EXECUTIVE COUNCIL MEMBERS

Pam Noeldner: Pam introduced each of the new council members. In attendance were Molly Barr, Cammy Condon, Florence Sanders, and Mimi Tompkins.

CLOSING STATEMENT

Sandra Lloyd: Sandra thanked everyone for coming and for making her two years on the executive council enjoyable. The meeting was closed at 12:03 PM EST.



WOMEN AIRLINE PILOT EXHIBIT

The International Women's Air and Space Museum in Centerville, OH has asked ISA to create an exhibit featuring our women airlines pilots. The project was announced at the Washington convention and the following members volunteered to work on this committee.

Cammy Condon
Lori Griffith
Laura Hahn
Robin Wheeler

Ginger Mitchell
Pam Noeldner
Valterie Patton

Laurie Reeves
Maggie Rose
Nancy Stripp

A champagne gala opening of the exhibit is being planned for late fall and all of ISA will be invited. If you would like to volunteer a little time and creativity to this project, please call Lori Griffith at 803-831-7753.

THE EXHIBIT NEEDS YOUR HELP! We will be creating a push button video that will flash pictures of ourselves in uniform in our positions in the cockpit. Music will play in the background while a dialogue about women airline pilots is spoken. Please send clear pictures of yourself in uniform in the cockpit for this unique presentation and YOU TOO can be immortalized in the International Women's Air and Space Museum. SEND PICTURES TO: Lori Griffith: 221 Riverview Terrace, Lake Wylie, SC 29710. The deadline is August 31st.

WE ARE IN DESPERATE NEED OF A DRESS MAKER'S DUMMY!!! If your grandmother has one in her attic or you know of a way to obtain one of these, we need it for the museum exhibit to display a uniform and have little \$\$ in this budget to purchase one. Please call: 803-831-7753.

LORI reports that she has visited the museum and they have a great spot picked out for our exhibit. The museum has an active membership that puts together lectures and guest appearances of top women aviatrix. It is a totally volunteer and non-profit organization and can use all the members they can get to maintain the museum. The Museum is dedicated to the preservation of the history of women in aviation and space and the documentation of their continuing contributions today and in the future. The Museum's future promises to be innovative, informative and exciting. If you would like to support the International Women's Air & Space Museum, use the membership form printed below.



international
women's
air and space
museum, inc.

26 N. Main St.
P.O. Box 465
Centerville, Ohio 45459
(513) 433-6766

Our future promises to be innovative, informative and exciting.

A MEMBERSHIP and/or CONTRIBUTION will enable our museum to continue its scientific, educational and charitable endeavours.

MEMBERSHIP BENEFITS

- IWASM Quarterly Newsletter
- Museum Tours
- Previews of New Exhibits
- Special Receptions

Please make check payable to:

International Women's Air and Space Museum, Inc.
P.O. Box 465 • Centerville, Ohio 45459

I enclose: ☐ Check ☐ Cash Amount _____ for the following membership category

<input type="checkbox"/> Corporate	<input type="checkbox"/> \$1000 <input type="checkbox"/> \$500 <input type="checkbox"/> \$250	<input type="checkbox"/> Association	<input type="checkbox"/> \$100 <input type="checkbox"/> \$50
<input type="checkbox"/> International (outside continental US)	\$30	<input type="checkbox"/> Student/Young Astronaut (18 years or younger)	\$5
<input type="checkbox"/> Individual	\$25	<input type="checkbox"/> Gift	\$ _____

Please send membership acknowledgement and card to:

Name _____

Address _____ Telephone (_____) _____

City _____ State _____ Zip _____

For office use:

Check Date _____ Check No. _____ New ☐ Renewal ☐ Card Sent _____ Entered _____

Thank you for helping bring the International Women's Air and Space Museum, Inc. experience to an increasing number of individuals.

MASTER SENIORITY LIST

By Lori Griffith

The question asked of us most often is: "How many women airline pilots are there?" The fact is that we're growing so fast that it's hard to keep up with the figures.

Currently the computer holds more than 1600 names of women airline pilots who are flying for 121 carriers. There are many women who aren't being counted because we receive such limited information from the foreign carriers, we feel it's safe to assume there are nearly 2,000 worldwide.

With more than 250 women having upgraded to the Captain's seat, USAir leads the

industry with the highest majority of 4 stripers with a total of 41. United Airlines now has more than 300 women airline pilots and both United and UPS has the highest percentage of women at their airlines. Industry wide, we used to represent less than 1% of the pilot force, we've grown to a whopping 3.5%! ALPA has been providing me with a listing of women highlighted by ALPA that we need information from. Please xerox a copy of your company seniority list with the women highlighted and send it to me so your airline can accurately be represented. Send updates to: Lori Griffith 221 Riverview Terrace, Lake Wylie, SC 29710.

ISA COMPUTER NETWORK BEGINS

If you are a CompuServe subscriber and would like to join the ISA network, send your "User ID" number to Vickie Karnes (73667,1567) via EasyPlex electronic mail or postcard. Did you know?? If selective Call Waiting is available in your region, that lifting the telephone receiver, dialing #70, and then connecting to a host computer through your modem, prevents an incoming call from breaking the telephone connection.

IN THE NEWS:

New women's aviation organization founded: The International Aviation Women's Association was recently founded with a conference in Chicago. IAWA was established to bring together women of achievement in the aviation industry and to promote their advancement in the aviation industry. Current president is Sara Simmons, partner in the law firm of Fisher & Hurst, and active in the Aviation Insurance Association. For more information, contact Sara Simmons at Fisher & Hurst, 4 Embarcadero Center, San Francisco, CA 94111, 415-956-8000.

Survey to aid in post-graduate study: New member, Marla Galloway, F/O on the YS-11 with Airborne Express, is compiling data on the "Attributes and Personality Traits of Women Airline Pilots" for her M.A. with Embry-Riddle Aeronautical University. If you receive her questionnaire, as one of those selected on a random basis, your participation in the study will be most appreciated.

China Airlines: Taiwan's first female commercial pilots, Pam Chen and Linda Liu recently returned home from 18 months of training in the U.S.

The Women's Military Aviators, Inc. recently conducted a memorial service in Arlington Cemetery, honoring the 48 military women aviators who have given their lives to the country. It was a moving service and a joy to see women utilizing the site of the memorial.

Military Women Memorial: a design by Michael Manfredi of New York and Marion Gail Weiss of Washington has been selected to become the nation's memorial to women in military service. The memorial will be built at the entrance to Arlington National Cemetery.

ISA LIBRARY

The ISA library has grown by leaps and bounds and there is a wide variety of material that is available for your use.

Carol Timmons just donated a complete set of Pan Am A300 and A310 manuals and Andrea Rice just donated a wonderful set of personal computer DC9 notes filled with the kind of info you'd love to have for orals!! Many thanks to both of you for supporting this project.

Anyone have a video system review tape of the A300 and A310? This would complete the material for those aircraft. ISA will pay to copy any video so that you can keep your original. If you would like to donate, borrow, or lend material just contact our ISA Librarian Lori Griffith: 221 Riverview Terrace, Lake Wylie, SC 29710. 803-831-7753

ISA PICTORIAL DIRECTORY

by Holly Mullins

Work is currently underway towards completion of the first ISA pictorial directory. But we need your pictures! Please send a picture (preferably in uniform) with your name and airline on the back to: **Holly Mullins, 1664 Old Mill Rd, Germantown, TN 38138**. Also, any suggestions as to what you would like in this directory would be appreciated. At the present time I am planning on a separated directory from the mailing directory. I would like to do it alphabetically by airline. Your comments are appreciated. Thank you.

- Holly -

Uni-FORUM

Karen Kahn has begun a new column for our newsletter that should interest us all. We are all only too aware of the continuing and ever-present battle of the UNIFORM. Let's pool our ideas and sources for uniforms so that we can all benefit.....

UNIFORM SHIRTS...and the on-going battle thereof!

For those of you who wear the men's style shirt, a good new source is available for flapped-pocket shirts directly from Van Husen Company Pilot Shirt, P.O. Box 6802, Piscataway, NJ 08854. They sell the female shirt (Short Sleeve #55-649 @ \$11.05 or Long Sleeve #55-648 @ \$11.85) in Reg., Tall, or Petite sizes 8-16. These are white shirts -- if you need blue, ask first as I don't have any details on that -- add \$3.00/order for shipping/handling plus tax if AL, AR, CA, FL, GA, IL, MS, NVC, NY, TN, VA, Wash DC resident.

