

**ISA + 21**

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS  
P.O. 66268, CHICAGO, ILLINOIS 60666

FIRST CLASS MAIL  
U.S. POSTAGE PAID  
VALLEJO, CA  
PERMIT NUMBER 145

JANUARY 1992

JANUARY '92

# 1992 ISA PLANNING CALENDAR



S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## January

- 1 Newsletter Mailing
- 14 Ski Trip & EC Meeting - Granby, Colorado
- 15 Ski Trip & EC Meeting - Granby, Colorado
- 16 Ski Trip & EC Meeting - Granby, Colorado

## February

- 1 EC Ballots Mailing
- 25 Newsletter Articles Due

## March

- 15 Newsletter Mailing
- 31 Scholarship Applications Due

## April

- 1 EC Ballots Close

## May

- 12 ISA CONVENTION & EC Meeting - SFO
- 13 ISA CONVENTION & EC Meeting - SFO
- 14 ISA CONVENTION & EC Meeting - SFO

## June

- 10 Newsletter Articles Due

## July

- 1 Newsletter Mailing - Incl Annual Meeting Minutes

## August

- 15 Convention Bids Due

## September

- 10 Newsletter Articles Due

## October

- 1 Newsletter Mailing - Incl: EC openings & forms, preliminary convention info., membership renewal, winter ski trip info., scholarship application

## December

- 1 EC Nominations Close
- 10 Newsletter Articles Due

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

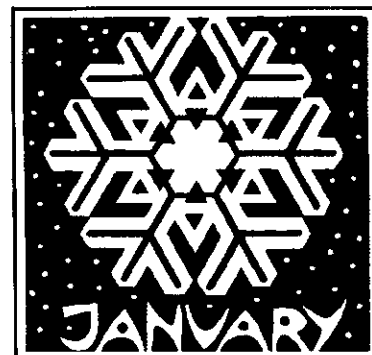


# ISA+21 NEWSLETTER

JANUARY 1992



International Society of Women Airline Pilots



**ISA MEMBERS IN RARE FINERY AT  
USAIR (SFO) CHRISTMAS PARTY:**  
CENTER: Ginger Mitchell  
BACK (L to R): Sue Nielsen, Denna Gollner,  
Molly Barr, Linda Morely-Wells, Lori Griffith

## EXECUTIVE COUNCIL

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

**MARIA EBERLE**  
**Family**  
325 Central Place  
Kirkwood, MO 63122  
USAIR

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

**LAURA HAHN COX**  
**Finance**  
740 Weidner RD #307  
Buffalo Grove, IL 60089  
708-808-1943  
UNITED

**ANGELA ALLEN**  
**Membership**  
123 Magnolia Dr.  
Tyrone, GA 30290  
404-487-3912  
FEDERAL EXPRESS

**LISA KUEHL**  
**Secretary**  
1787 Vermont Dr.  
Elk Grove Village, IL  
60007  
708-924-8658  
UNITED

**CHARLENE SAMMIS-  
SINGLETON**  
**Historian**  
23280 Lakeridge Ave.  
Hayward, CA 94541  
415-581-2999  
AMERICAN

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

**MIMI TOMPKINS**  
**Scholarship**  
P.O. Box 31173  
Honolulu, HI 96820  
808-988-7102  
ALOHA

---

---

## CONVENTION 1992 - SAN FRANCISCO

---

---

Happy Holidays from the Sanders Family



by Florence Sanders

**May 12, 13, 14**

***Come one, come all! The SFO Convention is only 5 1/2 months away. This newsletter contains a registration form!***

■ The Hyatt at Fisherman's Wharf was selected. It is a beautiful new hotel, just one year old and is convenient to all the wharf's attractions, and to the ferry boats.

### TRANSPORTATION FROM THE AIRPORT TO THE HOTEL:

Unless you have a strong attraction to rental cars, and love to pay \$12.00 a night for parking, I suggest not getting a car for the three day event. The "SUPPER SHUTTLE" (a blue van) leaves the SFO International Airport every 15 to 20 minutes. They normally give a \$1.00 discount to airline employees with airline ID. This is the cheapest way to travel to the hotel. The airport is about 15 miles south of the city, and the Super Shuttle will take you directly to the Hyatt.

### AGENDA

#### MAY 12 -

**12:00 pm - 6:00 pm: REGISTRATION:** The Hospitality suite will be open at High Noon on Tuesday, May 12, to greet you. A registration packet will be waiting for you there.

**6:00 pm - 9:30 pm: COCKTAIL PARTY:** The cocktail party is semi-formal, and will be held from 6:00 pm till 9:30 pm. There will be a cash bar, and light appetizers will be served. The big event will take place at 6:15 pm when the ISA Orchestra will perform, and officially welcome us with timeless favorites to San Francisco! See the Musical Extravaganza article for more information.

After the cocktail party, you will be free to head off for dinner with friends or visit a night club, or turn in for the evening, because May 13 will be a very long day!

#### MAY 13 -

**8:45 am - 9:00 am: GROUP PHOTO:** The group photo will be taken at 8:45 am, yes before the business meeting. If you don't plan your wake-up and breakfast just right, you could be left out of the photo!

**International Society of Women Airline Pilots**

**9:00 am - 12:00 pm: BUSINESS MEETING:** The business meeting will start promptly at 9:00 am. There will be a short break for refreshments, then break at noon for lunch.

**12:15 pm - 1:30 pm: LUNCH**

**1:45 PM - 3:00 pm: PROGRAM:** We will either have a guest speaker or break into small discussion groups.

**3:00 pm - 7:15 pm:** Everyone will be on their own for dinner.

**7:15 pm - 10:30 pm:** The Cable Cars will leave from the Hyatt for Club Fugazi where we will see Beach Blanket Babylon. This will be an adults only function. The Theater prohibits anyone who isn't able to prove they are 21 from entering. What is Beach Blanket Babylon? To quote the brochure: "Outrageous, delightful, and overflowing with zany humor, Beach Blanket Babylon swells with San Francisco's indigenous spirit. This show has now entered its 18th year, earning accolades as the city's 'hottest little show' with a history of sold-out houses from its very beginning." The show runs 1 1/2 hours. You cannot buy food there. Beverages must be paid for by cash, no credit cards accepted. Champagne is by the bottle at \$16 - \$32, wine by the bottle is \$16 - \$32, house wine by the glass \$2.75, beer on tap \$2.75, soft drinks \$1.50; coffee, tea, and seltzer waters \$1.50.

After we've laughed ourselves silly, we will board our cable cars for a 1 hour tour of the city by night. We will see China Town, Union Square, and some historical homes with our driver as our narrator. We will return to the Hyatt around 10:30 pm.

#### MAY 14 and later ...

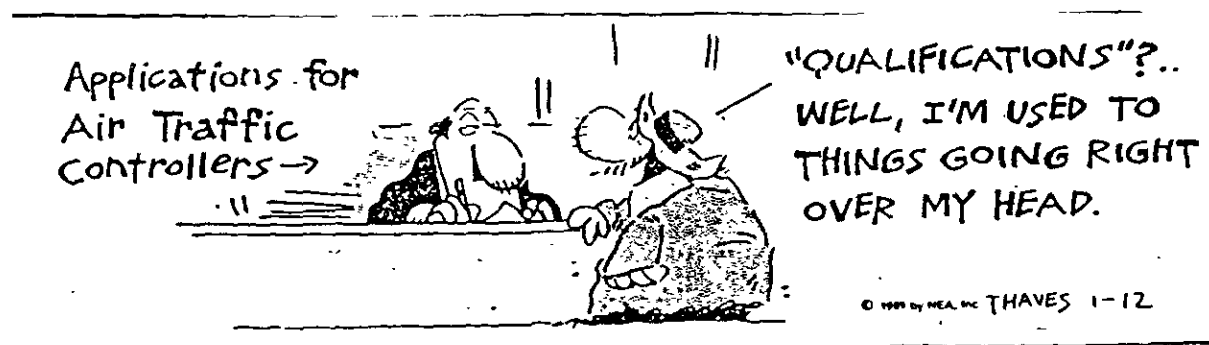
Thursday is a free day for you to sleep in, or take additional sightseeing tours. The hotel will extend the group convention rate (\$83.00 cheaper than the everyday rate - they do not offer an airline discount rate) for three days before and after the event, subject to availability. If you need the room, book early. May is a very big convention month!

#### ABOUT CHILDREN:

Camp Hyatt is offered to members with children ages 4 to 16. The parents **MUST BE ON THE HYATT PROPERTY AT ALL TIMES WHEN THEIR CHILDREN ARE IN CAMP HYATT! THIS IS A STATE LAW.** Camp Hyatt is sponsored, chaperoned games and activities. The hyatt is giving us a special rate of \$5.00 per hour, per family - not to exceed 3 children. Arrangements must be made in advance to secure space. Maria Rich will be advised who is bringing children, and she will contact you with more information. The hotel also offers a full service restaurant, intimate lobby bar, fitness center, heated pool, and spa.

#### MORE DETAILS IN NEXT NEWSLETTER:

More details will follow in the next newsletter - like what your choices for lunch will be. Don't delay! only 60 rooms are being held at the special rate. If we exceed that, I can reserve more, but when they are gone ... you will be on your own!



