

JUL 92

ISA + 21

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

FIRST CLASS MAIL
U.S. POSTAGE PAID
LAS VEGAS, NV
PERMIT NUMBER 1997

1992-1993 ISA PLANNING CALENDAR



July 1992

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July

1 Newsletter Mailing - Incl Annual Meeting Minutes

August

15 Convention Bids Due
17 SUMMER GET-TOGETHER Granby, CO
18 SUMMER GET-TOGETHER Granby, CO
19 SUMMER GET-TOGETHER Granby, CO

January 1993

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September

10 Newsletter Articles Due

October

1 Newsletter Mailing - Incl EC openings & forms,
preliminary convention info, membership renewal,
winter ski trip info., scholarship application
19 ISA Keys Dive Trip
20 ISA Keys Dive Trip
21 ISA Keys Dive Trip

February 1993

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December

1 EC Nominations Close
10 Newsletter Articles Due

January

1 Newsletter Mailing

February

1 EC Ballots Mailing
25 Newsletter Articles Due

March 1993

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March

15 Newsletter Mailing
31 Scholarship Applications Due

April

1 EC Ballots Close

May

11 ISA CONVENTION & EC Meeting - ATL
12 ISA CONVENTION & EC Meeting - ATL
13 ISA CONVENTION & EC Meeting ATL

April 1993

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June

10 Newsletter Articles Due

May 1993

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December 1992

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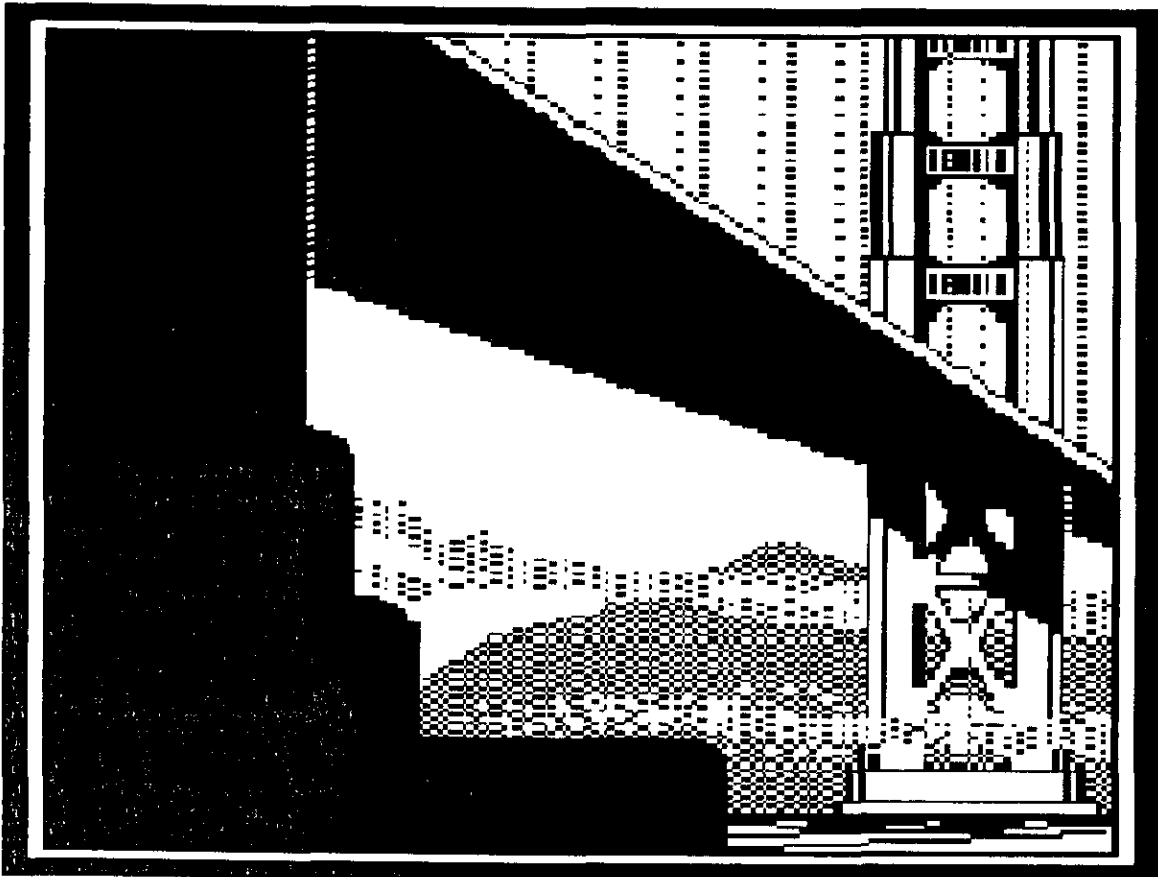
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ISA+21 NEWSLETTER

JULY 1992



SAN FRANCISCO 1992 CONVENTION



ISA PIMA AIR MUSEUM EXIBIT

L to R: Jean Harper, Connie
Netherton, Emily Warner,
Beverly Bass, Lori Griffith

EXECUTIVE COUNCIL

MARIA EBERLE

Family

325 Central Place
Kirkwood, MO 63122
314-821-3029
USAIR

LAURA HAHN COX

Finance

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Kalamazoo, MI 49006
616-373-6552
UNITED

ANGELA ALLEN

Membership

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404-487-3912
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LISAKUEHL

Secretary

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CHARLENE SAMMIS- SINGLETON

Historian

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MAGGIE ROSE

Newsletter Editor

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702-892-9847
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BINKA BONE

Convention

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404-251-2932
EASTERN

CAROLE DANIS-LITTON

Constitution

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Charlotte, NC 28226
704-365-2004
USAIR

BRENDA TIRSHFIELD

Scholarship

6451 Caminito Listo
San Diego, CA 92111
619-576-1644
UNITED

1992 CONVENTION REPORT

by Florence Sanders

The SFO Convention was our largest yet, and the best! Of course I am prejudiced. I'd love to be able to tell you exactly how many attended, but due to last minute no-shows, people showing up and not filling out a registration, coming to the cocktail party and not the business meeting, or visa versa .etc. the count is inaccurate. There were 116 people in the group photo, 111 attended the business meeting, 54 guests were registered, and we sat 154 for lunch on Wednesday



May 12, members flew up to the hospitality suite to pick up their registration packet and mingle with friends. I'm convinced that we'll be needing to rent a banquet room for future registrations, since we've grown out of the hospitality suites! Members were sent to get their pictures taken for the pictorial roster. This was a great opportunity to have a professional photo in uniform taken.

Cammy Condon, Laura Cox, Molly Barr, Florence Sanders

The cocktail party started promptly at 6:00pm and lasted till 9:30pm. The first annual performance of the ISA Orchestra began at 7:15pm. Everyone who returned a critique sheet said the musical extravaganza is a MUST for future functions! Many, (including the Orchestra players) expressed dismay that some people continued to talk all through the performance. Lets tuck this comment in the back of our minds for next year, and we'll all be more considerate next time. My heart-felt thanks to everyone who made this new tradition possible, TAKE A BOW!!!

We had strolling butlers passing by with tasty appetizers, and two bartenders with quite an assortment of drinks. The prices were high, welcome to the big city, but I didn't receive any complaints on the quality of the food or drinks.

May 13 morning came awfully quick. The group picture was taken outside across from the Hyatt Hotel, as usual it took a lot longer to get the shot than we allocated.

The business meeting started late, and to my despair, without the microphone they promised me! A coffee break at 10.45am gave members the opportunity to watch a video of Captain Holly Mullins express what ISA meant to her. This was taped six months before her death.

The meeting resumed and we managed to finish up around 12:15pm for lunch. Guests were allowed the option to tour Alcatraz during our meeting, and my thanks go to Marty Cox, (HALP member, attending his first convention) for "leading his prisoners in the right direction".

This was the best year ever for door prizes, it took us a good half hour to distribute them. We had the pleasure of having Pat Forbes, President of the SFO 99's chapter briefly address the group. Next Natalia Vinokurova from Aeroflot spoke, and Alex Sinkevitch, (a Federal Express B-727 First Officer, fluent in Russian) translated for us. We were fascinated to hear how

life in Russia has changed in a one year period. It was very interesting and we could have spent the rest of the day in this fashion, but time was running out, and we still had to award Captain plaques, and have Dr. John Landrigan speak

The topic was cosmic radiation and Dr. Landrigan read a brief which was compiled from the FAA, NASA, and private organizations which are researching radiation. A one hour question and answer period followed. If anyone would like a pamphlet that was handed out on High Altitude Flight, send me a self addressed stamped envelope, and I'll send one to you.

The group photo's were delivered to the hospitality suite around 5:30pm. If you ordered a group photo, I still have 40 of them! I have no idea who they belong to or if you paid. Drop me a note, we are using the honor system and relying on you to pay if you didn't.

Everyone thoroughly enjoyed the Cable Car tour and Beach Blanket Babylon! I reserved 130 seats, had request for a total or 145 tickets, and ended up with a total of 126 attending. Some of the best made plans, sometimes go right out the window.

Thursday morning found everyone heading in different directions. A group of people went ballooning, some touring, others home. The following are the Non-US pilots who attended: Fiorenza do Bernardi, Danielle Rentsch, Brigitte Girardin, Eden Alegre, Aurora Carandang, Rosella Bjornson, Barbara Green, Felicity Bush, Deborah Lawrie, Kathy Zokol, Cathy Frasher, Natalia Vinokurova, Sandra Lloyd

It has been a wonderful experience to serve as your Executive Council Chairperson! I've gotten a chance to get to know many more members than I otherwise would have in such a short time

I pass my convention Crown to Binka Bone, who will welcome you to the 1993 Convention in Atlanta, Georgia. Hope to see all of you there. FLY SAFE!