ASCOT-style shirts are worn by over 300 women at major airlines (CO, NW, USAir) and a good supplier continues to be a problem. J.B. Simpson of Cincinnati is trying to help solve the problem and have a sample in hand which they are going to try and duplicate for a reasonable price. If anyone's got any pull with Arrow or Van Husen, let me know as a good alternative has been to take a standard female shirt (see above), remove the collar and replace with the ascot-style collar. Even if they won't make the shirt as we need it, a good alternative would be for them to supply the collars, ready to sew on.

Present suppliers for the ascot-style shirt are: (price info may be out-dated)

- 1) Fairline Fashions
4105 Overlook Circle
Bloomington, MN 55437
612-884-0909
Cotton/poly blend white and light blue
Sizes 2-14. Short sleeve \$23, Long \$25
Add \$3.00 shipping/handling
(some complaints re: quality/fit)
- 2) Put-Ons
14910 Minnetonka Industrial
Park Rd.
Minnetonka, MN 55343
612-935-2670
Saw a sample at IAD ISA convention.
They make to order; suggest you send a sample
shirt to get your size right.
Call/write for prices, etc.
- 3) Couturiers of San Clemente
129 Calle Los Molinos
San Clement, CA 92672
Attn: Yolanda Gonzales
714-498-6981
Made to your specs. \$22 SS, \$24 LS. Suggest
you send a sample. I'll report more after I get
the one I ordered.
- 4) Use your own seamstress...Butterick pattern #6557 and/or Simplicity #6530.
Caution, tie needs to be cut on bias so it will lay flat and not pucker at sewn
edge.

And on to UNIFORM PANTS...for summer, for those of you who don't wear your uniform coat and can use generic pants, we've found a good source through J.C. Penny's catalog which is now selling Haggar Classics, 60/40 blend cotton/poly twill with belt and slightly gathered (elasticized) back waist-band. Plain front is catalog #N454-1193D Ms. Average, #N454-1058D Ms. Petite, #N484-1227D Ms. Short. Pleated front is #N484-1169D Avg, #N454-1066D Pet, and #N484-1185D Short. Price is \$24.99 black or navy. 800-222-6161 nationwide. These are usual Haggar quality which wash/dry easily and hold their shape and press.

Finally, the dreaded HAT...which I have been informed is what I wear at CAL, rather than a cap, which is something with a bill (which some of us still wear). The new source for the American Airlines style hat is Midway Cap Company (2301 West St. Paul Avenue, Chicago, IL 60647 312/276-4300, attn: Hershey). The cap runs around \$19 for F/O and S/O without the scrambled eggs. Add extra for eggs, band, and buttons. They come in S, M, L -- best to give them your head size in inches to be sure. They'll ship UPS upon receipt of your check...call to confirm they have your color and for latest prices. These hats are the ones made by Bierner & Sons in DFW. Advise them if you want it stiffened so as not to be a crushable wool felt, otherwise it can be crushed but will resume it's shape with a bit of shaking/shaping. The hat is durable if you take care of it...the metal wire that runs around the brim/edge will keep its shape if you don't abuse it. I've sprayed mine with scotchguard to repel water...I'll let you know how it survives the next down-pour.

Please help contribute to this column. We need input from all of you. Needless to say, we're interested in looking both professional and feminine...we spent long enough with the "you have to look like a man to do his job" attitude. I'll also be happy to answer individual questions if I can; write or call me at 799 North Ontore Road, Santa Barbara, CA 93105 805-687-5859.

Hope this gets everyone thinking and contributing.

Karen Kahn
Continental MD80 Capt.

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Karen Kahn
Continental MD80 Capt.



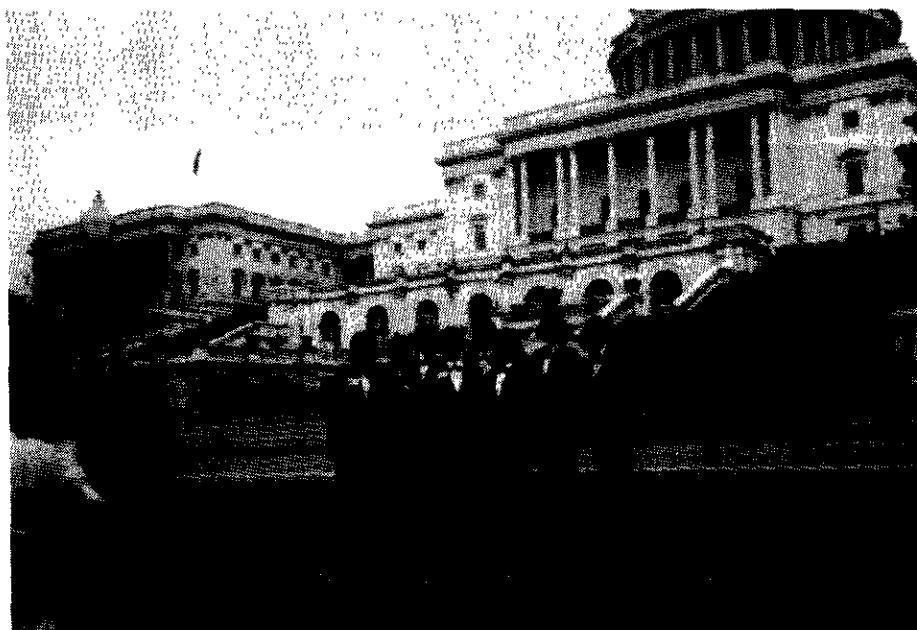
ABOVE: Duana Robinson, Molly Barr, Ginger Mitchell, Jan Dolf (former PSA west coast group)



TOP LEFT: Northwest Group

CENTER: Karen Schaefer, Carol Cansdale

LOWER: American Group



LOWER: Imme Visscher speaks to us at the business meeting.