# SFO CONVENTION REGISTRATION

CONVENTION PRE-REGISTRATION: \$60.00    AT THE DOOR: \$70.00    GUEST: \$60.00

NAME: \_\_\_\_\_ GUEST NAME: \_\_\_\_\_

GUEST NAME: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ COUNTRY: \_\_\_\_\_

AIRLINE: \_\_\_\_\_

CREDIT CARD: \_\_\_\_\_ NUMBER: \_\_\_\_\_ EXP. DATE: \_\_\_\_\_

\*\* HYATT GOLD CARD # \_\_\_\_\_

Are you bringing children: YES / NO    How many? \_\_\_\_\_ What ages? \_\_\_\_\_

NEED A ROOMMATE: YES / NO

HOW MANY ROOMMATES? 1 / 2

CIRCLE ONE:

SINGLE ROOM - \$112.00 + \$12.32 tax = \$124.32 per night (King bed)

DOUBLE ROOM - \$112.00 + \$12.32 tax = \$124.32 per night (2 double beds)

THREE PER ROOM - SAME PRICE WITH ROLLAWAY BED

WHEN WILL YOU ARRIVE? \_\_\_\_\_ DEPART? \_\_\_\_\_

\*\* Hyatt good card allows you to be on the fifth floor, with complimentary coffee, tea, and newspaper. Also to collect Hyatt points.

WILL YOU ATTEND BEACH BLANKET BABYLON? YES / NO (IF YES, COMPLETE THE BOTTOM OF THIS FORM.)

COST: \$24.00 per ticket + \$15.00 for transportation, tour, and refreshments on cable car = \$39.00

ABSOLUTELY NO ONE UNDER THE AGE OF 21 WILL BE ALLOWED TO ATTEND BEACH BLANKET BABYLON!

NAME: \_\_\_\_\_

GUEST: \_\_\_\_\_

HOW MANY TICKETS DO YOU NEED? 1 / 2 / 3

WHAT WOULD YOU LIKE TO DRINK ON THE CABLE CAR? CHAMPAGNE, RED OR WHITE WINE, BEER.  
Circle one for you, and if your guest would like something different, select for them.

*THE SHOW IS NOT REFUNDABLE. ALL TICKETS WILL BE ORDERED FOUR WEEKS PRIOR TO THE SHOW. THIS SHOW HAS BEEN RUNNING FOR 17 YEARS AND IS ALWAYS SOLD OUT!!! DO NOT ASSUME YOU WILL BE ABLE TO CHANGE YOUR MIND AT THE LAST SECOND AND BE ABLE TO ATTEND. ALSO, THE CABLE CARS HAVE TO BE RESERVED WELL IN ADVANCE, AND WE MAY NOT HAVE ROOM EVEN IF YOU GET A TICKET!*

**MAIL REGISTRATION FORM ALONG WITH YOUR  
PRE-REGISTRATION FEE TO:**

**Florence Sanders  
8471 Bazemore Rd.  
Cordova, TN 38018**

**Any questions can also be directed to her:  
Phone #901-755-4771**





## A MUSICAL EXTRAVAGANZA!

### SAN FRANCISCO

It only takes a tiny corner of  
This great big world to make a place you love  
My home up - on the hill - I find I love you still  
I've been away, but now I'm back to tell you

San Francisco open your golden gate  
You let no stranger wait outside your door  
Saying "I'll wander no more."

Other places only make me love you best  
Tell me you're the heart of all the golden west  
San Francisco welcome me home again  
I'm coming home to go roaming no more!

Come to the SFO Convention 1992. You will hear this and three other snappy tunes played by "THE ISA ORCHESTRA!" What? You say you never hear of them? This will be their first performance, and if you are a musician and want to make history at this concert, don't miss this opportunity! Contact Executive Council member **Angela Allen** who is the music director of this cultural event. Angela is a DC-10 F/O at Federal Express, but prior to flying, she was a flautist in the Atlanta Symphony. A NIGHTMARE for Angela is one too many sugar plum fairies dancing in her head, (so, there will be NO music from the "Nutcracker" played on May 12, 1992!). Carol Cansdale will also be playing her violin. I know we have many talented people in our group, and if you played the TUBA in the marching band, and feel like dragging it to SFO, we'd love to hear you play! Perhaps a day rental from local music store would better suit your big instrument demands. Don't delay! Call Angela today - she will advise you of the tunes to be played and when you can get together to practice. Her phone number is: **404-487-3912**.



### THE THIRD ANNUAL NATIONAL "WOMEN IN AVIATION" CONFERENCE

***will be held March 12 thru 14, 1992 at the Alladin Hotel  
in Las Vegas, Nevada.***

To receive the conference registration packet, call Dr. Peggy Baty at  
**618-337-7500.**

Last year ISA's Airline Career Panel was one of the most popular events at the conference. If you are interested in participating on the panel this year, call Maggie Rose at 702-435-1191.

## EXECUTIVE COUNCIL REPORTS

### SECRETARY

by Lisa Kuehl



booth space are due in February, so I would like to decide on a plan as soon as practical.

You may have noticed that our logo has a slightly new look. I would like to thank the rest of the Executive Council members for their input and support on this project. We made the changes to give the logo and ISA+21 a more recognizable identity. If you have any comments regarding the change, please let me know.

That's all of my news for now. I hope everyone has a terrific 1992!

### MEMBERSHIP

by Angela Allen



### HAPPY NEW YEAR!

I am pleased to report the following new additions to the ISA+21 Captain's Club:

Cristine Deeble, UPS - B727  
Susan Gillett, Presidential - Jetstream  
Shawn Maddox, America West-DHC-8  
Pam Noeldner, USAir - FK-28  
Linda Morely-Wells, United - B737-300  
Dena Stewart, GulfAir - B727

In the last newsletter I promised that I would have an update on our potential display booth at the EAA Convention in OshKosh next summer. I have been discussing the possibility of sharing space with the 99s with their vice-president. We have been tossing around some ideas, but haven't had a chance to make any definite plans. We have to discuss this with the EAA and run our ideas by each of our groups' officers. If any of you are active with the 99s or the EAA, and have any close connections at either organization who can help us out, please contact me at your earliest convenience. The applications for

### HAPPY NEW YEAR!

Hope you all have had a joyous (and not too hectic) holiday season. Just as a reminder, if you are moving, PLEASE send me your address changes (and new phone #) so that you won't miss out on any of the exciting upcoming ISA events!

### WELCOME TO OUR NEW MEMBERS

Since the last newsletter, we have 16 new ISA members to introduce to you. This brings our total membership to 436 in 24 countries, representing 64 airlines! We have added four new airlines to our roster: Cyprus Airways, Karair (Finland), Philippine Airlines, and First Air (Canada). New countries represented are CYPRUS and the PHILIPPINES. Also, since the last newsletter, United has passed the century mark in ISA membership (106, to be exact). Congratulations are in order for the recruiting efforts at United! A warm welcome to all of our new members, and a special welcome to **Natasa Papadopolou, Aurora Carandang, and Nina Rope**, our newest international members!

Susan M. H. Gillett  
P.O. Box 22692  
Louisville, KY 40252-0692  
UPS

Guenn Stevenson  
RR#3, Box 725  
Fairland, IN 46126  
USAir

Robyn Williams  
267 Doral Ct.  
Elk Grove Village, IL 60007  
United

Nancy Lemmon  
P.O. Box 2205  
Mill Valley, CA 94942  
So. Air Transport

Susan Harrison  
9040 S. W. 110th Ave.  
Miami, FL 33176  
United

Tiana Pickle-Lumry  
10828 West Grant  
Wichita, KS 67209  
United

Natasa Papadopoulou  
17, Zalocostas Street  
Nicosia-173  
CYPRUS  
Cyprus Airways

Suzanne Batz  
7757 S. Forest Ct.  
Littleton, CO 80123  
United

Renee Holmes  
2370 Lexington Ave. So., Apt. 124  
Mendota Heights, MN 55120  
Northwest

Aurora Carandang  
58 Vienna St., Merville Park Paranan -  
gue, M.Mla.  
PHILIPPINES  
Phillippines Airlines

Jill Glidewell  
6238 Overlook Rd.  
Norcross, GA 30092  
Delta

Nina Rope  
Vehkasaarentie 8, 02160  
Espoo  
FINLAND  
Karair Oy

Karol Welling  
4342 Cowell Blvd.  
Davis, CA 95616  
Delta

Leslie Ford  
4003 Bowden Hill Lane  
Colleyville, TX 76034  
United

Marjorie Eynon  
P.O. Box 18637  
Erlanger, KY 41018  
Continental

Kathy Gillies  
P.O. Box 7624  
Laguna Niguel, CA 92607  
United

#### RENEWING MEMBERS (Not listed in 1991 Roster)

Elena Folch  
2544 York Ave.  
Vancouver, B.C. V6K 1E3  
CANADA  
First Air

#### NEW AIRLINES

Janet Reid - Midway to Delta

Lou Anne Gibson - Jetstream Int'l to  
American

Virginia Kurdziel - Pan Am to Delta

Nancy Stripp - Pan Am to Delta

#### CAPTAIN UPGRADES

Christine Deeble, UPS, to B727 Cap-  
tain

Valerie Patton, Delta, to B737 Captain

#### OTHER UPGRADES

Vicki Karnes, Delta, received a  
B757/767 type rating and is now flying  
international routes.