Off to see Beach Blanket Babylon on the cable car

Annual Business Meeting minutes

San Francisco, California

May 13, 1992

The meeting was opened shortly after 0900 by Executive Council Spokesperson Cammy Condon. 108 members attended, representing many airlines, and 9 countries. 54 guests also were accounted for. Cammy welcomes the membership and asked everyone to stand and introduce themselves by name, airline position and whether attending for the first time. Charter members in attendance were recognized and included Emily Warner, Denise Blankinship, Valerie Patton, Norah O'Neill, Maggie Rose, Karen Kahn, Terry Rinehart, Beverly Bass, and Jean Harper.

COMMITTEE REPORTS

Historian - Charlene Sammis-Singleton

Charlene reported that the ISA and Southern Illinois University videos have proven very popular for presentations. Any ISA member who lectures at educational forums or institutions was asked to kindly submit a brief description of the event, including questions asked, where the event was held, what topics were discussed and who and how many attended.

Also noted, ISA + 21 will soon be represented in the archives at the National Air and Space Museum at the Smithsonian Institute in Washington, D.C.

FINANCE - Laura Cox

1991 was an active financial year for ISA. The ISA museum exhibits, Holly Mullins' funeral and increased newsletter costs tapped into the cash reserve and no funds were carried into 1992 from 1991. To compensate for ISA's growing budget, Laura proposed raising the annual dues from the current \$35 to \$40.

To date, Laura had received \$8,000 from 1992 membership dues but is anticipating \$4,000 more in late dues to come in. 1991's operating expenses totaled \$13,000 and the ISA Scholarship Fund currently contains \$6735.00. Fund specifics include:

\$ 895 - The Holly Mullins Memorial Fund

\$1570 - the 1991 Scholarship Fund

\$4300 - from members' dues, the ISA video sale and the 1991 convention raffle

Laura has had problems depositing checks from some of ISA's international members. She has been working with a new bank in her new home of Kalamazoo, MI, to ease check cashing problems.

MEMBERSHIP - Angela Allen

Angela reported that ISA's current total membership stands at 417, representing 24 countries and 60 airlines worldwide. United Airlines boasts the most members with 109. 96 Captains were counted. Since the Helsinki convention, 67 new members have joined ISA. 57 members chose not to renew in 1992. 7 new airlines were represented in SFO, including Air New Zealand, WestAir, Cypress Airlines, Philippine Airlines, and First Air. 4 new countries were also represented, Pakistan, New Zealand, Cypress, and the Philippines.

Women airline pilots worldwide currently number near 2000, with 1600 in the USA and over 400 Captains worldwide. These figures, however, still represent less than 5% of the total pilot group. A new Master Seniority List, compliments of Lori Griffith, will be coming out next year.

Angela requested that any change of address requests be sent to her promptly. Please remember to include the name of your city!

SCHOLARSHIP - Mimi Tompkins

10 new potential recipients from the following cities are to be interviewed soon for 1993 scholarship monies:

Mt. Ayre, MD, Mt. Laurel, NJ, Boulder, CO, Memphis, TN, Redmond, WA, Vancouver, B.C., Manhattan Beach, CA, Honolulu, HA

If you live in or near these cities and would like to serve as an interviewer, please contact Mimi or our new EC Scholarship person, Brenda Zeller Tirshfield.

Charlene Sammis-Singleton was acknowledged for her generous donation to the ISA Scholarship Fund. The new ISA Aviatrix Scholarship Trust has officially been established, thanks to the hard work of Mimi and ISA attorney Micheal Shay of Honolulu. The trust's mailing address is:

The ISA Aviatrix Scholarship Trust
P.O. Box 29298
Honolulu, HA 96820

All donations to the trust are tax-deductible and will be managed by the Bank of Hawaii in Honolulu. Trustees will be Micheal's wife Ladonna (UAL), Mimi Tompkins (Aloha) and Charlene Sammis-Singleton (American). Betsy Stanga (Aloha) will serve as the Trust's treasurer.

Mimi has been receiving numerous requests from men for financial aid through the ISA International Aviation Scholarship. Because our scholarships are intended for female recipients, concern has been expressed that ISA might be legally challenged by male scholarship-seekers. Michael is confident that ISA will not be approached.

CONSTITUTION - Cammy Condon

Cammy made mention that as ISA continues to grow in membership and expand financially, we may need to update the bylaws. The possibility exists of having to dissolve the "old ISA" and reincorporating ISA as a tax-exempt organization.

FAMILY - Laura Cox for Maria Eberle, who was unable to attend and is expecting her first child in July!

Maria reported 8 marriages and 13 new ISA babies in the past year. Please remember to send any family news to her as promptly as possible. Also, Maria asked that any changes to your airlines' maternity policies be forwarded onto her so she can keep a current list on file. If any US pilot feels that her airlines' policy is discriminatory in any way, contact Maria, as she has established contact with the American Civil Liberties Union and the Equal Opportunity Center. Note: information on nanny services and cosmic radiation risks is also on file with Maria.

NEWSLETTER - Molly Barr

Molly reported that the current newsletter printing numbers 500, with 402 going to US members and 63 to international members. Extra copies are distributed to executive council members. Due to budget constraints, the length of the quarterly publication will be shortened slightly.

CORRESPONDENCE AND PUBLIC RELATIONS - Lisa Kuehl

Your secretary has been busy this year, establishing our new P O Box in Chicago and designing and printing new ISA stationery, decals, and brochures. Thanks to Sylvia Otyпка (UAL) for her help with mail pickup at the old facility in Denver.

22 new Captains joined the ISA Captain's Club since last year's convention. A complete listing can be found in the March 1992 newsletter.

CONVENTION - Florence Sanders

Florence did a superb job with the convention. THANK YOU Florence for your tremendous efforts. The ISA pictorial directory will soon be published. A professional photographer was at the convention and took high-quality photos of all interested members. These photos, and the ones taken by Holly in Helsinki, will be used to compile the roster. The cost is \$12.00 and will likely be completed in the fall.

OLD BUSINESS**IFALPA Report - Pam Stephens**

Pam attended the 47th annual IFALPA Conference in Rome in April. IFALPA represents 75,000 pilots worldwide. ISA has no current voting rights but Pam stressed the importance of ISA's involvement with IFALPA.

IFALPA maintains a list of "Black Star" airports which are considered to be marginally safe for air carriers. Pressure is being put on these airports to change and to date the US has no more in operation. Pam has a list of Black Star airports available for those interested.

The A320 continues to be an issue with IFALPA. They have come up with some safety guidelines for this aircraft and its operation. Again, contact Pam for this information. Also on IFALPA's agenda is the subject of globalization. Pilot job security and salaries are a growing concern and was discussed at the convention.

For next year's IFALPA convention, Pam suggested that ISA members pass along any special concerns, such as issues relating to women, to whomever attends on behalf of ISA. She pointed out that we need to let IFALPA know that we are a professional, as well as a social pilot association. Next year's convention site is in Brazil. Pam would like to attend, but would give the opportunity to a new representative. Anyone interested in attending as either a primary or back-up candidate may contact Lisa Kuehl for more information. Details will be available in January and will be forwarded to interested persons.

ISA LIBRARY / MUSEUM EXHIBITS - Lisa Kuehl for Lori Griffith

The Pima, Arizona exhibit was a great success, except for a low turn out by ISA members for the unveiling. The exhibit is located at the Pima Air Museum on the grounds of the Tucson, Arizona airport. (Secretary's note: this is a terrific museum and I found it to be just as entertaining as the Air and Space Museum. Our exhibit is something to be very proud of. Check it out on your next TUS layover!)

NEW BUSINESS**SUMMER GET-TOGETHER - Emily Warner**

August 17-18-19 is the dates for the Ouray Ranch outing, compliments of Emily and Julius Warner. As of the SFO convention, vacancies were still available. For more details, contact Emily and see the related article in the March 1992 newsletter (You say you are missing yours? Well, you're in luck, as your Secretary has plenty on file).

CAR RACING - Connie Tobias

The Speedway Club of Charlotte, NC has invited interested ISA members to attend a one-day car racing course. This is a group course and 14 participants are needed. The cost is \$495 per person and should be great fun. Please contact Connie for information on the date, time and space availabilities.

UNIVERSITY AVIATION ASSOCIATION - Laura Cox

The latest UAA meeting was held in October. ISA is a member of this organization, which represents all individuals and groups interested in promoting aviation at the college/university level. Laura attended as ISA's representative. She felt that the meeting was not very informative, as the group spent much

time discussing ways to facilitate the transfer of colligate aviators into the real world of airline and corporate aviation. Anyone interested in the area of Aviation Education and would like to become ISA's representative for upcoming UAA events and conventions is asked to contact Laura for more information.

WOMEN IN AVIATION CONFERENCE - Maggie Rose and Karen Kahn

Maggie and Karen attended the 1992 conference in March in Las Vegas, NV. Parks College in St. Louis was the official sponsor. Representatives from all aviation backgrounds attended and 10 ISA members were there to observe, answer questions and participate on the speakers' panel. Over 500 attendees were present. The next convention will be held in St. Louis in March 4-6, 1993. Watch for more information in upcoming newsletters.

1993 CONVENTION - Vicki Karnes for Binka Bone

Vicki and the rest of the ALT planning committee have set the date of the 1993 convention in Atlanta on May 11-13. New Convention chairperson Binka Bone was unable to attend so Vicki spoke on her behalf. The selected hotel is the J. W. Marriott at Lennox Square, which should be quite accessible to out-of-towners, as the hotel is just off of the Atlanta rapid transit line. Highlights of the convention include a planned tour of the CNN studios and for the younger set, a trip to the Coca-Cola Pavilion museum. Also noted was that French member Isabelle Guillard has invited ISA to tour the Airbus Industries facility in France. Watch the newsletters for more details.