EC COUNCIL - incoming/outgoing



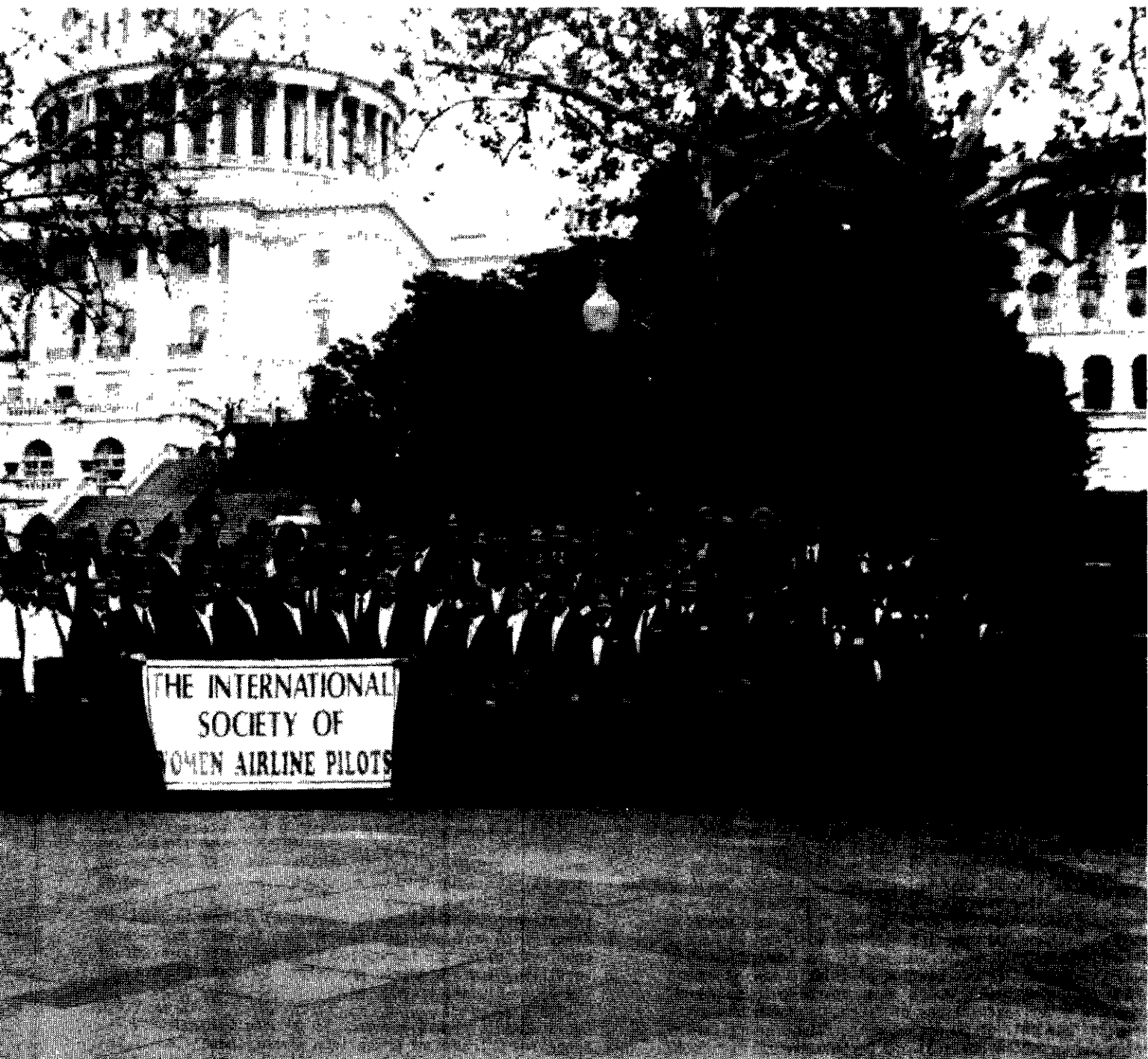
Ginger Mitchell, Denna Gollner



EC COUNCIL Above: Vicki Karnes, Susan Knapp, Nancy Law, Sandra L Lloyd, Pan Noeldner, Sue Nielsen, Mimi Tompkins, Laura Hahn, Molly Barr, Cammy Condon, Carol Cansdale, Florence Sanders.

LEFT: Sue Nielsen, Kim Nielsen, Ginger Mitchell





RIGHT: Gregg Griffith, Lori Griffith
Denna Gollner



CONVENTION ATTENDANCE

The ISA membership has grown so much in the past few years, and we had such a large turn out at the convention this year, that identification of each little face in the large group photo became impossible, so we've done the next best thing, and have listed those in attendance alphabetically below:

Angela Allen	Mary Louise Griffin	Debra McCaw	Margaret Rose
Debbie Anderson	Lori Griffith	Anne Mitchell	Kathleen Royer
Barbara Baerg	Gina Grisafi	Ginger Mitchell	Florence Sanders
Mary Bardon	Marie Hadad	Jerye Motschman	Karen Schaefer
Molly Barr	Laura Hahn	Holly Mullins	Valerie Scott
Beverly Bass	Sherry Harriman	Anne Harrison Nelson	Ann Singer
Nivedita J. Bhasin	Renita Herrmann	Jennifer Nicholson	Barbara Snoden
Rosella Bjornson	Ann Hogan	Sue Nielsen	Lisa Soli
Denise Blankinship	Prudence Hostetter	Pam Noeldner	Nancy Stripp
Carol Cansdale	Karen Kahn	Nancy Novaes	Kathleen Sullivan
Sue Cederquist	Vicki Karnes	Norah O'Neill	Norma Jean Thompson
Sandy Christison	Evelyn Kennedy	Sylvia Otypka	Carol Timmons
Carol Clayton	Lori Killough	Carolyn Pasqualino	Pat Toher
Cammie Condon	Susan Knapp	Sarah Pearl	Dorothy Vallee
Susan Crawford	Karen Koenig	Carolyn Pilaar	Margaret A. Walters
Fiorenza de Bernardi	Sharon Krask	Heidi Porch	Imme Visscher
Marcy Deckelbaum	Pam Krueger	Lore Probst-Jones	Emily Warner
Jeanne Dietrich	Lisa Kuehl	Kati Reagor	Nancy Waylett
Jan Dolf	Virginia Kurdziel	Morgen Reeb	Tracy Welch
Sue Ellison	Betsy Landon	Laurie Reeves	Sandra Wilson
Anne Falanders	Nancy Law	Rita Reo	Ellen Wright
Sharon Finch	Sandra Lloyd	Lisa Revou	Lucy Young
Cyd Fougner	Kathleen Malong	Andrea Rice	Robin Wheeler
Denna Gollner	Pati Marsh	Maria Rich	Carolyn Vincent
Barbara Green	Susan Maule	Duana Robinson	
Gail Grieshaber	Jane McCaffery	Janet Rollings	

ARE THERE WOMEN IN SAUDI ARABIA?

Those of us who attended the dinner at the Saudi Arabian embassy enjoyed the Saudi's gracious and warm hospitality. We enjoyed an informative film about their country followed by a sumptuous dinner. A good time was had by all, and we thank the Saudi Arabian embassy for having us there to enjoy a piece of their culture. However, my curiosity about the status and conditions of women in Saudi Arabia was sharpened as a result of our visit. I have managed to unearth a few interesting facts about the women in their country that might be of interest to you.

I don't think that we will see any female Saudi Arabian pilots in ISA in the very near future.....

In many parts of the Arab world "purdah" (segregation from the public sphere and from interactions with men who are not family members) and the wearing of the "abaya" (veil) prevail. By strict interpretation of Islamic law, a woman is required to wear the "abaya" upon reaching puberty and to observe other restrictions of "purdah". Women who disregard "purdah", or do not wear the "abaya", are frequently subjected to physical and verbal abuse.

Marriage: Marriages are still arranged by families, and the pressure is for females to be married no later than 16 years of age. In 1980 a Royal Decree was passed requiring that a bride and groom be permitted to meet each other before the wedding. Men are allowed to have as many as four wives, and all that is required to divorce one of them is to simply say "I divorce thee" in the presence of witnesses. Contraceptives were banned by Royal Decree in 1975.

It is against the law for women to drive or to travel without a male relative or to eat in a restaurant alone.

Labor laws prohibit women from working with men.

Women are prohibited from operating a professional private practice, with the exception of medicine.

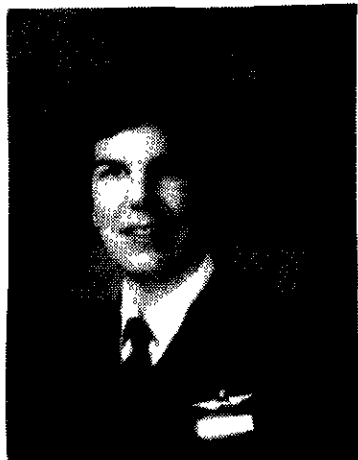
Education: The first girls school was opened in 1960, the first women were admitted to colleges in 1962. Education continues to be sex segregated from age 6. In some universities, women students are taught by male instructors via close-circuit television.

But a woman's rights movement is growing in Saudi Arabia. Since the entrance of women into primary education in the 1960s, women's role in Saudi society has undergone major changes. An increasing number of women are discarding the face veil entirely. More women are entering the work force, although they remain restricted to employment in the "female sector" (female services, education, social welfare, etc.). Female enrollment in colleges was expected to reach 40,000 by the late 1980s.

Difficulties remain, however. Conservative Moslems oppose women's employment outside the home as being detrimental to the family. Other obstacles include male disapproval and non-cooperation, lack of child care facilities, the law against women driving, and lack of public transportation.

by Molly Barr

MEMBERSHIP by Vicki Karnes



Sandra Anderson
507-215 college Ave. West
Guelph, Ontario N1G 1S6
CANADA
Canadian Airlines

Margorie Bachman
2637 Fenwick Ct.
Ann Arbor, MI 48104
Northwest

Maureen Barnes
738 Iana Street
Kailua, HI 96734
Hawaiian *CC*

June Bodner
715 Oaknoll Dr.
Springboro, OH 45066
United

Amy Bond
2777 Ridgcrest Dr.
Southlake, TX 76092
American

D.R. Bourdon
440 McMurchy Ave. So.
Apt. 1105
Brampton, Ontario L6Y 2N5
CANADA
Air Canada

Jennifer Cooper
209 Dalmany Dr.
Cary, NC 27513
United (formerly Eastern,
Braniff)

Carol Difeo
1212 Punahou St. # 2007
Honolulu, HI 96826
Aloha

Charlotte Engels
Hoofdweg 1377
2151 MA Nieuw Vennep
THE NETHERLANDS
KLM

WELCOME TO OUR NEW MEMBERS:

Finishing up my first year on the job, I am pleased to report that we have had a total of 73 new members join ISA since last year's convention.