Luana Davis, Federal Express, is now  
flying as Captain on the MD-11, and is  
the first female widebody captain at  
FedEx.

Ann Nelson, Delta, advanced to MD-88  
simulator instructor, and is Delta's first  
female instructor.

Yasmin Rahman, Biman Bangladesh  
Airlines, upgraded to the DC-10 and  
became Asia's first woman to fly wide-  
bodied aircraft.

Liz Cowell, Delta, B757/767 First Of-  
ficer

Melinda Hotinger, Delta, B737 First Of-  
ficer

#### MEMBERS IN THE SPOTLIGHT

Julie Clark was featured in an article  
and cover story in the October issue of  
the 99 news.

Beverly Bass, founding member, was  
featured in the November Ladies'  
Home Journal special issue, "A Salute  
to the American woman."

Lori Griffith's book, "Ladybirds," which  
she co-authored with Henry Holden,  
and which features many of our ISA  
members, was published in Septem-  
ber.

#### NEW BABIES

Evelyn Anderson Kennedy reports the  
birth of a new baby girl, Catherine  
(Cate), on 8-6-91.

---

#### NEWSLETTER

by Molly Barr



We've been getting some great articles  
and information mailed in from the  
Membership. THANK YOU, and keep  
up the good work. This newsletter fea-  
tures a couple of articles on discrimina-  
tion and sexual harassment which  
should interest many of us. AGAIN, if  
any of you have interesting stories, per-  
sonal histories, interesting articles, or  
comic strips, please send them in. I  
look forward to finding mail from ISA  
members in my mail box.

Also, you will find extensive information on the 1992 convention. Tuck this newsletter away for reference as we believe that there should be enough convention details for even our most distant members to begin planning.

**HAPPY NEW YEAR TO ALL !!!**

### **FAMILY**

by Maria C. Eberle (Formerly  
Maria C. Rich)



It seems to be the time to update our file on maternity policies. The most recent policies I have are from 1989, and there are several airlines for which I have no policy on file. Each month I receive several inquiries from ISA members, and would like to be certain I am sending them accurate information. Please send me a copy of your airline's maternity policy.

I do know, as of September 8, 1991, that USAir changed its policy. Now, pregnant pilots may continue to fly through the 27th week of pregnancy. She must notify her chief pilot promptly and submit letters from her physician stating she is physically fit to continue flying. After 27 weeks the pilot shall be placed on maternity leave of absence. (She then receives sick leave or disability.) After delivery, she remains on

disability for 45 days. after that time the pilot needs a doctor's verification that she is, or is not, fit to return to work. Or she may take up to a 6 month unpaid leave of absence. The full policy is in the USAir flight Operations Manual on page 2-55-3.

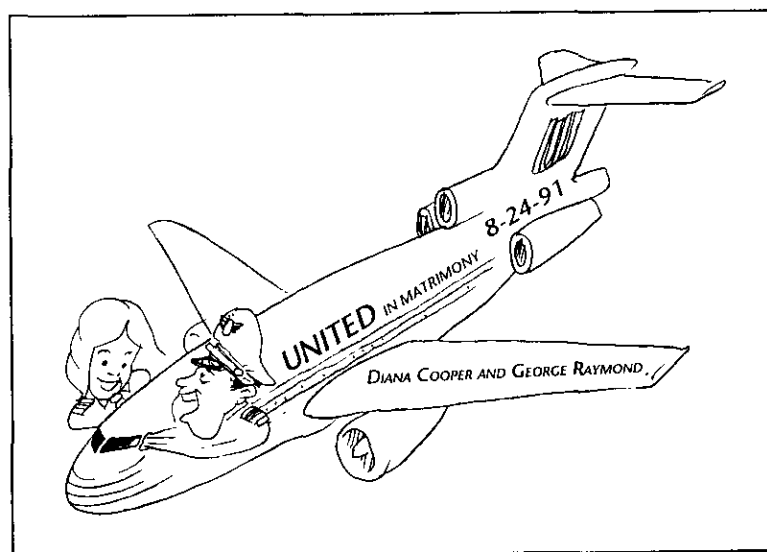
Along the lines of flying while pregnant, I received some articles on radiation exposure while flying. If anyone wishes copies, please write me. Or if you have seen any articles on radiation studies or effects, please send me a copy.

Barry's home. Donations may be made to:

"Kids Bowling for Kids" (Where Sarah and Barry stayed)  
S. 110 - 40th Avenue N.E.  
Seattle, WA 98105

Our sincere condolences to Sarah and Barry in their loss.

Our condolences also go to Yasmin Rahman who lost her father on November 9, 1991.



My address is:

Maria Eberle  
325 Central Place  
Kirkwood, MO 63122  
314-821-3029

Mary Barden sent a note to be shared with all ISA members. Sarah Pearl (Delta) and her husband Barry Sacks suffered a terrible loss November 1. Their son, Ian, was born September 9, 1991 at Swedish Hospital. The next day Ian was transferred to Children's Hospital in Seattle where he underwent surgery for a complex congenital heart defect. He lived for the next seven weeks. During Ian's short, precious life, his family never left his side and he died peacefully in his parents' arms on November 1. A memorial service was held November 10 at Sarah and

Now, to end on an upbeat, the following marriages occurred amongst our membership:

Diana Cooper (United) married George Raymond on August 24, 1991. Diana flew temporary duty in London during September, and from there, she and George managed a short honeymoon in Scotland. George is also a pilot for United. Diana's new name is Diana Raymond. Congratulations!

On September 28, I married Tom Eberle in St. Louis. We had a wonderful honeymoon in Jamaica where we learned to scuba dive! My new name is Maria Eberle.

## CAMMY CONDON,

our constitution chairwoman, wishes everyone HAPPY HOLIDAYS AND A JOYOUS NEW YEAR!!

## SCHOLARSHIP

by Mimi Tompkins



**1992 Scholarship:** Scholarship applications are being sent out for 1992. Please note that we have gone back to requiring 750 total flight hours for U.S. women. International applicants need a Commercial Certificate with a copy of their country's hiring requirements. Please have applicants write to me at:

ISA+21 Scholarship committee  
P.O. Box 29298  
Honolulu, Hawaii 96820

The deadline this year is March 1, 1992.

Else where in this newsletter you will find the complete Scholarship Application and cover letter to give to any prospective applicants you may know.

**Update on 1991 Scholarship Recipients:** I recently heard from Kelly McDermott. She wrote this note on a postcard from San Juan: "Not only did ISA make my multi-instructor possible, but also has enabled me to build 100 hrs. multi and a trip through the Carib-

bean. I had the pleasure of ferrying a Duchess from Mississippi to St. Croix and am now in the process of training the owner for his multi rating. I could not be here if it wasn't for ISA. Tomorrow I'm meeting with the Dir. of Ops for SunAire, a commuter here in the islands. Hopefully, I'll have more good news soon! Thanks!" Kelly called from San Juan a couple days later and said she got the job, and will be flying Twin Otters.

**Holly Mullins Memorial Scholarship:** At the last council meeting we established the Holly Mullins Memorial Scholarship. This scholarship will be for single mothers who need financial help for their flight training. Kelly McDermott, who received our scholarship this year, was the first recipient. We would like you (the members) to recommend applicants for this scholarship.

If you want to specifically donate money for this fund, please write a note and attach it to your check. The check should still be made out to ISA.

**The New ISA Aviatix Scholarship - ship Trust:** Thanks to the hard work of attorney Michael Shea (LaDonna Shea's husband) and the very generous donation we will receive from Charlene Sammis-Singleton, we now have a legal non-profit, charitable trust fund for our scholarship money. The trust fund's official name is the ISA Aviatix Scholarship Trust Fund. Michael Shea will be the trust account attorney. Charlene and I are trustees. Betsy Stanga (last year's scholarship recipient) will be the Finance Director.

The money donated to this fund should be made out to the trust fund's name and sent to: P.O. Box 29298, Honolulu, HI 96820, or to the Chicago address. It will be deposited much sooner if it is sent directly to Honolulu. Betsy will be keeping the books and records required by the IRS.

We will have enough money in the fund (thanks to Charlene) to earn good interest. One of the purposes of the fund is to be able to go to corporations and ask for charitable donations.



MIMI HOSTED THE NOVEMBER EXECUTIVE COUNCIL MEETING IN HAWAII:

BACK (L to R): Charlene Sammis-Singleton, Mimi Tompkins, Angela Allen,  
FRONT (L to R): Cammy Condon, Mimi's friend, Lisa Kuehl, Florence Sanders

---

**ISA EXECUTIVE COUNCIL ELECTIONS**


---



---

**1992 - 1994 Term**


---

The council members who will have completed their two year term at the May 1992 Convention are: **Cammy Condon - Constitution, Florence Sanders - Convention, Molly Barr - Newsletter, and Mimi Tompkins - Scholarship.** As you read on, you will notice a strange coincidence: *there are four candidates and four openings!* According to the recent change to our Constitution, Section 9 Executive Council, sub-section a): postal ballot will not be required in the event that the number of EC openings equals the number of candidates. SO...