Cammy reminded everyone of the August 15 deadline for the 1994 ISA convention bids. Remember, this convention will be an international one. Suggested sites include Frankfurt, Bangkok, and Singapore.

OSH KOSH - Lisa Kuehl

ISA is getting closer to finding a way to share booth space with the 99s at the 1992 EAA Convention in Osh Kosh, WI. Concern has been expressed by several ISA members about ISA's involvement with the 99s and the topic was discussed at length. Lisa is still working with the EAA, the 99s and the ISA Executive Council and will share information via the newsletter as it becomes available. Perhaps 1993 would be a better time for this project. Let Lisa know if you have any comments regarding promoting ISA at Osh Kosh, or at any other aviation-related activity.

MID-WINTERSNORKELING - Charlene Sammis-Singleton

Charlene proposed a scuba/snorkling expedition near her home in the Florida Keys sometime this winter. Keep your eyes open for more info in upcoming newsletters.

OUTGOING EXECUTIVE COUNCIL MEMBERS - Cammy Condon

Cammy presented the outgoing Executive Council members with tokens of appreciation for their dedication and hard work. They were Mimi Tompkins, Scholarship, Florence Sanders, 1991 and 1992 Convention organizer, Molly Barr, Newsletter Editor, and Cammy Condon, Constitution and Bylaws coordinator.

INCOMING EXECUTIVE COUNCIL MEMBERS - Cammy Condon

Cammy introduced Binka Bone as the new Convention Chairperson, Brenda Tirshfield, Scholarship Coordinator, Maggie Rose, as the new Newsletter Editor and Carole Litten as the new Constitution and Bylaws coordinator. Welcome aboard!

Cammy stressed the importance for any interested ISA members to offer assistance to the Executive Council members. ISA is growing by leaps and bounds and there is much work to be done by just nine EC members. PLEASE help us to maintain ISA's current high standards.

Closing statements - Cammy Condon and Florence Sanders

Cammy and Florence thanked all for attending and adjourned the meeting at 1200 noon.

ISA HISTORICAL PHOTOS STILL AVAILABLE

The following ISA historical photographs are still available and, for a limited time, are being offered at the unbeatable price of \$1.00 each! All proceeds benefit the ISA Scholarship fund.

8X10 1987 Memphis convention group photo

5X7 1987 Memphis convention group photo

5X7 1987 Memphis convention assorted airline crewmember group photos, including 3 (all USAir) group photos

7X9 1988 Rome convention group photo (black and white)

8X10 1990 Washington convention group photo

If you would like to own a piece of ISA history, please send \$1.00 in U.S. funds for each photo to Lisa K. Kuehl, 1787 Vermont Drive, Elk Grove Village, IL 60007. Checks should be made out to the ISA Scholarship Fund.

· ISA QUIZ

1. How many ISA members are at the Convention? 111 (count taken at the business meeting)
 2. How many airlines are present at this Convention? 21
 3. Which Countries have Airlines represented at this Convention? U.S., Philippines, Australia, Switzerland, Canada, Russia, Italy
 4. How many ISA Captains are at this Convention? 31
 5. Who do you think traveled the farthest to get to this Convention? Felicity Bush and Debbie Lawrey from Australia
 6. How many members do you think registered before the April 15th deadline? 92
 7. How many people live in San Francisco? 800,000
 8. What year was the Golden Gate Bridge opened for traffic? 1937
 9. How tall of a building would fit under the Golden Gate Bridge? 65 story building
 10. 100 mph winds can cause the midspan to swing HOW MANY FEET? 21 feet
 11. How many cubic feet of water per second pass under the Golden Gate Bridge? 23,000cf
 12. What year was the big earthquake? 1906
 13. Name the ISA Orchestra members. Angela Allen, Carolyn Pasqualino, Lisa Kuehl, Ginger Mitchell, Pam Stephens, Sarah Pearl, Gail Reeden, Claudia Sorenson, Carol Cansdale, Patty Tormey
- Bonus: Name the Airlines represented at this Convention Federal Express, United, Aloha, Continental, USAir, USAir Shuttle, America West, Evergreen, Delta, UPS, Aeroflot, Air Canada, Canadian, Canada3000, Ansett, Aeralpi, Swiss Air, Phillipine, American, DHL, Northwest
- 40 people played

RADIATION EXPOSURE TO PILOTS - Did you Know?

That at the SFO convention we had a FAA doctor discuss how little is really known about the risk of radiation exposure to pilots. The only thing that prevents cosmic radiation is the ozone layer, which has a big hole. When I got back to work our Flight Advisory Board put out a very interesting letter on ozone converters. The requirement for ozone converters in aircraft is dictated by FAR 121.578. This FAR established maximum ozone concentration levels (NO specific concentration guidance is provided when only flight crewmembers are aboard the aircraft). FAR 121.578 (e)(1) is an exemption that is provided when only crewmembers are aboard the aircraft. Federal Express currently uses this exemption to operate without ozone converters installed. For the other ISA freight carriers, and perhaps our International members, you might want to look into this with your carriers. These are the common symptoms of ozone exposure as described in medical journals:

1. Coughing
2. Respiratory irritation (usually sinus drainage and/or sore throat)
3. Shortness of breath

The reason your carrier may have not ordered these, or removed these converters is cost and weight. Federal Express is looking to reinstall the converters at a cost ranging from \$14,170.00 to \$22,953.00 per airplane. Thought you might like to know!

Your roving reporter, Florence Sanders

EXECUTIVE COUNCIL REPORTS

FAMILY by Maria Eberle



I was sorry to miss seeing everyone at the convention in San Francisco. I hear it was a great success. Laura Cox was nice enough to deliver my report at the convention. She also brought me a list with several requests for maternity policies, nanny information and radiation articles. I am currently updating the maternity policies and will print them as soon as my husband and I get our new printer for our computer. This should be finished within a week, maybe two at the longest. I do not have any new family - related news to report. Please remember to drop me a quick note should any changes occur in your family - births, adoptions, marriage or whatever. This is probably the quickest way to pass on the news to all your friends in I.S.A. For now, I am enjoying my maternity leave, doing water aerobics three times a week and starting the final countdown of my pregnancy. Tom and I are hoping the next five weeks pass as quickly and smoothly as the first eight months have.

SCHOLARSHIP by Brenda Zeller Tirshfield



Last months business meeting at the SFO convention, with 100 plus very together women all in their pilot uniforms, made such an impression on me! It was probably one of my most proud career moments. Proud of course, to be an ISA member. For any of you who haven't been able to attend a convention, I strongly recommend the sacrifice of a few days off. There is always next year!

Well, its just one month after our SFO convention and the beginning of my two year opportunity as your scholarship committee chairwoman. Already, I have received 67 scholarship inquiries, 50 of which are from men and 8 are from individuals whose gender cannot be assured simply by their name. The remaining approximately 9 letters are from women. Unfortunately amongst all of the 9 women, maybe 2 or 3 are pursuing a professional rating or license (ATP, MEI, etc).

This is a great deal of wasted time and money. I hope to contact the 99's, AOPA, FAPA, and anyone else who helps advertise our scholarship. It

seems that our specific scholarship qualifications are now legal to be published! This obviously, will eliminate a great deal of wasted effort.

In the meantime, I'll keep you posted as the mail continues to roll in! For our next newsletter, I will try to have a detailed schedule of scholarship deadlines and awards outlines. Please be patient, I have much to learn.

Thank you for the warm welcome in San Francisco, and remember, volunteers are the links that keep this group strong. Feel free to call me if you are able to lend some spare time licking stamps, addressing envelopes, interviewing applicants or just offer encouraging words.

Talk to you soon.

HISTORIAN by Charlene Sammis-Singleton



It was an historic event for me, my first ISA convention! I had a great time. Florence, thanks again. It was wonderful!

We saw another changing of the guard. With the completion of their two year

term, Molly Barr, Cammy Condon, Florence Sanders and Mimi Tompkins stepped aside as EC members. Each left part of herself woven into the fabric that helps hold our organization together. Thank you again for all of your time and effort.

We welcomed four new volunteers onto the council, Binka Bone, Carole Litten, Maggie Rose, Brenda Zeller Tirsfield. As each first year EC member before them, they're bringing new ideas and enthusiasm.

My thanks to Natalia Vinokurova (Aeroflot) for donation a pictorial identification guide of russian aircraft to the ISA+21 archives. A special gift from such a special member

Finally, thanks again to Lori Griffith for her seemingly endless enthusiasm in maintaining our first list, setting up exhibits of women pilots' memorabilia in various aviation museums around the country, and sharing her vision with me as to a new and exciting function I, as historian, can embrace. Please look to this column for more details as things develop.

May all your todays become yestur-days you can be proud of.

SECRETARY by Lisa Kuehl

Hi, everyone....

I hope that the summer is treating you well and that the masses of bargain-seeking travellers aren't putting a wrench in your travel or commuting plans.

The new ISA brochures have just come back from the printers and they look terrific! Included in the brochure is a detachable ISA application form, which will be a convenience to our prospective members as well as our Membership Coordinator. I had 3000 brochures printed and welcome any ISA member wishing to have some on hand to con-

tact me. The newly-established ISA Aviatrix Scholarship Trust is mentioned in the brochure. If you know of any individuals or organizations who may wish to make a tax-deductible contribution to the Trust, please present them with a brochure or pass along their name to me and I will forward one to them



By the time you read this newsletter, Osh Kosh '92 may be old news. At present, I am awaiting the approval of the EAA to allow ISA members who are also 99s', to work at the 99s' display booth at the airshow, which runs July 31-August 6. Since the 99s' have made it clear that we are welcome to share their space, the only apparent obstacle is acquiring the EAA's approval. If you live in or near Osh Kosh or would just like to attend this marvelous aviation event in the future while helping to promote ISA + 21, please contact me.