Since the last newsletter, we have 27 new ISA members to introduce to you. a special welcome to **Annica Skoglund and Monica Wismar** from Sweden, the newest country to be represented in ISA. This brings our total membership to 359 in 17 countries.

Angela Greenamyre
4002 S. Quebec
Denver, CO 80237
Continental

Kathleen Broderick
Harrigan
4013 Morningwood Dr.
Olney, MD 20832
United

Theresa Hornbruch
167 Aikahi Loop
Kailua, HI 96734
Aloha

Debbie McMaster
Oxford Manor #11N
16 Oxford Road
Kingston 5, JAMAICA
Air Jamaica

Karen Marchbanks
P.O. Box 15282
Boise, ID 83715
Evergreen

Priya Naniwadedar
c/o S.K. Paradkar
Flat #6, B-229
Gov't Colony, Brandra
(East)
Bombay 400 051 INDIA
Vayudoot

Stephanie Padden
2437 Cypress Springs Rd.
Orange Park, FL 32073
United

Lita Quetnick
Caspar Theyss Str 14
1000 Berlin 33
West Germany
Pan Am

Beth Raphael
4150 Cabrillo St. #2
San Francisco, CA 94121
United

Morgen Greschel Reeb
315 Woodside Dr. #B
King George, VA 22485
American

Valerie Scott
25738 Summergreen Ln.
Golden, CO 80401
303-526-2589
United

Annica Skoglund
Finstaholm
S-19800 Balsta,
SWEDEN
Air Nordic

Marlene Smith
21 Midland Dr. #2
Kingston 10,
JAMAICA
Air Jamaica

Barbara Szkutnik
1017 SE 128 Ave.
Vancouver, WA 98684
United

Carolyn Vincent
1 Lombard Close,
P.O. Box 410
Kingston 6, JAMAICA
Air Jamaica

Lisa Volinn
P.O. Box 38513
Denver, CO 80238
United

Robin Wheeler
29815 NE Timmen Rd.
Ridgefield, WA 98642
United

Monica Jones Wismar
Vanadsvagen 24
S-11346 Stockholm
SWEDEN
Linjeflyg AB *CC*

OMITTED FROM 1990 ROSTER
IN ERROR - OUR APOLOGIES!

Tricia Mesmer
28 Sexton Dr.
West Islip, NY 11795
516-587-8540
Eastern

Terrie Foote
8 Mallard Way
Mooresville, NC 28115
704-664-7307
USAir *CC*

RENEWING MEMBERS - WELCOME BACK!

Perilyn Bryce
99 Woodland Ave.
Convent Station, NJ 07961
201-54-1931
American

Kim Caglia
3020 Hickory Grove Ct.
Fairfax, VA 22031
703-591-0919
United Express

Susan Chigos
1126 Shoreline Dr.
San Mateo, CA 94404
Northwest

Katsie Hirsh
9202 Driftwood Cove NW
Gig Harbor, WA 98335
206-858-6167

Christine Helene Figueroa
Boca Raton, FL 33487
United

Joan Kacmar
19 W. 456 Deerpath
Lemont, IL 60439
708-739-1305
United

Lori Killough
867 Long Hunter Court
Nashville, TN 37217
Nashville Eagle (former
Braniff)

Leslie King
3700 SW 60th Ave
Miami, FL 33155
305-667-8299
United

Jill Ann Leenerts
24327 Ave. de Los Ninos
Laguna Hills, CA 92656
714-643-5040
USAir

Heidi Porch
12521 Portland Ave. #212
Burnsville, MN 55337
612-890-7144
Northwest

Penny Campbell Price
8171 E. Holmes Rd.
Memphis, TN 38125
901-755-9308
Federal Express *CC*

Pat Rockwell
1848 Howard Ave.
San Carlos, CA 94070
415-595-3895
United

Nancy Soltis
7830 Mt. Woodley Pl.
Alexandria, VA 22306
USAir

Rebecca Sparks
1404 Ruiz
Killeen, TX 76543
817-634-5886
Southwest

Nancy Stripp
5108 W. Harbison Rd.
Pittsburgh, PA 15205
412-787-1838
Pan Am

Kathy Sullivan
1826 Beacon Ridge Rd.
#202
Charlotte, NC 28210
704-553-8522
USAir *CC*

Laura Watts-Gibbs
699 Tomlinson Ln.
Yardley, PA 19067
215-321-979
Continental

FAMILY

by Carol Cansdale
(with Vicki Karnes)



For those of you who do not know me, I am a First Officer with Northwest Airlines and live in Minneapolis. This is my second year on the Executive Board and I'll be taking over the reigns of the Family Committee from Susan Knapp, who retired to fly....and take care of her family!

In this column, you'll find announcements of births, engagements, weddings, family events, etc., but it won't be complete without help from all of you. If you have news about yourself, or other ISA members, please take a minute and drop me a line or phone me with the information. We want to

hear about births, illnesses, family members, promotions, achievements, engagements and weddings, etc. We also want to hear the bad news (heaven forbid!) so ISA can acknowledge it with some encouragement in the form of a card or phone call. This is **your** column, so let me know.

I also have on file the synopsis of maternity policies of the various airlines. However, there are several airlines for which we have no information. They are: American Trans Air, Ansett, Australian, British Airways, Midway, Hawaiian, LOT, Nigerian, Olympic, Orion, Pan Am, Southern Air Transport, TWA, and UPS. If you are employed by one of these airlines, we'd love to get a note from you with the maternity policy.

Best wishes in the coming year, and keep those cards and letters coming.

NEW BABIES

Congratulations to Judy and Steve Buttgenbach on the recent birth of their son, Alex Steven. He

joins big brother Adam. Alex Steven was born on April 18, 1990! More congratulations to Katsie Hirsh, Alaska, who gave birth to a little girl, Heidi on December 22, 1989.

BABIES ON THE WAY!

Johnie Olson is expecting a baby in August.

Barbara Cook Price is expecting her first child in November.

Susan Staples is expecting her first child in December.

WEDDING BELLS!

Margaret Brewer and Tom Bruce were married on May 5, 1990 in Hendersonville, NC.

Ann Hogan and Martin Immerman tied the knot on March 3 in Minneapolis in a wedding which brought many ISA members to town.

Johnie Olsen married John Boyd.

Jill Butterworth married Ted Leenerts.

Cyd Fougner and Peter Dolliver married June 30th

Congratulations and Best Wishes to ALL!!

ENGAGEMENTS AND OTHER PLANS

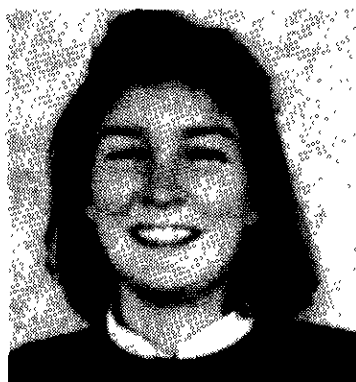
Laura Hahn is newly engaged to Martin Cox. a fall wedding is planned. Is it true that absence makes the heart grow fonder, Laura? Martin proposed the weekend after she returned from the convention in Washington D.C.

Sarah Pearl and Berry Sacks plan to be wed August 18th, 1990

SPEEDY RECOVERY TO:

Becky Howell after knee surgery in May.

HISTORIAN/STATISTICIAN by Pam Noeldner



It was fun to see everyone at the convention again, and it was nice to meet so many new people. Requests for individual airline firsts have been mailed. If anyone signed up for an airline first page and did not receive it in the mail, please let me know. If anyone else wants a copy of an individual airline "firsts" page (i.e., United or UPS...) let me know and I will mail you one. We got

several corrections to the firsts project during the convention, and we'd like to keep that up also, so we have an accurate data base.