## **W**ELCOME YOUR NEW EXECUTIVE COUNCIL MEMBERS!

Their positions on the council will be announced at the 1992 May Convention.

---

### **MAGGIE ROSE**



Hello, my name is Maggie Rose and I would like to be elected to the Executive Council. I am a charter member and have never served ISA in any meaningful capacity, so now is my time to volunteer. I have seen this organization grow and change, and I really like the way it is evolving. Our international members add a richness of experience that otherwise would not be there. I welcome their participation and hope they will become more and more involved. Here in the U.S., especially knowing there are rough times ahead

for our industry, an organization like ours lends added support both personally and professionally through our strong friendships and camaraderie.

I started with Piedmont Airlines in 1977 and have flown YS-11's, B737's, and B727's. Presently I am a B737 Captain based in Los Angeles for USAir. I am married to Charlie and have no children.

If elected, I would be happy to serve on any committee.

Thank you.

---

### **BINKA BONE**

"By way of introduction, my name is Binka Bone, and I was/am? a striking pilot for Eastern Airlines. I have been a member of ISA since 1986. I attended the Memphis convention in 1987 and, most recently, the Helsinki convention in 1991. I have also participated actively on the Scholarship committee for the past two years.

Although I am not currently employed by a 121 carrier, I have plans to return to flying status as a 135 jet charter owner/operator and to continue my active membership in ISA+21. The social and professional affiliation with my peers has always given me tremen-

dous pride and a sense of accomplishment

I have recently returned to Georgia State University in Atlanta, GA to pursue a degree in Business."

Binka is most interested in serving as the Convention Chairwoman.

---

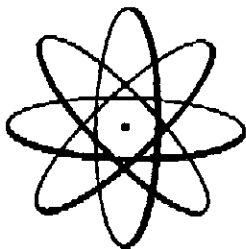
### **CAROLE DANIS LITTEN**



Carole, in her biography, describes herself as "a military brat, Navy, to be

specific." From her 8th to her 18th year she lived in England where she attended British schools. Returning to the United States at 18, she attended college first at St. Johns River JR. College and later at Boston college where she majored in finance. "After banging my head against the wall and being totally unfriendly to the office environment, I applied to join the Navy. I was accepted in 1976 and shortly thereafter, applied to Naval Flight Training, and was accepted in 1978!!" Carole stayed with the Navy until June of 1986 where she flew P-3s (Lockheed Electras) all around the world. She also was a flight instructor in Pensacola in the T-34C. In August of 1986, she was hired by Piedmont Airlines where she began as a 727-200 Flight Engineer. She is currently a 737-300/400 First Officer at USAir based in Charlotte, NC. She has successfully completed her 15th year in the Navel reserves where she at one time flew the C-9 but now "flies a desk during drill weekends at Andrews AFB."

Carole writes: "I would like to be an ISA Executive Council member because I have gained a lot from ISA and now that I have the time and resources, I would like to contribute something back in return. I enjoy working with people and look for my contributions to improve or touch other people's life in a positive way."



## BRENDA ZELLER TIRSHFIELD



"Hello, my name is Brenda Zeller Tirshfield. I'm originally from Hudson Wisconsin. After graduating with a B.S. from Arizona State University, traveling for a year with the International educational group "Up With People," and two years in New York City, my husband, Jeff, and I have made San Diego our home. I've been with United Airlines as a DC-10 Second Officer since May of 1989, and I'm currently upgrading to the 737-300 in Los Angeles.

Like ISA's founding members, I believe in the camaraderie within our industry, and I feel the desire to share that extra something with all of the other women who have chosen this unusual and largely male dominated career. I feel that ISA's goals to support one another and help educate those who will follow in our jet trails are important.

Serving ISA as an executive council member would give me the opportunity to help further these goals, and I would greatly enjoy the chance to get to know you better.

I look forward to future years of active participation in ISA.

Thank you for our consideration."

Although Brenda writes that she would be glad to serve in any capacity, she says that her preference is the Constitution or Scholarship Committee.

### PHOTOS ANYONE?

ISA+21 has a limited number of group photos from various past conventions available. all proceeds from their sale will benefit the ISA Scholarship Fund. Here's what's in stock:

*2 - 8X10" 1987 Memphis convention group photos*

*9 - 5X7" 1987 Memphis convention group photos*

*11 - 5X7" 1987 Memphis convention assorted airline crewmember group photos, including 3 all USAir group photos*

*6 - 7X9" 1988 Rome convention group photos (black & white)*

*3 - 8X10" 1989 Maui convention group photos*

*8 - 8X10" 1990 Washington convention group photos*

If you would like to own a piece of ISA history, please send \$8.00 in U.S. funds for each photo to LISA K. KUEHL, 1787 Vermont Drive, Elk Grove Village, IL 60007. Checks should be made to the ISA Scholarship Fund.

## PILOTS AND THEIR PETS

by Carol Cansdale

This report comes right from the horse's mouth! Or should I say ... it comes from their owner's mouths? **Lisa Krag** (UAL) and **CaratVallee** (NWA) are both proud owners of horses.

Lisa's horse, named 'Run Indian Princess,' is a quarter horse that lives in a stable near Aurora, Colorado. Lisa writes that she has no problem caring for the horse and maintaining her airline schedule. However, Lisa and husband John want to solicit information from other horse owners out there who may use or have used automatic feeders for their horses. Her address is: 4626 S. Dillon Ct., #D, Aurora, CO 80015. Lisa also is 'Mom' to two 14 year old kitty-cats named Bernoulli and Coriolis.

Carat Vallee named her horse Chiron Sagittarius II. He was named after a character in Homer's *Iliad*, and the name is pronounced Shy-ron. She adopted him in 1964 and he became her 4-H project and good friend. Chiron was Carat's transportation to the airport when she started her flying lessons in 1970 and still lives with her today in Oxford, CT. What a life he's had! He is presently 28 human years, and 96 horse years old. Carat has two boys and now they look after him and feed him clover, carrots, and apples. Chiron's other friends include assorted barn cats and three dogs.

Have you got a favorite pet you'd like to brag about? Write to me and tell me all about your pet, especially how you care for it when you're at work. Also, send a photo (photos may have to be trimmed) and a self-addressed stamped envelope for the return. Please have all entries to me by February 10. Send to: Carol Cansdale, 1520 61st Street West, Minneapolis, MN 55419-2122. Happy New Year, every one!



Run Indian Princess



Chiron Sagittarius II



## Woman Of The Year

*From the Editor: In the following article from Delicious Magazine, ISA member Sylvia Otypka is one of several women featured who have faced challenges in their careers and personal lives. It focuses on the issue of maintaining good health in spite of a demanding, stressful schedule. I believe the dilemma of eating properly and continuing an adequate exercise regimen plagues us all. If any of you have unique ideas, ways to eat well, or sure-fire methods of avoiding those noxious airline meals please send them in so that we can all benefit from your solutions.*

It took almost nine years to achieve, but Sylvia Otypka never gave up her dream of becoming an airline pilot.

A circuitous route took her through a variety of careers before she found herself in the cockpit of a 767. Through it all, she has maintained her health and stamina with a regimen including fresh fruits, exercise, and a high-protein supplement.

Otypka was 18 and working as an accountant when she noticed an advertisement for private pilot training. She signed up and was soon flying for fun. However, the bug had bitten, and Otypka, now 34, found herself investing every nickel to move up from one pilot rating to the next.

"But I never had the confidence to be an airline pilot," Otypka explains. Instead she did other things such as enrolling in mechanic's school and working as an aircraft mechanic. Then she decided on air traffic school, and was employed as an air traffic controller for several years.

"It was frustrating seeing everybody else fly," Otypka recalls. So she and a friend bought a small airplane of their own. It wasn't long before she decided on flying as a career. Otypka started with charter airlines, move to all night

freight flying, then went to work for a commuter airline where she rose to the rank of captain. Six years ago she landed her current job as a pilot with United Airlines.

And through all of this Otypka managed to earn a college degree in business and aviation by attending night school.

Otypka believes her greatest challenge is working with men who don't believe she should be a pilot. "I realize it's their problem," she explains, "but it takes a lot of working around their ideas. As a woman you have to do everything perfectly or they remember your mistakes. You have to be better at the job, and that takes a lot of work."

To safeguard her health and protect herself from stress-related illness, Otypka drinks a high-protein liquid herbal supplement daily. Because her schedule is so erratic, she tries to get plenty of rest whenever possible. Her European flights crossing the Atlantic four times in six days can leave her exhausted.

Otypka rarely eats meat at home, but is forced to eat a little on flights when not much else is available. "I also try to bring fruit on my trips," she notes.

For exercise, Otypka walks and does simple calisthenics in her hotel room when she's on the road. At home she belongs to a health spa where she exercises regularly. →

### Yasmin, First Woman in Asia to Pilot DC-10

"Captain Yasmin Rahman of Biman Bangladesh Airlines is the first woman of Asia to become a pilot of wide-bodied aircraft.

Captain Yasmin added the feather of success to her cap by flying as First Officer of Biman's DC-10-30 to Jeddah on September 27, 1991. Captain Yasmin's elevation as DC-10-30 pilot

bears the testimony of her personal merit as well as the national airline's recognition of equality without sex discrimination.