Canadian author Shirley Render has written me and would like to share with us her soon-to-be published book detailing the history of Canada's women pilots. The title has not been selected yet. The book is due out in the fall of '92 and features women involved with the Royal Canadian Air Force, Canadian airlines, bush company per-

sonnel and Canada's space program. Also included are many never-before-published photographs. If you wish to order a copy, please contact Ms. Render at the following address and phone number:

Shirley Render
Legislative Assistant to the Premier
55 Victoria Crescent
Winnipeg, Manitoba, CANADA
R2M 1X5
(204)253-1263 residence
(204)945-0301 office
(204)945-1284 FAX

Lastly, special THANKS goes to Robyn Williams (UAL) for assisting me with the ISA mail pick-up at O'Hare.

Fly safely and have a great summer!

MEMBERSHIP By Angela Allen

Those of you who missed the convention in San Francisco missed a wonderful time ... one of our biggest and best conventions ever! It was especially nice to see so many of our new members in attendance. We had over 10 members present, representing 23 airlines. I am pleased to report that we have had a total of 67 new members join since last year's convention.

WELCOME TO OUR NEW MEMBERS

Since the last newsletter, we have added 23 new ISA members. This brings our total membership to 424 in 24 countries, representing 60 airlines. Please give a warm welcome to the following new members:

Carolyn Williams
202 overland Trail
Gillette, WY 82716
UPS

Joanne McIntosh
2680 - 118th Ave SE, #301
Bellevue, WA 98005
Alaska

Stephanie Gray
36 Franklin St., PO Box 2234
East Millstone, NJ 008875
American

Michelle Robertson
225 Regency Circle
Vacaville CA 95687
United

Karen Reilly
424 N. Gallatin Ave.
Uniontown, PA 15401
DHL

Rebecca Ciccone
2311 Elm Drive
Oakdale, PA 15071
USAir

Eileen Tyson
PO Box 118
Boyes Hot Springs, CA 95416

Eden Alegre
230 J.P. Rizal St., Project 4
1109 Quezon City,
PHILIPPINES
Philippine Airlines

Elaine Morrison
20111 Sunny Shores
Atascocita, TX 77346
Continental

Kathleen Galassini
2372 Canterbury Dr., Apt. B
Westlake, OH 44145
Continental

Rifat Haye
22/8 F.C.C., Syed Maratab Ali Rd.
Gulberg IV
Lahore
PAKISTAN
Pakistan International

Debbie Bartz
7109--93rd Ave.
Kenosha, WI 53142-7670
United

Deborah Giese
13835 Kewanna Trail
Reno, NV 89511-7221
West Air

Pam Duncan
1620 Gatley Rd
Jacksonville, FL 32225
Southwest

Carolyn Whiting
112 Wendward Way
Hyannis, MA 02601
United

Kim Hinshaw
7182 - 121st St
Apple Valley, MN 55124
Northwest

Christina Kruemmel
625 Cardinal Gibbons Dr., Apt 307
Raleigh, NC 27606
UPS

Lena Israelsson
117 South Humboldt St.
San Mateo, CA 94402
United

Marilyn R. Koon
2619 Hunters Pt. Dr.
Wexford, PA 15090
U S Air

Rhonda Wood
165 Doe Ct.
Freemont CA 94539
U S Air

Jenice Mundy
1542 Electric Rd. SW
Roanoke, VA 24018
U S Air

Faith Hillman
621 Berkshire Ct.
Downer's Grove, IL 60516
Continental

RENEWING MEMBERS:
(Not listed in the 1992 Roster)

Jill Newby
323 27th Street
Manhattan Beach, CA 90266
United

Diane Marroquin
3229 Hidden Ln
El Monte, CA 91733
United

Mary Berlinger
5 Roosevelt Pl., #4N
Montclair, NJ 07042
United

Nancy Thomas
P.O Box 250402
San Francisco, CA 94125
Aloha

Luan Guliano
1175 Willoby Ln.
Elgin, IL 60120-4923
Air Wisconsin

Kathi Hurst-Tracy (formerly Hurst-Gatto)
20545 Lakeview Dr.
Lawrenceburg, IN 47025
United

Jackie Gillespie
Route 1, Box 2940
Santa Rosa Beach, FL 32459
U S Air

Cheryl Bearse
Box 115
Kailua, HI 96734
United

Karen Bland
6643 S. Pontiac Ct
Englewood, CO 80111
United

CONGRATULATIONS AND CON-TRAILS

NEWAIRLINES:

Theresa Malley to Braniff from Midway

CAPTAINUPGRADES:

Carolyn Williams, UPS, to B-757 Cap-
tain

OTHERUPGRADES:

Judy Cameron, Air Canada, to B-767
F/O

Lorraine Little, UPS, to B-757 F/O

Sue Ellison, United, to B-767 F/O

Robin Wheeler, United, to B-737-300
F/O



Donna Goodwin, United, to B-737-300/500 F/O

Deborah McEndree, United, to B-737-300 F/O Jill Develin, British Airways, to B-747-400 Sr. F/O

Shawn Maddox, America West, to B-737 F/O

OTHER NEWS FROM MEMBERS

Jane DeLisle writes that she and husband, Joe, have built a Lindal cedar home on Lake Norman, north of Charlotte. Everyone is welcome to come and visit!

Lori Killough added an A-320 type rating in April, 1992.

WEDDINGBELLS:

Maura Burke and Terry Wingard were married on Oct. 26, 1991.

Liane Conway and Bill Parker were wed on 9-8-91.

Kathi Hurst recently married Ted Tracy.

NEWBABIES:

Judy Cameron reports the birth of baby Kristin on 10-17-90.

Theresa Mally gave birth to Rachael on 8-9-91.

BABIES ON THE WAY:

Robin Wheeler and husband Larry are expecting on 9-13-92.

Veronica Garciagodoy writes that she is expecting a new baby in September, 1992.

CONSTITUTION by Carole Litten



I have taken over the responsibilities of this area from Cammy Condon. Needless to say, I have barely had my act together to even learn the concepts of such a formal document. However, I do look forward to the challenge and in expanding my knowledge in such an area. Initially during June I plan to review the constitution in light of its ability to adequately cover our expanding growth and updated tax status. Luckily, my husband, as corporate chief financial officer, has had some extensive working knowledge in this area and his contributions should be equally enlightening.

THE ISA LIBRARY

If you are upgrading or merely reviewing your skills, as an ISA members, you are invited to check out materials from the ISA library. Included in the library is the ISA video, along with videos and books on most of the aircraft flown by our members. Many materials are available for career day presentations and aviation lectures.

For more information or to check out items, please contact Lori Griffith 18517 Vineyard Point Lane Huntersville, NC 28089

ISA VIDEO SALE

For those of you who still do not have one or would like another, there are plenty of ISA videos available for sale. A check for \$22.00 made out to ISA gets you one video and covers the cost of the mailing. The proceeds go to the scholarship fund. For more information or to order, please contact Florence Sanders 8471 Bazemore Road Cordova, TN. 38018 (901)755-4771

INTERNATIONAL FOREST OF FRIENDSHIP - Florence Sanders

We would like to thank every one who contributed to Holly Mullins granite plaque at the International Forest of Friendship. \$530.00 was collected for the plaque and to send to her dad, Don Fulton.

1992 ISA QUIZ WINNERS!

Congratulations to Mary Bardon from Delta and Debbie Lawrie, Ex-Ansett for getting the most answers right on the ISA quiz. They were awarded "Bug Key Chain's" that had flashing green eyes and made an eerie bug sound. To everyone who played, THANK YOU, you are great sports! Florence Sanders

FINANCE

by Laura Cox



I hope that everyone who came to San Francisco had a great time. I sure did! A big thank you to Florence! We made \$659 on the reffle, all of which goes to our 93 scholarship funds. We sold 24 videos and the proceeds also go to our 93 scholarship fund. We are still waiting on a few final bills for the convention (unless Florence has them already), but I estimate it will only cost ISA about \$500 out of our general funds.

The EC is already planning for Atlanta in '93 and I hope to see you there. So far the plans sound great.

My report on our '92 operating expenses follows. These are the numbers I have as of June 1, 1992.

1992 OPERATING EXPENSES as of 6-1-92

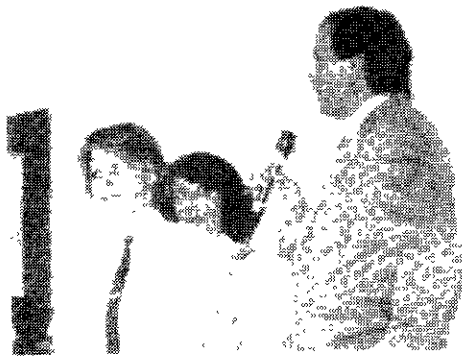
1992 income (except convention)	\$12884.30
1992 convention funds left	<u>892.08</u>
	13776.38
1992 Expenses (except convention)	
Printing	2070.59
Postage	1144.24
Phone	33.94
Plaques	638.40
Newsletters (1)	1341.79
Office Supplies	166.47
Bank Fees	10.00
Miscellaneous	<u>2170.18*</u>
	7575.61

*includes museum, IFALPA, special projects

1992 Remaining Funds:	6200.77
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1992 Remaining Expenses

Newsletter (3)	3900.00 (Jul, Oct, Jan '93)
Convention (92)	1100.00 (estimated)
Misc.	<u>1200.00</u> (general operating)
	6200.00