I have a special request for scrapbook pictures this year. As historian, I was responsible for taking pictures of the convention for the scrapbook. Unfortunately, none of the negatives developed because of a broken lens shutter!!! So I am sending out a special request for all of you that have some good pictures you would like to see in the scrapbook, to send in those pictures to Norah O'Neill or myself. Norah keeps the scrapbooks for ISA and she also brings them to the convention every year so we can all see how much we've changed! Norah does a super job, and I'd hate to see this convention go by without a lot of pictures.

CORRESPONDENCE by Sue Nielsen



Not too much has been going on other than, of course, the convention. ISA has received a notice from Ms Rosalee Phillips

concerning the 4th Annual Kansas State Air Show, also known as the Liberal Air- show. The event will include military and civilian flying teams performing, as well as lectures and seminars. the dates are September 15 & 16, 1990 and for more information call the Liberal Air Museum at (316)624-5263. It sounds like a worth while adventure.

On June 15, 1990, our own CAPTAIN GINGER MITCHELL will be interviewed by KRON TV, a local San Francisco NBC affiliate television station. The interview will be conducted at SFO with Ginger in uniform and performing some of her preflight duties. (I thought all Captains delegated pre-flight duties!) Unfortunately we do not know when this will be aired, but we ask the local members to keep their VCRs in ready.

That's about all from this department. But I thought I would add some personal comments about this year's convention. Having never had the opportunity; to attend an ISA convention before, I have no previous experience to compare Washington D.C. with. But I learned a few things that many of you probably already knew. Take very comfortable shoes, get plenty of sleep BEFORE you arrive (because you'll get none while you're there), and never comment that, "ISA should do..." unless you want to be the one organizing what it is that ISA should do. Don't worry about the little things. First off they

don't really matter and second off now one else will notice. And no matter what... someone won't be happy about something... so just do your best and have a good time.

And speaking about having a good time, it was a great time. It is truly an honor to be associated with persons that are as intelligent, practical, interesting, diverse, and entertaining as the ISA membership is. My husband was able to attend also and, believe me, he'll never be the same.

FINANCE

by Laura Hahn



I am currently waiting on reports of the final convention cost and so don't have a complete report for you in this newsletter, however, below is a brief summary of our current finances:

TOTAL EXPENSES: May 89
thru May 90 - 10,548.98
INCOME: 16,514.98

That leaves us with 5,966.24 left over to take us through December of 1990.

I will be printing a full budget for your contemplation in the next newsletter.

CONVENTION BIDS FOR 1991

ISA is now accepting invitations from hosts and sponsors for our 1991 convention, to be held May 7, 8, and 9, 1991. If your airline or another organization that you know of would like to sponsor us, please send your bid in to Florence Sanders - 8471 Bazemore Rd., Cordova, TN 38018. THE BID MUST BE IN BY AUGUST 15th! The next ISA executive meeting will be held later in August, and the site of the 1991 ISA convention will be decided then.

All convention bids should include detailed information about:

- * the sponsorship that can be provided by your airline or other organization.
- * 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.



INTRODUCING THE NEW EXECUTIVE COUNCIL MEMBERS

Molly Barr - Newsletter Editor:



I was born in Santa Fe, New Mexico, but have spent my entire life in California. Raised in a "flying" family on a small airport in Northern California, I logged my first flight hour at twelve and soloed at sixteen. My mother was my flight instructor, and my father saw to it that the airplanes were maintained. I wasted a lot of time getting a degree in Aeronautical Engineering that I hope never to use again, getting married and divorced, and trying my hand as an engineer for Lockheed Aircraft Corporation. I was thirty years old when I "landed" my first airline job in 1979. Since then, I have flown for Swift Aire Lines, Pacific Coast Airlines, Wings West, Orion, PSA, and now USAir. I am currently a 737-300 first officer based in San Francisco. I joined ISA in

1986 and have met a lot of wonderful people and done a lot of wonderful things since then. I feel that the most valuable function of ISA is the creation of an International "Sisterhood" of Aviation Professionals. I am looking forward to playing my part towards this end.

Cammy Condon - Constitution & By Laws:

Cammy is a 737-200 F/O for USAir. She is based in Charlotte, NC, and lives in Dayton, OH. She has both a BS 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. She 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 where I am proud to be a member.

'Constitution' is the committee I will be in charge of this year. With all of the hard work that was put into it last year, I really have most of my work done for me. **Thank you, Nancy!** I have the job of getting the new amendments rewritten and

the new constitution printed and out to everyone.

The International Women's Air and Space Museum is located in Dayton, OH (my home town) so I will also be helping Lori Coordinate the display that ISA hopes to install there this year. It's a small museum but they have big plans for the future. Anyone passing through Dayton is always welcome. It's definitely an aviation town with many things to see and do for someone interested in the "Birthplace of Aviation."

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."

Florence Sanders - Convention:



Florence Sanders is currently a B727 Captain in her seventh year with Federal Express. She

resides in Cordova, TN and has been an ISA member for 6 years. Florence is from a single family home and was raised by a hard working mother. She says that she grew up at the poverty level and would like other women to know that, although it was difficult to get to her current position in life, anything is possible. She says, further, that she's always been crazy, "it wasn't just gas fumes." She helped organize the Federal Express sponsored convention in 1987 in Memphis, and writes "I find that I'm fairly creative, and think I can come up with some good ideas."

Mimi Tomkins - Scholarship & Education:



Mimi is currently a 737 Captain for Aloha Airlines and is based in Honolulu. She has been with Aloha for ten years, and an ISA member for five years. Her aviation background is civilian. Mimi's interests for ISA include providing encouragement for new members and promoting

"networking" as a means of support for each other. She would like to get to know more women pilots. Mimi already contributes to ISA by maintaining the S/I Bank and some of you may recall that she was the first recipient of the ISA "Better You Than Me Award" at the Maui Annual Meeting.

IFALPA CONVENTION

As you have read through this issue of the newsletter, you will have noticed that the subject of IFALPA and our continued presence as an observer member has been the topic of some discussion. Originally this subject came up at an Executive Council meeting. Those council members present wondered about the cost incurred as compared to the value received. Let me recap quickly what those costs are.

The registration fee for attending the IFALPA conference this year was \$190.00. The hotel in which the conference was held and which the members and observers were offered rooms was \$145.00 per night, and this was a five day conference. The total cost so far would add up to \$919.00. Taxes, food and transportation have not been considered. As you can see, this can become very expensive, very quickly.

The situation ISA found itself in this year, was late notice of the meeting site. Because of this it was impossible to recruit a volunteer observer

through the newsletter. Therefore, in the scramble to have a member attend, we had to make some quick decisions based on limited past policy. During several telephone calls to past observers, we found that one year ISA covered all costs except food. And another year, ISA paid for nothing except the registration fee. With this information, we decided the best course was to offer to pay the registration fee and some hotel expense, up to a cap of \$500.00 in total. We were sorry to limit the observer in this manner, but it was felt that ISA could not afford nor justify what could end up costing over \$1000.00.

That brief history will hopefully explain why the topic was discussed. Because no one on the Executive Council that was present at that meeting, had ever been an observer at an IFALPA conference, it was decided to place the issue on the agenda for the Annual Business Meeting in Washington D.C. Reading through the minutes of the Annual Meeting, you will note that the membership support for continuing in IFALPA as an observer member was enthusiastic. Based upon this, ISA will continue to send an ISA member as an observer to the IFALPA conferences.

Currently we plan to establish an "IFALPA observer volunteer bank". This will be similar to the S/I bank in that those ISA members who have volunteered will have indicated that they are interested

in attending. They will be called upon to attend based upon their proximity to the conference and their ease and low cost to ISA of attendance. Any ISA member who has volunteered and is contacted about attending, we ask that you respond and that you respond promptly. Either yes or no is fine, but we do need to know.

We do not know whether not attending one year's conference would cause ISA to lose its observer status. However, we will be contacting the IFALPA Secretary concerning this. It was recommended at the Annual Business Meeting that if the conference site as planned by IFALPA was too expensive for ISA one year, and that missing a conference would not result in a loss of our status, then that should be our course of action.

Elsewhere in the newsletter, below the ISA FOR SALE ITEMS form and the CAPTAINS CLUB form, you will find (yes...you guessed it) another form. Please, if you are interested in attending next years, or any future IFALPA conference, use this form and let us know. Next years conference is to be held in Singapore, and we think it will be in April again. So this should put our new "volunteer bank" to the test.