Yasmin received a degree in architecture in 1976, and obtained her commercial pilot's license in 1978. Later Yasmin received the honor of being the first woman jet airliner captain in Indo-Pak subcontinent. Another feather was added to her laurel when she was made the first Asian woman Route Check Pilot sometime in 1987.

Yasmin is the pioneer of our woman contenders and a successful contriver of her own fortune through her arduous efforts despite social adversities.

Over the years, Yasmin has been able to attain a good image by dint of her hardship, and for which she also owes a great deal to Biman. 'Biman has a liberal policy in recruiting women pilots,' Yasmin observed."

*(The above article is from a Bangladesh newspaper.)*

Yasmin believes that she may be the only architect-aviator in the world. She writes that her first trip on the DC-10 was from Dhaka to Jeddah via Abu Dhabi on September 27, 1991. On October 17, 1991 she flew with her

husband, a DC-10 captain, from Dubai to Dhaka - perhaps another first: the first flying airline couple in Asia and the first couple to fly the DC-10 together. We'll check this out with our ISA person who keeps track of "firsts" and let her know.

Yasmin is married to Ashfaq of Biman Bangladesh Airlines and they have two daughters. ➔

*In a male-dominated profession, the comfort and appearance of the woman-pilot requires special attention.*



If you have ever owned custom-made shirts before, you know what a difference it can make. And if you haven't, Custom Clothing Club, the leader in affordable quality, is offering you access to fine tailoring, custom finishing and superior fabrics at 30-40% savings by dealing directly with the manufacturer.

- Our polyester blends, made with high-count, combed cotton broadcloth are \$30.
- Our superfine cottons are \$38.
- Egyptian cottons, 2x2 pin-point oxfords are \$48.
- Our superfine cotton twills are \$55
- Our Sea Island cottons are \$60.

*As an added benefit to introduce our service, Custom Clothing Club will donate 5% of all sales to the Women Pilot's Association Scholarship Fund.*

For further information, call or write to us. Ask for Linda Dubinsky.



**CUSTOM CLOTHES CLUB**

158 Godwin Avenue • Midland Park, NJ 07432  
201-670-8333 • 800-346-1198

## BOOKS, ANYONE?

by Florence Sanders

Have you ever asked yourself the following questions? I bought a book the other day that had some very interesting statistics. The book WHAT ARE THE CHANCES, by Bernard Siskin and Jerome Staller with David Korvik.

1. Compared with other dangers, how risky is air travel?

Not very risky at all. Every time you simply fall down, for example, you are 6 times more likely to be killed than when you travel in an airplane!

2. How much safer are large commercial airlines than smaller commuter lines?

The big boys are 500 times safer!

3. Will I make more money if I become a pharmacist or a jet pilot?

You'll fly financially higher in a jet. Pilots make, on average, \$47,400. Chain store pharmacists average \$38,000.

4. My plane has just taken off - what are the chances that it will crash and someone will be killed?

We hate to scare you while you're in flight, so order a double, sit back and steady yourself. There's a 1.6 in 10 million chance your flight will crash and someone will be killed!

5. If I'm planning a 500 mile trip, what's the safest way to getting to my destination - car, plane, train?

Call the depot. Your chances of being killed on a train are only 0.15 million, about half what they'd be on a plane. Your chances of being killed if you drive the 500 miles are 31 times greater than if you trust Amtrak!

6. How much more likely is a female today to be a doctor, dentist, lawyer, or engineer than her mother was?

Doctor 5 times, Lawyer 15 times, Dentist 25 times, Engineer 30 times!

7. Will working during my pregnancy imperil my baby?

No, not under normal circumstances. In fact, not working seems to increase the risk. A study at the University of North Carolina indicates that women who work during pregnancy are only half as likely as their non-working counterparts to have premature-low birth-weight babies!

## REMEMBERING HOLLY

by Florence Sanders

*(The following article is presented to you completely un-edited and un-cut per special request from Florence Sanders. Any comments or questions should go directly to her.)*

Where do you begin to tell a story that does not have a happy ending? Many of us knew who Holly was, but few knew her! Captain Holly Fulton Mullins was murdered on August 30, 1991. She flew inbound from Portland, Maine to Memphis, Tennessee thursday evening, left the crew lounge, and slipped silently in to the darkness of the night never to be seen alive again. Her autopsy revealed that she was killed by several blows to the face, then some time later set afire in her van. Her body was discovered eight miles south of the Olive Branch Mississippi Airport, (27 south east of the Memphis International Airport) burning on Saturday, August 31 at 6:20 am.

I would like to share my memories of Holly with you. She began flying at the age of five. Her father taught her all her ratings up to the jets. She graduated from high school and married her high school sweetheart. He could see her spending the rest of her life pushing the "blue light special cart" around K-MART, but not as a pilot! She only wanted to be a pilot! They divorced. Holly graduated from Braniff Flight School the top of her class at the age of 21. It was Braniff's policy to hire the best student from their class, but Holly had to wait another year because she didn't have the minimum flight hours Braniff required. On March 21, 1977 Holly Fulton earned a place in the aviation history books when she became the youngest female airline pilot to fly for a major U.S. carrier, she was twenty-two. Holly lived a happy-go-lucky California life style. She became a vegetarian, competed in triathelons, enjoyed "free love," and advanced in her career. She flew B727 S/O, DC-8 S/O, B747 S/O, and was flying as a B727 F/O when Braniff went chapter 11 for the first time. Not only did she loose her job, but a Dr. also informed her that she was 1 1/2 months pregnant. She had been living with Hank Kennedy for a couple of years, but marriage wasn't on the horizon. Hank only worked when he felt like it. He preferred to sit around and drink. Holly scrambled for another job. She landed one at Wings West Commuter. They were less than ecstatic to learn she was pregnant. In fact the first Dr. who told her she was, was wrong! She stopped taking the pill and got pregnant! Federal Express rescued her from Part 135 and made her a crew member on October 10, 1983. She had been a B727 Captain since 1988 till her death, but also flew B727 S/O, F/O, and DC-10 S/O, at Federal Express.

She married Federal Express pilot, Howard Michael Mullins, in April of 1985. Each had a son from a previous relationship, (Mike had only been divorced for 3 months and had a 7 year old son his previous wife gave him complete custody of) and together they had two sons. Divorce proceedings began around the sixth month of Holly's last pregnancy. The flight plan Holly was on for the past two years, I couldn't have flown for ten days. She went through a merger, two ALPA elections, had a baby all on her own, did home study for 8 year old Joel and 4 year old Jeffrey, was forced to move three times, flew the night shift sixteen days out of the month, and was dragged 1 1/2 years through a bitter divorce, then murdered just ten days before her divorce was to be final. Through all this Holly continued to pass check rides, and fly the line with professional precision.

Holly was a founder and Charter Member of ISA. She was the one to start this newsletter! Holly attended her last Convention with her three boys and father in Finland. This was no easy feat. It took 20 letters back and forth between lawyers for Holly to be allowed to bring her children. Her husband was trying to run her into the ground. She needed to get away desperately and be away from the stress of her divorce. Unfortunately an ISA member chose to write a vicious, anonymous letter to Holly, therein adding another boulder to a load she could barely carry. Holly turned this letter over to me on July 20, the last day I saw her. I will never forget the pain on her face as she watched me read this letter in her kitchen. I told her we would help her. I'm sorry one member felt it was necessary to send her this letter. Holly felt that this should never happen again, and she wanted to encourage others to deal with any personality conflicts in person or else drop them. Holly would be the first to admit that her life wasn't perfect, but she ended it a Christian, loving mother. That's for Holly! I want to thank everyone who helped Holly with her children, lent her an ear, and helped her have a good time because she isn't here to thank you herself.

Holly always thought of others. She took children's clothing to Leningrad and gave them to the children on the streets. She took up a collection for Martes from Air Malta after her wallet had been stolen, because Holly wanted this, Martes's first convention to be wonderful, so she would come back every year. She wanted Martes to be able to continue to shop. Holly was a wonderful daughter. She adored her father, her flight instructor! Even though he hasn't been in the best of health lately, she wanted to share her boys, her career, and the world with him. She paid her last tribute to him by getting him on the jumpseat for the arrival and landing in Helsinki, Finland on the Finnair DC-10. How many daughters do these things for their parents? There were only three things that kept Holly going the past two years.

1. Her unshakable faith in GOD
2. Her love of her most precious children and friends
3. Her passion for flying

She was a bright colorful beacon shining in the night. Someone has savagely extinguished her light! We at Federal Express and ISA have been robbed of a wonderful friend and professional colleague, our brilliant colors are dulled from the loss of just one bright beacon. Holly will be deeply missed, she has shed her earthly wings for heavenly ones. Now she is GOD'S PILOT! The police have stated that Howard Michael Mullins is a prime suspect in the murder of his wife. Holly's children are residing with their father, Howard Michael Mullins. No charges have been filed in this case as of December 10, 1991.