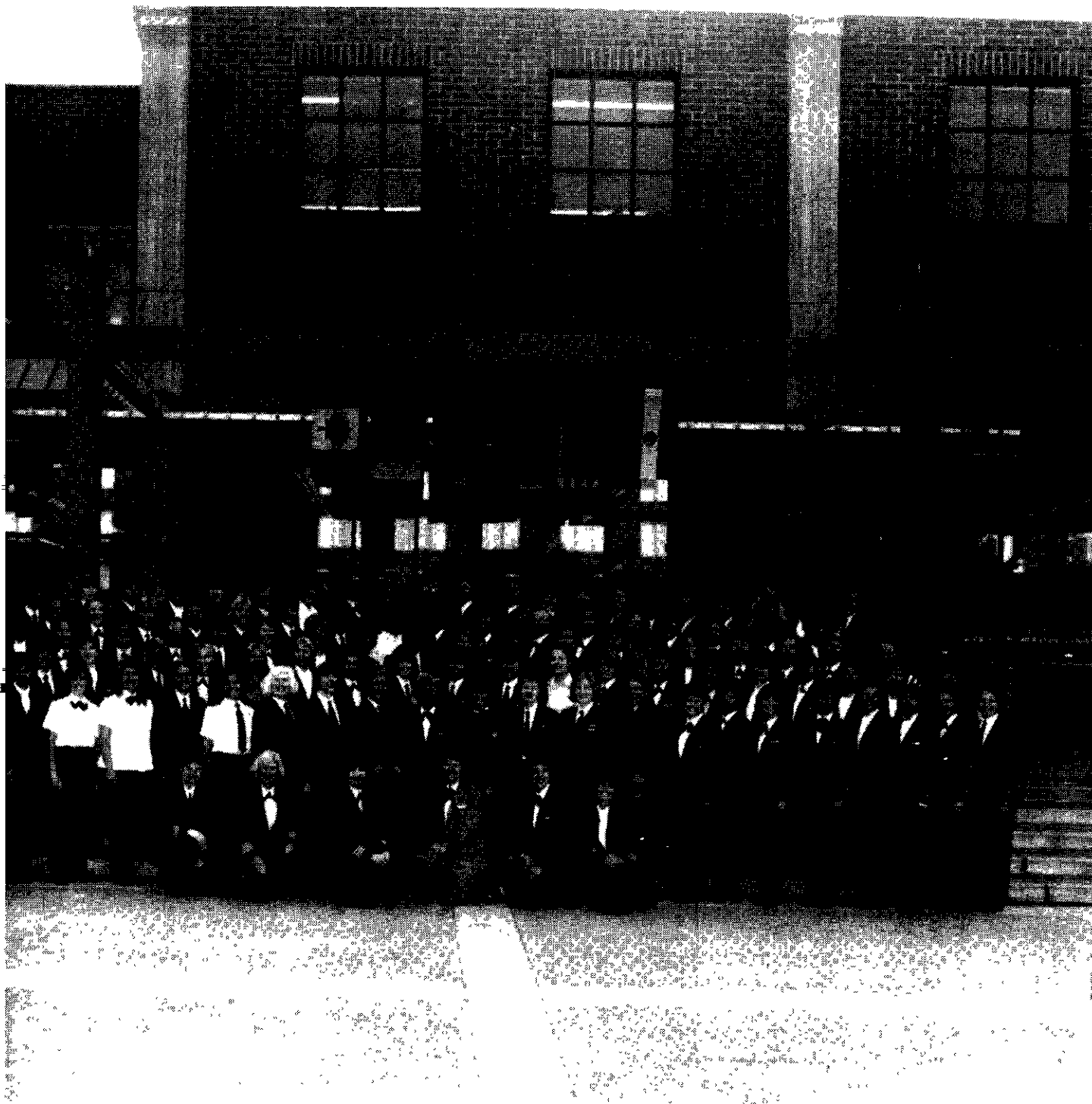


TOP: BUSINESS MEETING

CENTER: NATALIA VINOKUROVA AND
HER INTERPRETOR ALEX SINKEVITCH

BOTTOM: THE OFFICIAL ISA OR-
CHESTRA





1992 ISA CONVENTION - SAN FRANCISCO - GROUP PICTURE

"LIFE'S ABYSS AND THEN YOU DIVE"

Join us in the First Annual or First and Last DIVE

SNORKEL in the Keys

We're out to peg your Fun Meter to the HIGH Side!

WHEN: Monday the 19th of October for 2 or 3 nights - Your Choice

WHERE: Holiday Isle Resort, Islamorada, Florida Keys (Local Keys polling once again voted Holiday Isle "Best Resort In The Keys")

On the Atlantic*Sandy Beach*10 Bars and Eateries*Dive Shop*3 Pools*Water Sports. Yes, Its the SAME Holiday Isle MTV Filmed from on July 4th. It's the same Holiday Isle given a promo trip by Pepsi @ Pizza Hut

NOW THAT WE HAVE YOUR ATTENTION:

We will have a brief pause for you to fetch the following:

- 1.Your calendar-schedule
- 2.Scissors
- 3.Credit card or checkbook
- 4.Envelope and stamp
- 5.Pen

.....You're Back? Good!

Now- The most difficult part - A decision of which package.

All prices are per person-based on double occupancy in a pool view room (doubles) or king at Holiday Isle's HOJO. Prices are based on 40 people - So bring your friends and spouses as the more not only the merrier but also allows us to adjust the total package price.

PLAN A includes: 2 nights accomodation Monday the 19th of October 1992 and Tuesday the 20th of October 1992. Sunset cocktail cruise-Unbelievable beauty among bayside islands. Full breakfast in the famed 6th floor oceanfront Horizon Restaurant. Informative Pre-Dive or Snorkel or Bubble Watching in the Famous Pennecamp Marine Sanctuary (including gear). Beach Bar-B-Q - Music w/conga and limbo @ SURPRISES! At registration you will receive an area Info packet, Dive/Snorkel briefing, etc **\$214.00 per person incl. all taxes and gratuities**

PLAN B includes: All of Plan A plus. Extra night accommodation - Wednesday October 21, Rental Car - (1 per room), 2nd Full Breakfast in Horizon Restaurant, 1/2 day 2 tank dive or snorkel or bubble watching off Islamorada per Islamorada's Chamber of Commerce,..."from shallow and mid-range reefs to steep walls and numerous wrecks, we have the greatest variety of dive sites in all the Keys." Also includes gear. **\$299.00 per person**

Supplement: Add 1 night either side of dates for Plan A or B, an additional \$40.00 per night

WE NEED TO HAVE YOUR REGISTRATION FORM AND \$100 DEPOSIT BY AUGUST 1ST TO PUT DEPOSITS ON RESORT AND DIVE BOATS.

With some of us not knowing our October schedule until late September, the following allowances are made

1. Full refund if cancellation made prior to October 1st.
2. Changes between plans can be made at any time up until October 12th.
3. Additional night supplement may be added at any time predicated on space availability.
4. Cancellation after October 1st causes forfeiture of deposit unless we have met our 40 person minimum which would then allow you full refund minus \$15.00.
5. Full payment due by October 1st.

OTHER ACTIVITIES AVAILABLE BUT NOT INCLUDED:

1. Deep sea fishing
2. Swim with the Dolphins
3. Drive to Key West (84 miles one way)
4. Vegetate on the Beach
5. Rent a boat or Wave Runner
6. Para-Sail, Sailing, Windsurfing, Water Skiing

REGISTRATION FORM FOR FIRST ANNUAL ISA KEYS DIVE TRIP
please submit by August 1, 1992

Name: _____

Address: _____

Telephone: _____

Name of person you would like to room with: _____

Select desired plan below and whether you want to be a diver, snorkler, or bubble watcher:

Plan A \$214.00: _____ Plan B \$299.00: _____

Diver: _____ Snorkeler: _____ Bubblewatcher: _____

\$100.00 Deposit Required With Registration

_____ Check Enclosed (please make payable to "Holiday Isle")

_____ Please charge my credit card for \$100.00 deposit

AMERICAN EXP., M/C, VISA _____ Exp. Date: _____

Signature: _____

Mail Registration form to:

Marianne Gail
Holiday Isle
84001 Overseas Highway
Islamorada, Florida 33036

Any questions? Call your Key Contacts:
Marianne Gail, Holiday Isle (Sales) : 1-
800-327-7070
Charlene Sammis-Singleton 305-852-0193

attn: Scuba divers please send a copy
of front and back or C-Card

SECOND WOMEN AIRLINE PILOT EXHIBIT UNVEILED

by Lori Griffith

The unveiling of ISA's 2nd permanent women airline pilot exhibit was on March 10, 1992 at the Pima Air and Space Museum in Tucson, AZ. Local attendance, Museum staff and ISA members were present as Emily Warner did the honors by cutting the ribbon and officially opening this new exhibit.

This exhibit is an addition to an already impressive amount of displays on women in aviation at the Pima Museum. It tells the history of women airline pilots and features many historical photos of "notable first" flights. Airline artifacts and memorabilia are on display, ranging from an original uniform, hats, wings, awards, articles and photos.

The opening ceremonies and ribbon cutting were followed by a special viewing of ISA's exclusive Women Airline Pilot video presentation. This program has been incorporated into the Museum's theater and will be played daily at an appointed hour. The event concluded with a reception on the museum grounds and a personal tour of the "Bone Yard", (or aircraft storage facility) at Davis-Monthan Air Force Base. Special Thanks to Bruce Knapp for arranging this unique tour!

Thanks also to Lisa Kuehl who did an excellent job of transforming an unwanted JC Penney dummy into the exact likeness of Jean Harper, who's original United uniform is displayed. Also to Florence Sanders who again enlisted the help of Federal Express to reproduce our wing images and for forwarding the ISA banner to us for our use. Susan Knapp was our hostess and planned a lovely reception, including a very "popular" cake with a real airplane on top!