NOTE: A reply has been received from T.V. Middleton, Executive Administrator, IFALPA which states that ISA+21 has a "permanent" place as an invitee which would not change due to missed attendance.

THE 1990 IFALPA CONVENTION

by Pati Marsh

The International Federation of Air Line Pilots Associations held it's 45th annual conference in Washington, D.C. in April. IFALPA is a global organization representing over 65,000 pilots from 70 countries. It is perhaps one of the most important aviation organizations in the world because of their expertise and influence in matters of great importance to the airline industry.

Through the efforts of Maria Zaidie Haddad (Air Jamaica) in 1986, ISA was invited as an Observer to this prestigious organization. Other Observers and delegates include world recognized experts in the fields of security, engineering, and aircraft manufacturing. It is my hope to inspire ISA members to become involved with their respective associations so that women can become integrated into IFALPA as delegates.

Some issues discussed were:

CABOTAGE - With globalization and deregulation in the U.S. and Europe, many of us will be affected. "Cabotage" is permitting a foreign carrier to transport persons, property or mail for compensation or hire on a flight which originates and terminates within the borders of a sovereign nation. IFALPA is opposed to Cabotage agreements which adversely affect the interests and career opportunities of airline pilots in whose countries the Cabotage operations are to take place.

OZONE and RADIATION IFALPA has generated significant research on these subjects. As a result of their recommendations, we will probably be seeing radiation and ozone monitors in cockpits in the near future.

SECURITY The Establishment of a Security Deficiency Reporting System. Member associations should encourage their states to establish a Security Deficiency Reporting System, enabling pilots and other civil aviation staff to report security deficiencies, thus ensuring that the required security standards are achieved. No legal or punitive action would follow these reports except in cases of criminal intention or willful neglect.

ENGINEERING IFALPA is making a serious re-evaluation of aircraft accelerate-stop distance criteria. Of concern to those operating the new high thrust, high bi-pass engines, engine contingency ratings are being looked at. It is felt that the use of this procedure will have an adverse affect on engine reliability at a time when there is already an emergency, and during subsequent flights.

CREW

AUGMENTATION As aircraft get larger, crews get smaller and range is extended, crew augmentation becomes a necessity. Furthermore, the question of who is ultimately responsible for the flight comes up. Some airlines have only one command pilot while others hold any qualified Captain at the controls responsible for that portion of the flight she is flying.

Attendance at the IFALPA conferences enhances our visibility as an international organization. Great interest in ISA was expressed, particularly by those countries that do not yet have ISA members or women pilots. Our attendance is also important because of the contributions we can make to IFALPA while concurrently protecting our own interests. For example, one reason many of our members can fly during and after pregnancy is because of ISA input into IFALPA at the time these policies were being made.

The 46th annual IFALPA conference will be held in Singapore in April of 1991. I would encourage anyone who has an interest to attend, either as a representative of ISA or through your own airline association.

FALL CRUISE

by Nancy Law

Do you have too much going on in your life? Too Little? Well...WE HAVE JUST WHAT YOU NEED!!!

Relax and play in the Bahamian Out Islands on ISA+21's FALL GET-TOGETHER Cruise - a fabulous 4 day/3 night adventure to the Abaco Islands on the Premier Cruise Line ship The Majestic.

You should already have received a letter from Interline Cruise Connections outlining the event of the season! The boat will depart Port Canaveral at 4:30pm on Thursday, Sept. 27 and return to port Sunday morning at 8:00. If you haven't yet received your letter detailing the cruise, please call Interline Cruise Connections (800-654-3827) and ask for Donna Clark or Claudia Jones. They will be handling all of the registration details and will have the answers (or find them) to any questions you may have. I will also be happy to assist you any way I can. (Jay and I have already signed up for the cruise and are setting up a scuba diving expedition for Saturday. Any of you who would be interested in diving, please give me a call at 704-362-2701.)

Now, for the details...

1. The closest airport to Port Canaveral is Orlando, Florida. Premier Cruise Lines will provide complementary shuttle service to and from the Orlando Airport and Port Canaveral. The busses will run continuously, beginning around 11:00am, with the last bus leaving the airport at around 2:00. If you will be using the shuttle service, plan on arriving in Orlando by 1:00pm on Thursday in order to have time to collect your baggage, etc.
2. Scrumptious Cuisine is served all day long. Dress for the evening dinner is casual (nice slacks outfit or dress for the ladies, nice slacks and knit shirt for the guys) on two of the nights. However on the night of the Captain's dinner, you have the option of "dressing to the nines." (Guys should plan on wearing a coat and tie to this dinner.) Dress for the rest of the cruise functions: casual shorts, swim-suits, etc. The Majestic has all the standard amenities of a good cruise ship, including pools, aerobic classes, sporting events, a disco, a casino, nightly shows and entertainment.
3. Cruise cancellation insurance is available from ICC for \$12.00 a person. It is a good idea to have this insurance, since cancellation penalties are steep and we have to commit to the cruise by July 27. (ICC can give you the details of the cancellation policy when you call them to register for the cruise.) Basically cruise cancellation insurance will cover any cancellation penalties you incur if you miss the cruise because of sickness (your's or a family member's) or some other situations that are beyond your control. They will NOT cover penalties incurred because you missed your plane, however.
3. The letter you received from ICC and Premier Cruise Lines stated that an interliner had be in each cabin. This is not exactly true. We have to have at least one interliner registered for every cabin reserved. If you are unsure and wish to reserve a cabin for non-interline friends, give me a call. We should have enough interliners to cover the cabin of any non-interliner friends.
4. The letter from ICC stated that a deposit of \$50.00 was due by June 30. The letter was mailed before I had time to negotiate all of the details. ICC will now hold 30 cabins in ISA+21's block until July 27. They must receive full payment (by check or credit card for all reserved cabins by then. Any cabins not paid for on that date, will be released.

The history of this particular cruise indicates that it will be sold out. PLEASE REGISTER EARLY to make sure a cabin is available for you.

JULY 1990

ICC will need a letter of employment from your airline on file prior to the sailing date.

RECAP:

CRUISE DATES: Thursday, Sept. 27 to Sunday, Sept. 30

COST: \$250 per person, double occupancy, inside cabin

\$285 per person, double occupancy, outside cabin

\$180 per person for the 3rd and 4th person in the cabin

\$ 38 port tax per person

INFORMATION AND REGISTRATION: INTERLINE CRUISE CONNECTIONS

agent: Donna Clark. Owner: Claudia Jones

phone: (800)654-3827 nationwide

(303)730-2225 Colorado

ISA MEMBER TO CONTACT: Nancy Law, (704)362-2701

2701 Landing View Lane, Charlotte, NC 28226

(Husband: Jay)

PLEASE PLAN ON JOINING US FOR THIS FABULOUS EVENT!!!!

ISA MEMBER IS HONORED BY THE FAA



Julie Clark was awarded the FAA Certificate of Appreciation. An award which is probably one of the most "prestigious awards given to civilian pilots," stated Gerry Cook, FAA Chief in Dallas.

"We feel Julie is one woman who has contributed so much to aviation that she should be recognized for her achievements," Cook said. the award was given "In recognition and appreciation of your outstanding contributions as a professional pilot to the achievement of our common goals of flight safety and the growth of aviation; your dedication and untiring efforts in pursuit of the preservation of our great American military aviation heritage and in particular, your achievements in advancing women's role in aviation, all which have earned the gratitude and respect of the Federal Aviation Administration and all who fly."

Julie is a captain for Northwest Airlines and has amassed over 15,000 flying hours in over 65 different types of aircraft.

(NINETY-NINE News, April/May 1190)

1991 WINTER SKI-TOGETHER

Emily Warner has graciously volunteered to be our hostess for ISA's annual winter ski-together. It will be held in Colorado at the Ouray Ranch and Anglers Club lodge 90 miles from Denver. The brochure Emily sent the editor looks WONDERFUL!

Emily has reserved the lodge for January 15, 16, and 17. The lodge will sleep 20, and Emily's house has room for 4 additional. If there are more people, we can get more accommodations close by. The rooms will go by first-come-first-serve. Those who make their reservations early will be given preference.