FEDERAL EXPRESS MEMORIAL - Federal Express dedicates a plaque to all Federal Express Pilots who die while holding a line number. We have a memorial library in our Flight Training building. On November 25, 1991 a group of 40 some, gathered in this library for the dedication. Several chief pilots, flight managers, and instructors were present. Clerical staff and crew schedulers attended. ISA members Sandy Szigetti, Penny Price, and Florence Sanders were present. We had the honor of having Mr. Don Fulton, Holly's father, present. Two of Holly's pastors were present, along with several couples from her church. I gave a brief presentation then we showed the ISA video, afterwards I read the two pages on Holly that are in Ladybirds, followed by the eulogy I gave at Holly's church service. Captain Charlie Nanny (Holly's flight manager) worked very intricately with Holly during her pregnancy leave, and after she came back to work, helping her get the time off, so she could make court appearances, see lawyers, and assist in anyway to ease the stress in her last two years on the line. No one could have had a better flight manager. He presented the plaque and invited all to partake in refreshments and stay as long as they would like. I had arranged for Holly's dad to fly the B727 simulator for an hour. It was Federal Express's way of thanking him for raising such a wonderful person and a damn good pilot! Captain Bob Julian made Mr. Fulton feel right at home. He pushed back from the HUB, taxied, and took off. He climbed to 5000' and did steep turns, climbs and descents. Learned how to use the autopilot, shot an ILS and did a visual to runway 27 MEM to a full stop. He taxied his jet back to the hub (then through the HUB, he thought that was great fun!) It was a sad occasion, but we hope we took the edge off of it for him.

Captain Florence Sanders



Holly Mullins: fun with ISA friends.

---

---

## TO THE MEMBERSHIP

Dear Pilots,

THANK YOU so much for your over-whelming support and sympathy cards you sent to me regarding Holly's heinous murder. I wish only that I could write personally to everyone who reached out to me, but felt certain this would be the best way to reach all of you.

I can't express my loss, this only a father would know! I will always remember and treasure how special my time with Holly and all you Convention attendants were. Thank you for being a friend to Holly and sharing your careers with me. I'm PROUD of each and everyone of you and your accomplishments!

ISA is a terrific organization, how wonderful it was for Holly to be able to attend her last Convention in Finland. Many of you realized Holly was being drug through a vicious divorce and the stress was really showing. She desperately needed to get away and be with a happy group of her friends. I'll never forget the smiles I saw on her face in Finland, Russia, and Lapland. It was her last happy moments on earth, and I THANK YOU from the bottom of my heart that your group was able to do this!

Thankfully yours,

*Don Fullon*

P.S. Keep your airspeed up on short final

Dear ISA Members,

I am writing to thank you all for the generous scholarship that I was awarded. As you probably know, I had wanted to use the funds to obtain an FAA ATP license. I booked a trip to Seattle at the end of August to do the written exam, the training, and check ride. I managed the exam quite well, but the aircraft I was renting had a mechanical problem, so I wasn't even able to attempt the ride. I returned the first week in October to get everything finished. The ride wasn't nearly as bad as I had imagined!

The weather in Seattle was surprisingly good for October, but I did still experience one day of fog where Boeing was clear for departure, and we arrived at Tacoma not to see anything at minimums! That was amazing - 200' and nothing! Being from Alberta, I've never seen fog quite like that. In any case, I've obtained my ATP, learned a lot while I was training, and had a great time doing it. Now the really tough part is going to be finding a job. I would again like to thank you for giving me this opportunity, and thank those who contributed to the scholarship.

Sincere thanks,

*Renee Groselin*

The logo for the International Society of Women Airline Pilots (ISA) features the letters 'I', 'S', and 'A' in a large, bold, serif font. The letters are set against a background of a dense, stippled pattern that resembles a halftone dot pattern.

## HOW FAR HAVE WE COME? Good question!

by Molly Barr

*(Thanks go to Karen Kahn who mailed in the FAPA article: "Illegal Discrimination & Pilot Hiring" by Paul Seldenman and David Spanovich from which the following article was compiled.)*

I often forget that I live on the wrong side of the tracks in a discriminatory world. I don my pilot costume each working day, pile myself into the cockpit, and call for "gear up" with all of the confidence of someone who belongs there. I've made the big time. Then one day a passenger sticks his head in the cockpit door and makes a snide "women at the wheel" comment and I face the reality AGAIN that we, as women in a men's world, haven't come all that far.

In 1964 the Civil Rights Act was signed by Lyndon B. Johnson and was to become the law of the land. It guaranteed that there would be no more job discrimination based on race, religion, or gender. As a result, women began to trickle into the commercial air carrier cockpits in the 1970's. By 1990, statistics showed that 5.1% of the 114,000 people classified as pilots or navigators were women. Only 0.6% were black. These figures were up from 2.1% women, and 0% black in 1983.

Captain Perry Jones, president for the Black Airline Pilots (OBAP) and one

of the first black pilots hired by Pan Am, contends that a pattern of discrimination continues to lurk beneath the surface in airline pilot selection. Recently, a discrimination suit against USAir by two black pilots was settled in favor of the pilots. The court determined that, while USAir passed over these men, they were hiring other less qualified applicants on the basis of favoritism and nepotism.

Practices such as these also account for lost opportunities for women pilots. Another case involving discrimination in pilot hiring is being pursued by the EEOC against United Airlines. United did not admit any wrong doing but agreed to hire more women and minorities. As of June of 1991, United had 7400 pilots - 5% of them were female.

Although improvements in minority hiring practices is evident, there still may be tools used to lock minorities out of flying careers. For example, the physical examination given to all pilots uses standards established for white males. F/O Edward Moon, chairman of the Hiring and Retention Committee (established by OBAP) points out that blood pressure in blacks tends to run slightly higher. Women, who tend to be of a smaller build than men, often don't meet the height requirement established by some airlines. A university degree is often a requirement, and yet

we all know competent pilots who do not have one.

And so the struggle continues. White male pilots, looking for jobs, resent being passed over in the struggle for equality by minorities who may be less qualified. With the equal opportunity crunch, airlines seemingly try to hire minorities, but find it difficult to find applicants that meet their requirements. Are their requirements unrealistic? Perhaps. There are those who claim that fewer minorities make it to the cockpit because the profession is still looked upon as one in which they cannot succeed. Hence, an innate resistance to hiring women and minorities permeates the system. This resistance is often subtle and impossible to separate from basic guidelines necessary for a demanding, skilled profession.

So I look at my calendar and see that the year is 1991, nearly 1992; we are in the modern age of technology and can fly to the moon or take a beating heart out of one person and put it into another. We no longer live in caves! It's beyond my understanding that, in this day and age, one person can view another as incompetent strictly on the basis of gender or race.

Silly me! →

**s k i s k i s k i s k i**

By now you should all have your money in and travel plans made for the **WINTER SKI-TOGETHER !** Don't forget... Granby, Colorado January 14, 15, & 16. All of the details you need should be in the October issue of the newsletter. **HOWEVER** if you have, heaven forbid, **LOST** it, or have last minute questions call **Emily Warner at 303-887-2063**.

HOPE TO SEE YOU ALL THERE!

## SEXUAL HARASSMENT

By Kathleen Wentworth  
with assistance by Art Goldenstein,  
Linda Morley-Wells & Patrick Palazzolo

*(The following article was originally published in an Air Line Pilot Association newsletter for a major airline)*

- ☛ *The friendly captain consistently introduces his woman co-pilot to his co-workers: "Have you met First Officer Sweetiepie."*
- ☛ *"Right after airplane rotation from a bumpy takeoff roll, the captain turned around and commented to the male second officer "Good thing Suzie here (the first officer) isn't large breasted or I wouldn't have been able to keep my eyes on the runway!"*

Do these scenarios constitute sexual harassment? gender insensitivity? or good-natured friendliness? Not sure? Read on

The increasing diversity in airline cockpits over the past fifteen years has created an atmosphere of uncertainty regarding what behavior or comments are appropriate when men and women pilots share a professional setting. Because of this uncertainty, you hear one person say "I can't tell a joke anymore", "I can't give a compliment"; "I don't know what I can say or do -- I'm afraid to say anything." The other person says, "I'm not sure what was meant", "If I complain, I'll be told I can't take a joke or I'll be labeled as a troublemaker"; "I'm just the second officer and I need to get along with this captain."

No man wants to worry that he'll receive a call from the Flight Office or the EEOC, and no woman wants to worry that she'll have to sit in the cockpit and act polite in the presence of actions, jokes or comments she finds offensive. Where does friendly cockpit congeniality end and sexual harassment or gender insensitivity begin?

After decades of only men in the cockpits of this nation's airplanes, with habit patterns adapted to their male colleagues, thousands of pilots were faced with a vastly changed workplace and no one showed them how to adapt or even to suggest that it might be necessary. Lacking much guidance, these veteran pilots adapted to the change as best they could in their own individual styles. They may have chosen to relate to the new women pilots in ways they felt comfortable with; perhaps in the way they related to other women in their lives--to their wives, daughters, friends or secretaries. But the use of these social relationship styles may not be effective in a professional setting.

The legal term "sexual harassment" is a limiting term. To many people, it connotes intentional, malicious action with blame attributable to one of the parties. However, in most cases of technical sexual harassment, the words or action might better be described as a lack of sensitivity to other people's feelings. A better term might be "gender sensitivity" or even "human sensitivity." No one deliberately sets out to annoy or offend a crewmember with whom he or she will fly for the next three days. But who knows what is offensive to an average reasonable person?