I am very grateful to the fantastic response from our membership for items, pictures, uniforms and other memorabilia that was donated for this exhibit. The following people are "enshrined" forever at the Tucson exhibit! If you have a layover in Tucson, be sure and get over to see this tremendous display! It will permanently educate all who visit about our organization and about our presence in the airline field and hopefully inspire other young women to enter the industry.

Beverly Bass
Mary Berlingeri
Denise Blankinship
Binka Bone
Jane Bonny
Margaret Bruce
Libby Cannon
Carol Cansdale
Karlene Cipriano
Terry Claridge
Julie Clark
Dorothy Clegg
Liz Crowell

Abigail Davis
Jane Delisle
Carol Dishart
Sandra Donnelly
Sharyn Emminger
Dana Fulks
Gail Gorski
Lori Griffith
Maria Haddad
Jean Harper
Mary Horton
Claudia Jones
Karen Kahn

Vicki Karnes
Susan Knapp
Sharon Krask
Angela Masson
Holly Mullins
Norah O'Neill
Sylvia Otypka
Cheryl Peters
Julie Poisson
Lynn Rhoades
Helen Richey
Terry Rinehart
Lynn Rippelmeyer

Becky Rose
Maggie Rose
Lennie Sorenson
Karen Squyers
Pam Stephens
Bonnie Tiburzi
Brenda Trishfield
Valerie Walker
Stephanie Wallach
Emily Warner
Tracy Welch



PIMA EXHIBIT: (L to R) Lori Griffith, Beverly Bass, Jean Harper, Susan Knapp, Connie Netherton

Women in Aviation Conference

ISA was well represented at the 3rd Annual Women in Aviation Conference held March 12-14, 1992 in Las Vegas, NV. The goal of the conference was to bring women together from all areas of aviation to discuss their mutual interests.

ISA volunteered to staff a panel of women pilots to discuss their airline careers and answer questions from the audience.

Maggie Rose graciously volunteered to coordinate the panel as she lives in LAS. Interested ISA members contacted Maggie after reading an article in the Spring issue of the ISA newsletter. Karen Kahn volunteered to moderate the panel and together with

Maggie, helped select the panel members to provide a wide range of backgrounds, ages and current flight positions.

Unlike the previous year's conference where the panel introductions gave away a bit too much of the speaker's fire, this years intros included only the name, flight position, equipment and total time when hired. The speakers then had the opportunity to tell the how, what, where, and whys of their aviation careers and how they got their current airline job.

Panel members included Emily Warner (former Frontier, now FAA in Denver), Denise Van Grunsven (Northwest), Jennifer Cooper (United), Carolyn Pasqualino (United), Carole Danis (US Air), and Karen Kahn (Continental).

The session was scheduled for .40 minutes with a planned time frame of .05 for each speaker with the remainder for questions. Since we

were all fascinated by Emily Warner's history, we gave her the beginning time slot and were delighted by her "20 minute presentation. The other speakers followed, relating their aviation tales.

We had a standing room-only crowd and all agreed that the session was a great success. Later, after the session, the ISA hospitality suite hosted numerous interested women for further career discussions. Special thanks go to Maggie Rose (who donated hospitality suite drinks, munchies and a VCR to show the ISA video... several copies of which were sold at the conference) and to Karen Kahn (who donated the hotel room) as well as other ISA members present for their help in staffing the suite for visitors.

Next year's conference will take place in St. Louis during March 1993. Interested ISA members should watch the newsletter for more details.

submitted by Karen Kahn

Great Escapes

How many of us have yearned to hit the open road and cruise the countryside visiting friends and sightseeing with no time constraints? Probably all of us at one time or another, but we're generally confronted with the perennial problem of not enough time or not enough money.

Former ISA Executive Council member, Susie Arthurs (1986-89) has temporarily overcome both of those obstacles to enjoy a great adventure, despite difficult circumstances. In October 1990, she woke up in a hospital one morning only to be informed that she had suffered a seizure in her sleep at home and had been rushed to the hospital by her husband. That seemed to spell the end of her flying career and she retired from United Air Lines. A year later, she made a dramatic change in her lifestyle and sold all her big possessions, such as the car, house and furniture and put everything else in storage. She purchased a 26 foot Flair motor home made by Fleetwood and started planning a trip to see all the places at close hand that she had previously only viewed from 35,000 feet at 500 miles per hour.

She traded in her husband for a different traveling companion, a two year old Yellow Lab named Lady. The motor home has an oversized dashboard area which nicely accommodates Lady for a good view of the scenery while rolling down the road. Susie and Lady have crisscrossed the country in a very circuitous route, but they have seen some spectacular sights which have already filled four photo albums. They have visited the well known Yellowstone Park, Glacier National Park, Yosemite and Mount Rushmore, as well as some of the lesser known such as Itasca State Park from whence the mighty Mississippi originates. Add that to your trove of trivia! She was most impressed by the Grand Tetons and really liked Pictured Rocks on the upper peninsula of

Michigan. She even managed to time her itinerary to coincide with the ISA tour of the Boeing plant in Seattle in September, 1991 and spend a little time at Mount Rainier.

Along the way, she visited ISA members Jean Harper, and Lee Hiltin in Denver, all the US Air gang in Charlotte with a surprise appearance at Lori Griffith's birthday party disguised as a mystery guest and a stop in Chicago to see Cindy Berkeley. Susie left my house in mid-January, which is an accomplishment in itself. Not too many people have Mississippi stamped on their passport. She was headed to the southwest to see Susan Knapp in Phoenix, Maggie Rose in Las Vegas and the Grand Canyon. Heads up to ISA members on the west coast! Susie's on her way!

The premier highlight of her past year's travel was an appointment with Dr. Richard Masters in Denver. He was delighted to inform her that there has been a new FAA ruling that has changed the requirements for recertification of her medical. The FAA now

stipulates that you may regain your medical if you have not had any seizures in the past four years and you have been off all medication for the past one year. Previously, it had taken 20 to 25 years to get your medical back. Susie is already halfway through the four year requirement and plans to settle down this spring to look for a house and begin her medication-free year. She is absolutely ecstatic at the possibility that she may fly again, because she has been unable to find another pursuit in the past two years that even begins to compare with her love for flying. She was literally walking on air when I met her in January; she is so elated and optimistic!

Life is looking very upbeat and positive for Susie and we're all hoping that she will soon be rejoining the friendly skies.

by Keith Johnson



BALLOONING IN THE NAPA VALLEY

by Molly Barr

After a night of ISA Convention revelry, seventeen bleary eyed ISA members propelled themselves out of bed at 4:00 am to experience hot air ballooning. For most of us this was our first adventure aloft in a balloon. The event was organized by Ginger Mitchell who has been ballooning, and crewing for balloonists, for many years. It was dark when we left San Francisco for the one hour drive up to the Napa Valley. Coffee, juice, and sweet rolls awaited us as we clamored into the "Napa Valley Balloons" office; and a few minutes later we were driven a short distance where crews were inflating the balloons.

The ISA group was soon gracefully ascending in large wicker baskets suspended beneath three colorful balloons. Each balloon was piloted by an experienced balloonist. With one arm raised over his head, the pilot gripped a lever with which he released hot air into the balloon. The loud hiss of the air could be heard over the valley as our balloons, and many others, (we counted about 10 aloft at once) drifted over the wine country.

The day was ideal. The air, cool and crisp, pooled in misty eddies over the vineyards. The pilot seemed to know where the air currents would take us as he skillfully controlled our altitude. About an hour after lift-off we slowly drifted down and landed on a road between two vineyards where we were picked up in a van. The balloon, loaded with another group of passengers, drifted on down the valley as we drove back to the office.

A lavish brunch awaited us upon our return. We stuffed ourselves with strawberries and whipped cream, cold cuts and bread, and drank champagne. Then the second phase of our Napa Valley adventure began.

Those of us who had the time to stay awhile and savor the wine country, continued to the Han's Kornell Champagne Winery where we were given a tour of their cellars and introduced to the fine art of making champagne. After the tour, we were invited to taste the variety of wine produced there.

The tour concluded about noon, so we capped our little trip off with a picnic lunch which we purchased at a local deli. It was a great adventure. The weather perfect, and the company stimulating.



TOP L to R: Eva Brock, Cyd Fougner
Diane Casavant, Carol Welling

LOWER L to R: Joe & Jane DeLisel,
Molly Barr, Ginger Mitchell, Denna
Gollner, Sue Nielsen, Lori Griffith,
Natalia Vinorkurova, Annette Wor-
thington, Suzy Arthurs (standing).

Not shown in photo: Carol Cansdale,
Carol Danis-Litton, Susanne Litton.

CONVENTION 1993

• **By Binka Bone**

MAY 11, 12, & 13

"There was a land of Cavaliers and Cotton Fields called the Old South...

Here in this pretty world Gallantry took its last bow.

Here was the last ever to be seen of Knights and their Ladies Fair, of Master and of Slave.

Look for it only in books, for it is no more than a dream remembered.**

A civilization Gone With the Wind..."

**Oh, Fiddle-de-dee, you silly goose!! Help keep the dream ALIVE and plan on attending the 1993 ISA+21 Convention in Atlanta Hartsfield International Airport which is 10 miles south of downtown Atlanta. The Airlines serving ATL are Delta, United, Northwest, American, America West, Continental, USAir, Swissair, TWA, Lufthansa, Air Jamaica, KLM, British Airways, Japan Air Lines, Federal Express, United Parcel Service and effective July, 1992 KIWI Airlines, a new airline recently formed by 140 former Eastern employees. (Delta is the dominant carrier in Atlanta; however, TWA has recently established a 4 gate mini-hub in ATL).