The cost will be \$20.00 per person per night. For an additional \$10.00 per person, she can arrange dinner on Tuesday and Wednesday night and breakfast on Wednesday and Thursday. The dinners include wine, beer, and hors d'oeuvres.

The lodge is 50 years old, restored, and will also serve 36 for meals besides sleeping 20. There is cross-country skiing on the property and three ski-areas close by - Winter Park, 30 min., Silver Creek, 10 min.; and Vail, Copper, Keystone, and Steamboat Springs are all about 1 hour away. Emily comments that we should all really enjoy the uniqueness of the ranch.

More details on the outing will be included in the October newsletter. For

those of you who have questions or who might like to volunteer to help Emily out ... Emily can be reached at:

P.O. Box 947
Granby, CO 80446
(303)887-2063

CONGRATULATIONS & CON-TRAILS

by Vicky Karnes

New Airlines:

Sherry Anderson - from Eastern to United 12/89

Krisan Wismer - from UPS to United 8/89

Karen Koenig - from Eastern to TWA

Kim Caglia - from Eastern to United Express

Mary Berlingeri - from Eastern to Trump Shuttle

Patricia Tormey - from Horizon Air to USAir

Lou Anne Gibson - Branniff to Jetstream Int'l

Karen Bernheim Cardin - from USFS to Westair

Captain Upgrades:

Florence Sanders - Federal Express, B727 Capt

Evelyn Kennedy - Federal Express, B727 Capt

Penelope Price - Federal Express, B727 Capt

Sofianna Karamalis - Olympic, DO-228 Capt

Stephanie Wallach - Alaska, Md-80 Capt

Other Upgrades:

Deb Slais - TWA, B727 F/O

Sherry Ritchey - USAir, B737 F/O

Claudia Hilten - United, to B737 F/O

Lisa Kuehl - United, B737 F/O

Virginia Kurdziel - Pan Am, F/O, type rating in A-310

Members in the Spotlight:

Connie Bowlin - was elected Director and Treasurer of the EAA Warbirds of America

Victoria Kendall - Australian B727 F/O, reported that she would be returning to work the first week of April. She is still the only woman pilot at Australian. Victoria was the first female captain for a major Australian airline when she received command of the DHC-6 in 1987. A belated welcome to the Captain's Club!!!

CONGRATUALTIONS TO PRIYA NANIWAKEDAR!!

Multi-engine training is virtually non-existent in India, so Priya, ISA's 1989 Merit Award recipient, arrived in the U.S. May 20th to complete her multi-engine rating. This rating will allow her to apply to Air India for a training pilot position. There are no women pilots currently flying for Air India, the nations's international carrier.



"CREW CONCEPT" Column



The "Crew Concept" column invites you to contribute any thoughts, experiences, solutions, policies at your airline, etc. on sexual harassment and discrimination. We hope that sharing these experiences, advice, and information will benefit us all, and help us to deal with sexual harassment and discrimination in a professional manner.

The following is NORTHWEST AIRLINE's policy on sexual harassment - contributed by Carol Cansdale:

The Civil Rights Act of 1964 prohibits discrimination on the basis of sex. Federal courts and government agencies have held that sexual harassment is a form of sex discrimination. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. It includes verbal abuse, leering, gestures, advances, and pressures inviting sexual activity. Unpermitted physical contact, such as intentional touching, patting, pinching, and other assaults including attempted rape and rape are forms of sexual harassment. Any sex-related conduct that is intimidating, hostile, or offensive is considered unlawful harassment.

Northwest Airlines is committed to a policy of Equal Employment Opportunity and expressly prohibits all forms of sexual harassment. The company advocates a work place free from intimidation. Each department head, division head, and manager is responsible for ensuring that employees are aware of, and comply with, this policy. Employees are obligated to advise their manager or the Administrator-Corporate Equal Opportunity Programs of incidents of sexual harassment at the time they occur. Complaints concerning this matter will be investigated promptly, and corrective action will be initiated. Any employee in violation of this policy is subject to disciplinary action. Disciplinary measures will be enacted in accordance with the procedures used for other violation of Company policy. The Administrator-Corporate Equal Opportunity Programs should be advised of all complaints about sexual harassment.

------(cut here)-----

WARNING!

If you are planning to move, remember to drop us a note so your ISA mail will follow you. Third class mail is not forwarded, so send your update right away to: Vicki Karnes, ISA Membership Chairman, P.O. Box 612294, Dallas, TX 75261, 817-430-4104.

New address? New House? New Husband? New baby? New Up-Grade? Use the form below to keep us informed.

NAME _____ HUSBAND _____
 CHILDREN _____ PHONE _____
 ADDRESS _____

 AIRLINE _____ POSITION _____ EQUIPMENT _____
 OTHER NEWS _____

JULY 1990

We were very please to receive the following letter from Shelly Shallenberger:

2097 West Case Road
Columbus, OH 43235

March 19, 1990

INTERNATIONAL SOCIETY OF WOMEN
AIRLINE PILOTS
P.O. Box 38644
Denver, Colorado 80238

To Whom It May Concern:

My name is Shelly Shallenberger and two years ago I received a Merit Award through your organization. I am writing this letter to update ISA#21 on my career progress.

The Merit Award enabled me to obtain my instrument instructor rating. Shortly after receiving this rating I was hired by Executive Jet Management in Cincinnati, Ohio. I was told my CFII rating was the deciding factor in their choice; Apparently my competition was lacking this rating.

I became one of Executive Jet's out-based pilots. I worked in Columbus, Ohio for White Consolidated Industries as their King Air 200 first officer. During my employment with Executive Jet, I received my Part 135 co-pilot sign off in the King Air 200 and A100...

In February, 1990 White Consolidated ended their management contract with Executive Jet and offered me the opportunity to remain and work for them. I accepted their offer for a number of reasons; first and foremost being the promise of the ATP rating and freedom to attend airline interviews.

I currently have 1700TF, 830MEL, 800 Turbo-prop and I am in the process of sending my resumes to all the major airlines. I sincerely feel that the Merit Award I received from ISA#21 was the stepping stone that enabled me to advance in my career. I thank you once again for the opportunity that you have given me and I will be forever grateful to your organization.

I look forward to the day when I can join your ranks as a major airline employee and I feel ISA#21 will have been a valuable link in the chain to that success. Thank you again for your support.

Sincerely,

Shelly Lee Shallenberger

Shelly Lee Shallenberger

International Society of Women Airline Pilots

(from the Canadian Employees Bulletin - May 3, 1990)



First Officer Rosella Bjornson recently accepted a special framed copy of a poster featuring her produced by the Alberta Department of Career Development and Employment and presented by Norm Weiss, minister responsible.

Hard work makes dream come true

First officer Rosella Bjornson of Edmonton will achieve a life-long goal later this year when she begins training to become Canadian's first female captain.

Bjornson, the first female first officer in North America grew up dreaming of becoming a commercial airline pilot at a time when females were passengers, not pilots.

Bjornson was recently recognized as a role model for young women by the Alberta Career Development and Employment Department. The department produced a poster featuring Bjornson

for distribution to high schools throughout Alberta.

Bjornson modestly accepts her role in helping open the door in the industry for women.

"I was in the right place at the right time," she said. "When I was growing up, I wanted to be an airline pilot. My father had an aircraft so I grew up flying - on Sundays, we would go for a family flight rather than a family drive."

Growing up in Champion, Alberta, Bjornson was undaunted by the fact that there were no female commercial airline pilots. She obtained her private

license at 17 year of age and went off to the University of Calgary, knowing that a university degree would help her in her quest. Three years later, in 1967, she received her commercial license and began "flying for hire," building up her flying hours.

By 1972, Bjornson had all the required air transport qualifications and the following year secured a first officer position with TransAir (which joined Pacific Western Airlines in 1978), the first female to attain that position in North America. Canadian now employs eight female pilots.

Bjornson is married to Canadian first officer Bill Pratt and has two children, ten year-old Kenneth and six year-old Valerie, who has announced her desire to be a pilot when she grows up. Thanks to the success of women in the industry such as Rosella Bjornson, that dream can take flight.