Through legislation in the 1960s and 1970s and court cases in the 1980s, two broad categories of sexual harassment have been determined: 1) "quid pro quo" - which loosely translates as "if you don't have sex with me, you won't get that promotion", and 2) "hostile environment" - which encompasses the more "subtle" forms of conduct. This is defined as action or words that have "the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment."

Instances of the "quid pro quo" sexual harassment or overt sexual touching involving flight officers do not appear to be common. This corresponds to a government survey that concluded that "most cases of sexual harassment are subtle and involve sexual teasing, jokes, remarks, suggestive looks or gestures, touching." (*Personnel Journal*, June 1989). Outlined below are specific examples of this subtle, inadvertent conduct that the courts, the EEOC and the business community consider to be inappropriate in the workplace and which can constitute the "hostile environment" type of sexual harassment.

### EXAMPLES OF CONDUCT WHICH MAY BE PERCEIVED AS SEXUAL HARASSMENT

#### Friendly physical touching

- ☛ *The second officer reported to dispatch. When she started to shake hands, the Captain took her hand and pressed it to his lips saying what a pleasure it was to meet her.*

- ☛ *While the captain was greeting boarding passengers, a deadheading pilot whom she knew professionally, gave her a friendly bear hug hello.*

Why perceived as offensive. "However affectionate and demonstrative you may be in private, shaking hands remains the only appropriate way of greeting people in business." (*Concise Guide to Executive Etiquette*, 1990). No matter how well intentioned, affectionate behavior in a work environment may result in the recipient being perceived by others as less than professional. However, such a greeting in a social setting away from work to a friend of long standing may clearly be appropriate.

#### Sexual Jokes or Jokes Relating to Gender

- ☛ *At a recent New Hire Pilot Seminar, a senior corporate official during his presentation joked. "Sure, I have women on my staff -- they're there to pick up my laundry." \**
- ☛ *The Flight Manager, flying a trip with a woman co-pilot at the conclusion of each flight, instead of calling for the "Parking Checklist," with a smirk called for the "Chest Lick." \**
- ☛ *The woman first officer, along with eight other pilots, was attending a PC review session at DENTK. The Instructor began the review session by telling the group a sexually explicit joke which was embarrassing to all pilots present. \**

Why perceived as offensive: "On the whole, most men find talk about sex titillating. Most women find it intimidating, especially in a work situation, where a woman wants to be taken seriously as a professional and talk about sex is compromising to her. It reminds everyone present that she is, first of all, a woman and secondly, vulnerable." (Professor Deborah Tanner, Princeton, author of *You Just Don't Understand-Women and Men in Conversation*)

#### Comments or compliments about physical appearance

☛ "It'll sure be nice to look at **you** for three days instead of my regular male co-pilot." \*

☛ "You sure fill out that uniform better than most of my co-pilots". \*

Why perceived as offensive: "Even a comment that may sound innocent to many men - 'that's a nice dress' - can be a form of sexual harassment" (*Industry Week*, July 3, 1989) "Comments like 'gee, you look adorable' . may not be appropriate because it can be perceived as a way of saying 'I recognize you first and foremost as that lovely social creature, a lady, which means I'm not really tuned into your primary role here as a serious worker.'" (*Fortune*, November 6, 1989) Since we all show up at work in similar uniforms, there's little reason to comment on the appearance of a fellow crewmember. Comments on how "cute" she looks will tend to undermine her professional credibility. This is not to say that every neutral compliment is sexual harassment. However, unless you're very circumspect about your comment and are aware of how your audience will perceive it, it might be best to compliment her on her landings rather than her hairstyle! On the other hand, at a party hosted by a fellow pilot at her home, a guest's compliment on a new hairstyle or party dress would be most welcome. What may be perfectly appropriate at a cocktail party may not be appropriate in a professional setting such as a cockpit, operating room or office.

#### Terms of endearment or diminutive friendly forms of address

☛ The friendly captain with every good intention consistently introduces his woman co-pilot by saying "Have you met First Officer Sweetiepie?"

☛ The captain consistently referred to his second officer as "honey" and "dear" in a friendly, fatherly manner \*

☛ The captain in his PA announcement made reference to his first officer being a "girl" \*

Why perceived as offensive: "If a male manager wants to effectively irritate a woman colleague, all he has to do is call her patronizing names like 'Honey,' 'Sweetie,' or 'Darling' . A woman should firmly request that he not use those terms in referring to her" (*Complete Guide to Executive Manners*.) Most of the time, such words as honey, sweetie, and dearie are used with all good intentions and are meant to be friendly (and sometimes take the place of a forgotten name!), but nonetheless are perceived as offensive by most professional women. Stanford neurosurgeon Dr. Frances Conley commented on the result when her colleagues have called her 'honey'. "People on my team see me not as the surgeon who is in control but a just another 'honey' ". These terms imply that women are less professional and as a result may demean women even if the speaker does not intend to do so. Society has come to realize that no matter if well intended, calling an African-American man "boy" is perceived as demeaning. In a like vein, most professional women are perceived as having more authority and respect in the work environment if not referred to as a girl, honey, sweetie, etc.

#### Sexually oriented remarks or behavior

☛ Right after airplane rotation from a bumpy takeoff roll, the captain turned around and commented to the male second officer "Good thing Suzie here (the first officer) isn't large breasted or I wouldn't have been able to keep my eyes on the runway!" \*

☛ As the B-727 crew taxied on the bumpy Cargo taxiway at ORD, the captain asked his first officer to taxi for a while. The captain then turned around and blatantly stared at the chest of his woman second officer as the first officer continued taxiing \*

☛ As the second officer was doing her cockpit pre-flight, the captain touched the back of her bra, commenting "What size is that?- 32A?" \*

☛ During the three day trip, the captain repeatedly urged the probationary woman second officer to take a look at his orgy pictures. She continually, politely demurred until he finally shoved the pictures at her, and said "See, that's me over there." \*

☛ And how often have we heard "bra check!" as we travel down a bumpy taxiway. \*

Why perceived as offensive. Clearly, comments and behavior that are sexual in nature, are simply unprofessional and inappropriate in a business setting. Such comments will make many crewmembers uncomfortable, whether they say so or not.

#### Gender based comments

☛ On every leg of the three day trip, the Captain made the same PA announcement. "We'll be ready for takeoff as soon as my second officer gets through doing her hair and nails." \*

☛ The captain kiddingly said to his woman second officer, "Well now that you're working for United, I guess there's 'another empty kitchen!' " \*

Why perceived as offensive: "Remarks that play on sexual stereotypes are out of place..." "Comments on physical appearance are demeaning and put people at a disadvantage by drawing attention to their gender rather than the reason for their presence (at work)." (*Employee Handbook for the Massachusetts Supreme Judicial Court*, 1990)

#### Visual sexual material

☛ The woman second officer opened up the cockpit maintenance manual to find inside the cover an 8"x10" full color photo of a woman's vagina that would have been appropriate in a gynecology textbook" \*



☛ *The captain found a Playgirl photo placed by the woman second officer in his goggle box and he exclaimed "This is disgusting" as he threw it in the trash. \**

☛ *While the first officer was conducting a children's tour of the cockpit, he opened the escape rope cover, only to have an x-rated photo fall onto the control pedestal. Needless to say, the parents were embarrassed \**

Why perceived as offensive "... the Commission (EEOC) believes that a workplace in which sexual slurs, displays of 'girlie' pictures, and other offensive conduct abound can constitute a hostile work environment even if many people deem it to be harmless or insignificant." (*Rabidue v. Osceola Refining Co.*, 1988). In a 1991 Court of Appeals case, "the court ruled that pictures of naked and scantily clad when displayed...qualify as harassment. Such a 'boys club' atmosphere is no less destructive to workplace equality than a sign declaring 'Men only' " (*Time*, February 4, 1991). Even though such graphic material may not be placed in the cockpit with the intent to offend, it is likely to offend many people. Activity which may be quite acceptable in the privacy of one's home is not acceptable in the workplace.

*(\*Each of the above stories actually happened to pilots at a major airline; names have been changed to protect the innocent. Other examples could not be used because they were deemed too graphic for this publication)*

## PRACTICAL GUIDELINES

**How do I know whether this woman will find it offensive?** The examples cited above will provide some guidance in determining what material is offensive. In addition, you should simply 1) **ask** if anyone minds a certain type of joke or whatever, then 2) **listen** to the answer (there is a vast difference between the response "Shit no, dirty jokes don't bother me at all!" and a response that says "Well, uh, uh, I guess it's ok.") 3) If in doubt whether it will be offensive, just skip it - no joke or personal comment is that crucial.

**Why don't women just speak up if they're offended?** Remember a few years back when smoking was allowed in the cockpit...when that otherwise great captain said "You folks don't mind if I smoke, do you?" Well, even though you may have minded, in an effort to maintain a congenial cockpit, how many of you said, "Well, OK, I guess I don't mind too much." You didn't speak up then, but now that the rules are clear, you wouldn't hesitate to speak up. Likewise women are reluctant to speak up about behavior they perceive as offensive because they do not want to spoil the cockpit congeniality, they want to be accepted as "one of the boys," they do not want to be accused of not being able "to take a joke," they do not want to be accused of being a prude, they don't want to be seen as "overreacting" when rules for sexual harassment were not clear.