The "plantation" selected for our 3 day affair is the J.W.Marriott at Lenox (8 miles north of downtown). The rate is \$105.00/room for 1-4 people and is an ideal location in the Lenox Square Mall, near the upscale Buckhead district of Atlanta. This gracious medium-sized hotel has 371 rooms, ample meeting and banquet facilities, health club and lap pool. The "Swan Room" restaurant serves B/L/D and the Lobby Lounge serves B/L only. "As God is my witness, you'll never be hungry again."

Your "carriage" to the hotel is MARTA, Atlanta's rapid rail system, which can be boarded below the baggage claim section at the ATL airport for the 35 minute ride to the hotel. The cost is \$1.25 and stops at the Lenox MARTA station which is directly across the street from the J.W.Marriott Hotel. Additional transportation is available via Airport Shuttles to the Buckhead area hotels for \$12.00 OW, \$20.00 RT. Numerous rental car agencies are available at the airport. There is a charge to park at the hotel: Self-park \$6.00/day, Valet \$8.00/day. We suggest car rental for the many tourist activities available before or after the convention.

After you take your daily "afternoon naps" we have some wonderful group activities planned...a guided tour of the Turner Broadcast System CNN Center, A guided tour of the "World of Coca-Cola" (A Disney-like pavilion that is fun for kids of all ages). Shopping/Lunch at the unique Atlanta Underground which is adjacent to the Coca-Cola Pavilion and located at Five Points on the MARTA rail line.

Some of the other attractions in the city include Shopping at the Lenox Square Mall (connected to the hotel by a catwalk) and home to Neiman-Marcus, Macy's, Rich's, 200 shops, 25 restaurants, and 6 movie theaters, the High Museum of Art, Center for Puppetry arts, Botanical Gardens, SciTrek Museum, Dr. Martin Luther King Memorial, President Jimmy Carter Library, Zoo Atlanta, Cyclorama, a 50 foot high painting depicting "The Battle of Atlanta", The Joel Chandler Harris Home (author of the Tales of Uncle Remus), and much much more but I'll tell you about that in another Newsletter because "after all, tomorrow is another day".

In closing I would like to THANK Florence Sanders for her outstanding work and success on the last two conventions. It is impossible for one person to duplicate her talent, energy and organizational skills so we want ya'll to know that the Atlanta 1993 Convention will be a TEAM EFFORT. "Gone With the Wind '93" will be Produced and Directed by Angela Allen (Federal Express), Binka Bone (Eastern), Anne Mitchell (United) and Vickie Karnes (Delta). "We don't know nothin' bout birthing babies" but we do "give a damn" about your ideas, suggestions and desires. Please communicate with each and every one of us. This is YOUR DREAM REMEMBERED!

SPEAKERS BANK **by Charlene** **Sammis-Singleton**

This past year started out very slow. It was not until October 1991 that activity started and then kept building until May 1992. I can now be more prepared knowing that most career days take place in March and April.

I want to thank all of you who have taken it upon yourselves to volunteer your time and speak at various schools, scout functions, and other organizational events. The ISA video has gotten rave reviews. It's the best tool we have.

The two copies I have along with the SIU tapes have been out for quite awhile. Unless you have an upcoming

event this month, please return them to me at my new address.

Speaking of my new address, my move to the Florida Keys should have been completed by the time you receive this newsletter. It's been ten months since the "Lets move to the Keys" plan was initiated. I now plan to be here until I've "urned" it.

A REMINDER **by Laura Cox**

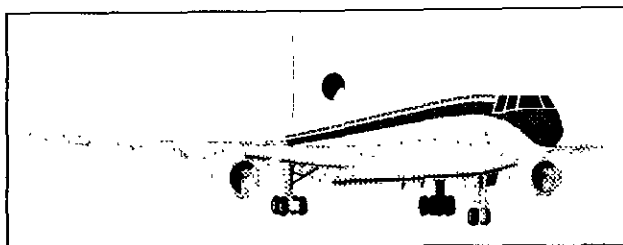
As Chairwoman of the EC for the next year, I would like to remind each of you that ISA is only as good as each of us make it. It takes time and effort to put together a convention, to publish our newsletter, maintain membership and historical records. Our scholarship is growing almost faster than we can manage with one person. The volumes of mail ISA receives is nothing short of incredible! We attempt to reply to all requests for information as quickly as possible using much of our own spare time.

OK, so what's my point? It is this, we need you to volunteer to help. Whether it be once or twice a year on a committee, or a full two year term on the EC, WE NEED YOU! I know all the excuses - "I'm not organized", "I'm not a leader", "I don't know how to do anything but fly". They were my excuses for not volunteering. Well, I'm not organized, but this job is teaching me how to be. I don't think I have "leadership" but maybe I've learned some skills to use when I become a captain. And, I've put to use my crude office skills learned while earning money for flying lessons.

What have I gotten out of this job? I have made so many friends the past 3 years! It is you, who make up ISA, that I have gotten to know better. I have a new-found responsibility to pass on the opportunities made to me by ISA's founders to other young women, perhaps even my own yet-to-be-born daughter someday- no matter what field she chooses. I have the satisfaction of knowing that I have taken part in shaping the future roles of women in aviation.

I read in the news that this is the year of the woman. Female politicians are ousting male incumbents right and left. Even the macho state of Texas (my home) elected a female governor a year or two ago. Let's make this the year, oh heck, the DECADE of the woman airline pilot! Our children will grow up thinking it is normal for women to hold responsible jobs. It will be NORMAL for a woman to be in the cockpit

I hate to say it, though, we have had to beg and plead to get women to fill jobs on the EC the last two years. There doesn't seem to be any enthusiasm for what ISA can do. If you would like to change this trend, please give one of the EC members a call. We need your help. We need your enthusiasm. Our children need to know we weren't "given" jobs as airline pilots - we earned them! Only you can do that.



Pilots and their Pets

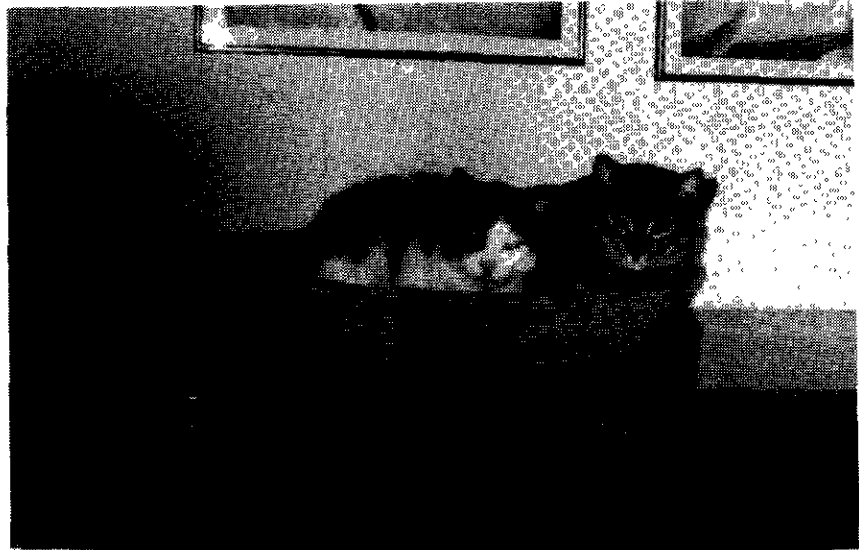
Most of us are familiar with Fiorenza de Bernardi, one of our more famous members from Italy, but how many of you know of her special relationship with the feline family? I became better acquainted with Fiorenza in Maui three years ago when I found out she was a fellow "cat" lover and we were able to swap cat stories and experiences.

Fiorenza writes, "At home, I have six cats. Their names are Redi, Chicco, Micinabello, Pussi, Novello and Minouche. I found them in the street or alone, or blessed like Novella, who has only three legs because a car ran over her. They live at my home where I have a big terrace. I feed them in the morning and the evening and when I am travelling a young girl comes to take care of them for me. I also bring them to the doctor to have them sterilized because if there are too many they will be killed by people. It is very hard work but they are all animals, so sweet and intelligent and they are so grateful."

Thanks to all ISA members who were so kind to send me their pet photos. This is the last installment in my series of 'Pilots and Their Pets'. I enjoyed reading and writing about everyone's pets, and I am happy I

could share my love of animals with you.

by Carol Cansdale



Dear Soft-Hearted ISA Members:

As the ISA Newsletter Editor, I published A letter from a Mr. Garry McManis. He professed to be a recovering heart patient and an aviation buff. In his letter he asked for magazines, books, etc. on aviation. On the surface, this seemed a reasonable request, but apparently Mr. McManis had a similar letter published in an earlier ISA newsletter and has become a pest to those kind- hearted ISA members who took the time to send him information. This was brought to my attention after the March newsletter was mailed. He was a heart patient several years ago when we published his first letter, and here he is again with the same story. I'm writing this little blurb as a warning (hopefully not too late) ... We don't know what kind of a problem this person may have, but if your good samaritan tendencies win out, it may be wise not to include your return address.Molly Barr



MUSICAL MOMENTS IN HISTORY

by Angela Allen

Those of you who attended the San Francisco convention witnessed the historic premiere performance of the ISA Orchestra/Band/Musical Ensemble, and what a success it was! I personally want to thank all of those who participated in the group for sharing their talents with us, making this a most memorable occasion: Patty Tormey-alto sax, Gail Redden-trumpet, Sarah Pearl-classical guitar, Carol Cansdale-violin, Lisa Kuehl-french horn, Carolyn Pasqualino-flute, Ginger Mitchell and Pam Stephens-piano. Although we only rehearsed for two hours together, much hard work and preparation went into this project by all involved. Special thanks go to Claudia Jones Sorenson, our last minute guest artist, who added her lovely vocals to our arrangement of "Wind Beneath My Wings", and to Pam Stephens, who graciously volunteered to provide piano music for us during the entire cocktail party!