Women Fliers Continuing the Tradition

By JO2 Milinda D. Jensen

Jacqueline Cochran became a leading female in aviation in December 1937 when she set a New York-to-Maine speed record. The following year she won the prestigious Bendix Trophy Race. At the beginning of WWII, Cochran took 25 U.S. women pilots to fly with the British Air Transport Auxiliary. After returning to the U.S., she became the head of the Women Airforce Service Pilots (WASPs).



Hancock

Captain Joy Bright Hancock enlisted in the Navy as a yeomanette in WWI. In 1922 she moved to Washington, D.C. to work in public relations. she became the first full-time editor of the "Daily Aviation News Bulletin", which changed its name to "Naval Aviation News" in 1943.



Gurke

Being a forerunner is nothing new for Commander Sharon Gurke, Director of operations, Naval Aviation Depot (NADep), North Island, Calif., the largest of six depots in the country. In June of this year Cdr. Gurke became the first female to

hold her position. Positive experiences early in her naval career helped prepare her for this assignment. She was the first ever assigned to a training squadron, VT-9, in Meridian, Miss. But the milestones didn't stop there. Cdr. Burke accomplished another first in 1976 when she became the first female selected as an Aeronautical Engineering Duty Officer. In her current position at NADep she believes that with the total support of managers who decide they want to follow her leadership, and everyone "across the board" working as a team, she can make a difference. "I'm here to help drive the train by directing priorities and providing a stimulus for improvement. We can be the best depot in Naval Aviation."



O'Dea

Commander Jane O'Day was one of four active duty Navy women to enter Navy pilot training in 1974 and earn her Wings of Gold. Since that time she has achieved numerous aviation qualifications: aircraft commander in the C-130 and C-1A aircraft, carrier qualification in the C-1A, Navy instructor pilot in the T-34, and mission commander in the EC-130 TACAMO aircraft. She is qualified for the TACAMO air warfare specialty and is the Navy's senior ranking woman aviator.

"My advice to younger women starting their careers would be to work as hard as you can to get the most qualifications that you can. The way to prove yourself is to get out there and get good grades, good flight passes and be a professional at all times. Walk the straight and narrow. Do the best you can," emphasized the 15-year aviator.



Mariner

Commander Rosemary Mariner earned her wings in 1974. She was the first women pilot to fly tactical jet aircraft, the single-seat A-4E/L Skyhawk. She has logged over 3,200 military flight hours in 15 different naval aircraft and is carrier qualified.

Cdr. Mariner earned her private pilot's license at 17 and graduated from Purdue University with a degree in aviation technology. She had FAA flight engineer and pilot ratings when she joined the Navy.

"You are in the service and that means sacrifice. Men have always made that sacrifice. You (women) have to be willing to make it, too," said the commander, who is currently serving as XO of VAQ-34, NAS Point Mugu, Calif. Cdr. Mariner will fleet up to skipper of that squadron next year.

.....

"....When I am asked why Navy women are succeeding, I recall the comments of the commanding officer of the destroyer tender Acadia when his ship returned to San Diego after a prolonged presence in the Persian Gulf to repair USS Stark. He was asked how important the women in his crew were to his mission and he replied, 'I couldn't have done it without them.' Women officers and enlisted are turning in similar performances today as they serve in demanding assignments afloat and ashore around the world...."

NAVAL AVIATION NEWS Nov-Dec 1989

QUESTIONNAIRE

We recently received a very gracious letter from author **Kathleen Martin**. She is planning a book that will profile contemporary women pilots. This will include military pilots, air-ambulance pilots, instructors, and...AIRLINE PILOTS. She requests our help with her book by filling out the questionnaire that follows. The book will also include an overview of the history of women in aviation, from the early days of ballooning through the most current achievements of women at press time. It is possible that some of the material she gathers may be used for magazine articles also. She has already written an article specifically dealing with the airline career opportunities available for women for the "The Collegiate Career Women," to be published this fall.

Please feel free to be as brief as you like or to use extra paper and elaborate as much as you wish on these questions or on any other thoughts you feel may be significant to this project. If there is a question you prefer not to answer, just skip it.

1. What is your -

Age:

Marital Status:

Any children?

2. What airline are you with?

Date of hire?

What is your base city?

Do you live in your base city?

What type of aircraft do you fly?

What is your position?

3. Your educational back ground:

4. Your training: (briefly - school, military, special school, etc.)

5. Age at which you began to fly professionally:

6. Previous career(s), if any:

7. Are you willing to be interviewed over the phone and/or in person?

May I use the interview for publication?

8. Are you willing to be photographed for publication?

9. Other members of your family (incl. husband) who are or were pilots or other aviation professionals (air traffic controllers, instructors, etc.)

10. Have you ever been in the military?

If so, did you fly while in the service?

11. Your primary reason for becoming a pilot (or the strongest influencing factor):

12. What do you like best about your career?

13. Any downside to this career?

14. Have you faced discrimination in this field? (Not necessarily in getting a job, but in the cockpit or training situations, etc.)

Note: If you have an experience you want to include but do not want your name mentioned in connection with it, simply state that your name is to be kept out of any story that makes reference to such incident.

Name:

Address:

Phone No:

Best time to contact you:

Please return this questionnaire to:

Kathleen Martin

P.O. Box 55672

Indianapolis, IN 46205

My phone number is (317) 578-1303.

Thank you for taking the time to answer these questions!

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------(cut here)-----

IFALPA VOLUNTEERS

Yes, I would live to attend the Annual IFALPA meeting in
Singapore, April, 1991. I understand that I will be chosen on
the basis of my proximity to Singapore and my ability to keep
ISA's cost to a minimum. Also, I will be more than happy to
produce an oral report for the annual meeting and a written
report for the July newsletter.

NAME AND
ADDRESS _____

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

CRUSADE Any One??? ... Opinions? ... Comments? ...

The following article from the May issue of "Working Woman" magazine was brought to the Editor's attention by Lori Griffith. Although I am encouraged that little girls are finally being encouraged, as boys have always been, to widen their horizons, it's a pity that the picture painted for them is still overly warped by fantasy. The popular Barbie doll, dressed in a **hot pink**, mini-skirted pilot's uniform may be a step in the right direction but ... I wonder? ... **What do you think???**

Working girl: Barbie's 1990 career incarnation of airplane pilot takes her from the control panel of the cockpit by day...



For three decades and at least as many generations of little girls, Mattel's anatomically impossible, age-indeterminable fashion doll, Barbie, has been a hit. With the exception of a slump in the mid- to late '70s, sales have climbed consistently. Thirty million dolls were sold in the US alone in 1989 - 50 million worldwide, accounting for more than half of the \$1 billion-a-year toy manufacturer's total profits. And retail sales of Barbie and related paraphernalia were up more than 65% over the last two years.

Such numbers are virtually unheard of for most products, let alone one that has been around for 31 years. Industry analysts and competitors alike marvel at Barbie's staying power. But few can put their finger on why she has stayed so hot.

Jill Barad, the creative genius credited with giving Barbie the boost that resulted in this most recent boom, has an instinct for tapping into little girls' fantasies. Barad claims to take inspiration from wherever she can get it - and this may very well be the secret of her (and Barbie's) success.

Through focus groups, which take place at Mattel's Hawthorne, California, headquarters almost weekly, Barad discovered that little girls were playing at going to work. So

she decided to make Barbie an executive. And since Barad knew that girls prefer to play with fancy clothes ("They always pick the wedding gown over anything"), she came up with Day-to-Night Barbie: By day she's decked out in a pink suit, but take off the jacket to reveal a sexy bodysuit; reverse her skirt and she's ready to party.

The success was so great that a Day-to-Night line was added, with career updates. For 1989 it was Doctor Barbie, who went from lab coat to evening gown. For this year, since focus groups revealed that little girls fantasize about flying, it's Flight Time Barbie - who doubles as a pilot and a flight attendant - with a sparkly after-hours outfit.

Barbie's future is looking particularly bright - and big. Acknowledging that Barbie is the cornerstone of its business, Mattel plans to expand beyond the doll into Barbie-style sheets, clothing and accessories for girls. That Barbie, worldwide, brought in \$600 million last year isn't enough for Mattel. Its executives want to make her "Billion-Dollar Barbie," by giving her fans more avenues for fantasy. "little girls like change," says Barad, and it's her job to see that they get what they want.

Excerpts from article by
Leah Rosch, "Working Woman",
May 1990