**Some people think that some women "overreact" to an innocent comment. How should women respond? What kind of "coping strategies" work best?** If the comment or action is at all ambiguous, clarify what was said, avoid making an issue over every single comment, insult or tease. Keep in mind that the majority of offensive comments are due to ignorance, not malice. But if the action or comment is inappropriate, diplomatically but clearly say that you find it offensive. If your comment is not respected, clearly tell the initiator to stop the action or comment. If, for some reason, this does not solve the problem, report the action as specified in your airline's EEO policy.

A leading book on diversity training ("A Tale of 'O': On Being Different in an Organization") highlights strategies that members of the "different group" (women, people of color, etc.) can use to cope in the workplace. It suggests that the "different person" 1. talk with other "different" people, share coping strategies and support (eg. "Let me tell you how I handled that guy when he said..."). 2. Carry or wear 'recognition signs' that make it clear that one is there to do business, (wearing uniforms is the ultimate symbol that we're there to work!). 3. Search out opportunities to demonstrate competence (eg. ALPA or other union committees, company management jobs). 4. Develop diplomatic skills for handling/confronting awkward interactions (a rehearsed quick comeback comment to common situations may help.) 5. Emphasize what the "different" person has in common with some of the "majority" workers rather than what makes them different. (If you don't engage in fly fishing, you might discuss common interests in computers, woodworking projects or private plane flying.)

Since sexual harassment is most prevalent where women have non-traditional jobs or where men constitute more than 75% of the workforce, women airline pilots face a challenging work environment. While the guidelines in this article are well known in the business world, the airline industry has been slow to provide training in this area, so don't expect all your co-workers to become enlightened overnight. Your airline may need a gentle nudge from you to convince them of the importance of this kind of training to enhance effective cockpit communication. Insensitive comments or actions, whether or not they constitute technical sexual harassment, can isolate a crewmember and jeopardize the professional camaraderie of the cockpit. With some knowledge, thoughtfulness and sensitivity to others, cockpit uncertainty and misunderstandings can easily be avoided.

(Kathleen Wentworth is a B-737 Captain for United Airlines and serves as the Chair of the ALPA UAL-MEC Committee on Women Pilot Concerns. If you'd like permission to duplicate this article for your company publication or union publication, contact her at: 1180 Millbrae Avenue, Millbrae, CA 94030. Kathleen welcomes your personal stories and comments. She is also interested in conducting a survey of airline policies and training procedures, if any, and would appreciate any information you might have.)



**START OFF THE NEW YEAR WITH YOUR ISA DUES PAID !!!**

Most of the membership have sent in their dues with the renewal form from the October newsletter, but if you haven't already done so, we've made it easy for you by including YET ANOTHER renewal form in this newsletter. Please fill it out and send your check for \$35 as soon as possible to **Laura Cox** at the address on the form.

All of you who joined after the May convention do not need to send in dues for 1991. Everyone is welcome to use the renewal form to tell us about any news in your life. **HAPPY NEW YEAR!!!**

---

**1992 ISA MEMBERSHIP RENEWAL FORM**

Enclosed: \_\_\_\_ \$35.00 Active Member \_\_\_\_ \$10.00 Inactive/Honorary Member (U.S. funds only)

Mail (in the envelope provided) to:

**Laura Cox**  
**740 Weidner RD #307**  
**Buffalo, Grove, IL 60089**

Name change ... New address ... New phone ... New husband ... New baby ... New airline ... Recent upgrade ... Circle any of these that apply.

NAME: \_\_\_\_\_ AIRLINE \_\_\_\_\_ POSITION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ HUSBAND: \_\_\_\_\_ CHILDREN: \_\_\_\_\_

OTHER NEWS: \_\_\_\_\_

For our stats:

If married, is your husband an airline pilot? \_\_\_\_ YES \_\_\_\_ NO. If yes, for which airline? \_\_\_\_\_

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



**CAPT. MIMI TOMPKINS**  
INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS  
P.O. Box 29298, Honolulu, Hawaii 96820  
Phone or Fax: (808) 988-7102

Dear Applicant,

THANK YOU for your interest in the ISA International Career Scholarships! The women of ISA+21 share a common professional bond in wanting to encourage young women around the world to pursue their careers as airline pilots.

Each year talent is lost in our industry due to the high cost of flight training. These scholarships provide a means for us to contribute at a crucial point in a pilot's career.

Our criteria for selection is based upon the information received from you and a personal interview. We will attempt to follow up on the interview by providing suggestions to help you obtain your goals.

**Prerequisites for Applicants:**

1. U.S. women need a Commercial Pilot Certificate with an Instrument Rating and a minimum of 750 total flight hours
2. International women need a Commercial Certificate (Include a copy of your country's hiring requirements)
3. Current First Class FAA medical or international equivalent
4. Financial need for the award

**Criteria for selection:**

1. Financial need
2. Demonstrated dedication to becoming an airline pilot
3. Previous work experience
4. Personal recommendations
5. Personal interview (when possible) with an ISA + 21 member

**Applications must include:**

1. Fully completed application form (use additional sheets as needed)
2. Recent head and shoulder photograph
3. Copies of pilot and medical certificates
4. Last three pages of your pilot log book
5. Three letters of recommendation (at least 2 aviation related)
6. Tax return or equivalent for the last 2 years
7. Financial need statement (why you need this award)
8. Letter describing your:
  - a. aviation history
  - b. aviation goals
  - c. description of your financial need and how you have paid for your flying
  - d. any other items about yourself that you feel would be helpful for us
  - e. training entitlement statement - what flight training do you want assistance in obtaining, where you would train, and the approximate cost. Include the hourly rate for the instructor, aircraft, or simulator.
  - f. please include a resume
9. Place each document in plastic cover and bind it in a paper portfolio

Please return the information packet to the above address no later than March 1st.

We look forward to receiving your application and meeting you.

Sincerely,

*Mimi Tompkins*  
Chairperson ISA + 21 Scholarship Committee

# ISA + 21 INTERNATIONAL AVIATION SCHOLARSHIP APPLICATION FORM

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Birthdate \_\_\_\_\_

Sex \_\_\_\_\_ Marital Status \_\_\_\_\_ Citizenship \_\_\_\_\_ Height \_\_\_\_\_ Weight \_\_\_\_\_

## FLIGHT HISTORY

Pilot License # \_\_\_\_\_ Date Issued \_\_\_\_\_

Date of First Class Medical \_\_\_\_\_ Limitations \_\_\_\_\_

## FLIGHT CERTIFICATES

Private \_\_\_\_\_ Date Obtained \_\_\_\_\_

Commercial \_\_\_\_\_ Date Obtained \_\_\_\_\_

Multi-engine \_\_\_\_\_ Date Obtained \_\_\_\_\_

Instrument \_\_\_\_\_ Date Obtained \_\_\_\_\_

Instructor (SE) \_\_\_\_\_ Date Obtained \_\_\_\_\_

Instructor (ME) \_\_\_\_\_ Date Obtained \_\_\_\_\_

Instrument Instructor \_\_\_\_\_ Date Obtained \_\_\_\_\_

Ground Instructor \_\_\_\_\_ Date Obtained \_\_\_\_\_

Glider \_\_\_\_\_ Helicopter \_\_\_\_\_

Other \_\_\_\_\_

## FLIGHT HOURS

	Last 6 Months	PIC	SIC	Instrument	Night	Instructor	Total
SE Piston							
ME Piston							
Turboprop							
ME Turboprop							
Turbojet							
Other							
TOTALS							

Accident or Violations \_\_\_\_\_

## FINANCIAL

Please enclose a copy of your tax returns for the previous 2 years

Have you financed your flight training to date? If yes, please explain \_\_\_\_\_

What financial assistance have you received (awards, relatives, etc.) \_\_\_\_\_

**EMPLOYMENT HISTORY** (use additional paper if necessary)

Dates	Employer & Address	Titles & Duties	Reason for Leaving

Account for periods of Unemployment.


**EDUCATION AND TRAINING**

	Name & Address	Dates Attended	Degree/Course
High School			
College			
Other Education			
Flight Training			

Scholarships, Awards, or Honors


## ISA+21 ORDER FORM

NAME \_\_\_\_\_ DATE \_\_\_\_\_

ADDRESS \_\_\_\_\_ CITY/STATE/COUNTRY \_\_\_\_\_

ZIP \_\_\_\_\_

Please send me POSTPAID the following ISA logo items:

	quantity	price	total
a. ISA decals (blue on white 3 per package)	_____	@ \$2.50 =	\$ _____
b. ISA logo notecards (silver on gray, 15 cards & envelopes)	_____	@ \$3.50 =	\$ _____
TOTAL ENCLOSED			= \$ _____

Please make check (in U.S. funds) payable to ISA+21 and mail to: ISA + 21, c/o Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007, USA



### CAPTAINS CLUB CAPTAINS CLUB CAPTAINS CLUB CAPTAIN CLUB

For inclusion in the ISA+21 Captains Club, please provide the following information:

NAME \_\_\_\_\_ AIRLINE \_\_\_\_\_

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

Send to: Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007, USA



### **WARNING!**

If you are planning to move, remember to drop us a note so your ISA mail will follow you. Send your update right away to: Angela Allen, ISA Membership Chairman, 123 Magnolia Dr., Tyrone, GA 30290, 404-487-3912.

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 \_\_\_\_\_