By popular demand, the ISA Orchestra will perform again at next year's convention in Atlanta! I hope those who participated this year will again share their musical talents, and those of you who were thinking about volunteering will join us next year. We may not be ready for any recording contracts, yet, but we all certainly had a lot of fun with this! So, take those clarinets, violins, flutes, or whatever, out of mothballs and start practicing for Atlanta in May, 1993! I will again be acting as musical director of the group, so please call me at (404)487-3912 or drop me a note if you are interested in performing with us.

CAPTAINS CLUB

Congratulations are in order to the following ladies. They were officially and formally recognized as new members of the ISA Captain's Club at the convention in San Francisco.

Christine Deeble, UPS, B-727, 5-16-91
 Susan Gillett, Presidential, BA-3100, 3-28-89
 Gail Gorski, United, B-737-200, 7-1-91
 Morgen Ann Greschel Reeb, Presidential, BA-3100, 10-17-87
 Luan Guliano, Air Wisconsin, F-27, 6-05-91
 Janeen Kochan, Airborne Express, YS-11, 5-20-91
 Shawn Maddox, America West, DHC-8, 4-09-91
 Jennifer Maguire, Airborne Express, DC-9, 12-20-91
 Karen Marchbanks, Evergreen International, B-727, 6-27-91
 Linda Morley-Wells, United, B-737-300, 9-20-91
 Pamela Noeldner, USAir, F-28, 9-25-91
 Johnnie Olson, American, MD-80, 3-25-91
 Valerie Patton, Delta, B-737-200&300, 11-7-91
 Dena Stewart, Gulf Air, B-727, 12-05-87
 Natalia Vinokurova, Aeroflot, AN-24, 3-24-87
 Kathleen Wentworth, United, B-737-200, 2-24-91
 Tracy Prior Welch, American, MD-80, 8-18-91
 Monica Jones Wismer, Linnjeflyg, F-28, 12-28-89
 Linda Wright, Continental, B-727, 7-26-84
 Carolyn Williams, UPS, B-757, 10-29-91
 Susan Knapp, America West, B-737-200&300, 2-23-92



THE PICTORIAL ROSTER

By the time you receive this newsletter, we will be beyond the June 22, 1992 deadline to return your proofs. If you misplaced your proofs, and somehow forgot to get them in before the deadline, go ahead and send them ASAP. It is always worth a try. I will receive the photos sometime mid July to work on "The Book". If you didn't attend, but still want to be in the book, send me a GOOD picture, wallet size, to be included. Do this right now! I encourage everyone to purchase a book. We will have at least 160 members in this book, and we don't intend to do this again for sometime. YOU MUST ORDER THIS DIRECTLY FROM "REUNIONS" INC because ISA will not be ordering any extra copies

The Book will be dedicated to the memory of Captain Holly Mullins, whose persistence brought this project to fruition. All photos should be sent to : Florence Sanders, 8471 Bazemore Road, Cordova, TN 38018

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REUNIONS, INC.

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Orlando, FL 32802-0876

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Banquet Date 5/12/92 SFO, CA.

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Book Ordered _____ YES _____ NO

\$12.00 for the book \$2.00 for postage Florida and New York residents add 6% Sales Tax

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(l to r)
Natalia Vinokurova
Aeroflot,
Florence Sanders
Fed Ex,
Brigitte Girardin
Swissair

Sexual Harassment — Being Part of the Solution

by M. Deborah Corley, M.A.

The Anita Hill - Clarence Thomas hearings stimulated a national outcry about sexual harassment. Women and men told accounts of the ways sexual harassment affected their lives.

As a result of suits filed and the media attention, many airline corporations have dug up their old sexual harassment policies (or in some cases created the first policies), dusted them off and informed the pilots of the policies and consequences if anyone is charged with or guilty of such a violation. Unfortunately, sexual harassment is more complex than that. Men so outnumber women as pilots, simply having a policy doesn't solve the problem. Often policies don't adequately address the issue of sexual advances or harassment towards the pilot by other members of the flight crew or the flying public. In too many cases the policies don't clearly identify what constitutes sexual harassment and in what areas clarification of the situation needs to occur.

Policies are not enough because sexual harassment is a systemic problem. Our world is still organized to give males most of the power in the workplace (and most everywhere else!). The power comes with their ability to earn a better wage than women. When women enter the milieu with the ability to earn the same wage, men don't know how to react to what may seem like loss of their power.

Equally complicating the matter, women are enculturated to "barter" or "sell" sexual attention and ultimately sexual favors for security of some sort from men. Society through many avenues encourages women to dress and act certain ways to attract men, but to remain the gate keepers of morality. (Remember the "good girls don't do it until marriage or some sign of commitment" rule? Do you also remember how Snow White traded her homemaking skills to be kept by the seven dwarfs, hoping her beauty and "snow white" reputation would attract Prince Charming to come save her?) Men are given permission to engage in sexual behaviors with fewer

consequences and the ability to "buy" such favors with their power to make the money. The messages to buy and sell are there for women and men from childhood on.

But the rules are in transition, leaving most wondering how to act when sexual attraction and gender differences come up. Men that are sensitive to the issue are finding they are uncomfortable because they simply don't know what is appropriate with female colleagues anymore. Some male pilots who have used sexual harassment as a way of gaining power over others and status among their peers are reacting with anger at the loss and continue to view the behavior as only a "harmless game". The few pilots who have a sexual compulsive disorder and use sexual harassment as a way to groom their victim or as part of their addictive cycle are being consumed with thoughts of being discovered, and perhaps losing their jobs.

In an excellent article by Kathleen Wentworth (see ISA newsletter Jan. 1992), she points out how often and the many ways sexual harassment is present. Most female pilots have witnessed or been a victim to some type of sexual harassment in their careers, and the reactions are varied. Some women in the cockpit simply have resigned themselves that it is part of the job and have built up defenses or are so desensitized to the comments and actions it seems of little significance. On the other end of the continuum, some women pilots have been harassed to the point that it is a struggle to keep it from interfering with their work performance. There are a lot of women pilots who are somewhere in between and, like their male counterparts are struggling to find safe ground.

The situation is not hopeless! Listed below are hints to help you take advantage of the opportunity to be proactive in solving the problem. Remember this is a systemic problem and needs to be approached from many different angles.

- **Be a leader in the industry**

Policies are one step in the evolution of building a healthier work environment, but they need to be comprehensive. Research into the policies of your airline and share the information with your colleagues. Organize and demand involvement in revising policy if changes need to be made. Insist the policy include education about harassment and that it has provisions for a representative intervention review team (perhaps through professional standards) to hear cases and allow people to make amends, learn new ways to behave without people always losing their jobs or the flight deck becoming a den of hostility. Insist on a mechanism whereby the pilot with a serious disorder can get therapy—he/she will only repeat the behavior somewhere else if not helped.

- **Set the collegial standards in the cockpit**

Learn to set boundaries with colleagues in non-threatening ways (see Kathleen Wentworth's article, ISA Jan 1992). Bring the issue up with male colleagues, hear their side of the issue. Personalize your examples by including people close to them ("I know you think women are silly for wanting the nude pictures elsewhere, but think about this in terms of your daughter, who just might follow in your footsteps. Do you want her to have to deal with this all the time?"). With male colleagues who you know are sensitive to the issue, discuss the consequences on both sides for reporting; problem solve together. Ask them to discuss the situation with other male pilots.

- **Be a role model for young people**

The maturity of the female pilot comes from years of hard work, problem solving and decision making that many new, younger flight attendants do not yet possess. Model assertiveness; educate flight attendants and other airline staff about policies, boundary setting and how to file a complaint; intervene when you observe harassment happening.

- **Raise male and female children differently**

Women still do most of the parenting. This means women raise boys to be the men they are. Raise the new generation differently. Take advantage of the media by telling your children why it is not healthy to harass anyone and how important it is

to treat each other with dignity. Establish values in your home that promote equal and reciprocal relationships. Be a good sex educator so children don't turn to the media to get their information about how to look or act in relationships. Teach your boys and girls to solve problems without putting each other down; learn to discipline without corporal punishment—it breeds misuse of power.

- **As a responsible member of a society**

Wouldn't your life been easier if someone would have given you the facts and an opportunity to talk about these hard issues when you were young? Support comprehensive health education in school grades K-12 that includes good sex education and parenting skills as part of the curricula. Encourage other groups to support education as a prevention method for sexual harassment and other high risk issues.

- **Be proud you are a woman**

If you are a tough skinned pilot who has taken harassment for years, celebrate that you developed a mechanism to cope all these years. Then examine your personal growth curve and realize there is a healthier way to do it. Stand by your fellow pilot who sets a boundary or files a complaint. Begin to set boundaries with your colleagues in non-threatening ways.

The changes needed to make the workplace a healthier one, free from sexual harassment and prejudice against women is an evolutionary process. It will take time. The timing is right for change and given my experience these past few months with women pilots, I suspect the women and men who follow in your footsteps can already begin to sigh with relief. It is clear there is a strong commitment by women who fly!

Ms. Corley is a therapist and educator in Dallas, Texas. She and her brother treat perpetrators and survivors of sexual trauma. She provides educational seminars for corporations on preventing sexual harassment.

If you are interested in more information about how to set up a educational seminar for pilots or want to order a free handout for talking with your children about sexuality, please send correspondence to M. Deborah Corley, 3016 Leahy Dr. Dallas, Tx 75229. Ms. Corley is also interested in reviewing any policies you think are good, especially those in which you have had involvement

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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 60007-2754. Phone #: 708-924-8658.



CAPTAINS CLUB CAPTAINS CLUB CAPTAINS CLUB CAPTAIN CLUB

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Send to Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007-2754. Phone #: 708-924-8658.



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.

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