



# ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

JULY 1994

## ISA CONVENTION '94 VANCOUVER, B.C.

by Sandra Lloyd  
Local Convention Organizer

*The first ISA convention was held in Las Vegas in 1978 and was attended by 21 women airline pilots.*

One hundred ISA members plus 30-odd guests attended ISA's 17th annual convention, held in Vancouver B.C. May 10-12, 1994. Members attended from nine countries: the U.S., Canada, Mexico, Switzerland, Italy, Ireland, Nigeria, the Ukraine, and Russia. Twenty-three different airlines were represented at this year's convention.

The convention raffle and a first-time event, a fundraising auction, earned almost \$2000 U.S. for ISA's scholarship fund. Although we haven't finished calculating income and expenses for the convention itself, we believe we will also earn some convention "profits" for the scholarship. Financial details will be published in the October newsletter.

To those of you who couldn't make it at the last minute: you will be receiving a refund of your registration fees, if you haven't done so already.

To the extent that this convention was a success, it is due to all the efforts of ISA+21 members. I would especially like to thank the following people: **Terre Hines**, convention chairperson and general *do-er* of whatever needed to be done;

**Cammy Montgomery**, for doing an excellent job organizing door prizes for the raffle and auction (as has become the usual for her); **Mary Bardon**, **Cyd Fougner**, **Nancy Novaes**, **Connie Tobias**, **Carolyn**

**Pasqualino** and **Cindy Shonk** for being great hosts.

**Judy Cameron** and **Rosella Bjornson** for promotions; **Ginger Mitchell** and **Lori Griffiths** for being such professional M.C.'s; **Carol Cansdale** and **Karen Schaefer** for assistance in registration and organizing the dinner and Theatersports and everything else that they did; **Betsy Landon**, **Angela Allen**, **Connie Tobias**, and **Kathy**

*100 ISA members from nine countries enjoyed the efforts of Terre Hines and Sandra Lloyd at Convention '94*

**Powell-Williams** for helping Cammy with the auction and raffle; **Nancy Law** for sharing her experience; **Claudia Sorenson**, **Terry Rinehart** and **Valerie Walker** for the great convention T-shirts.

To all those people who pitched in writing receipts, making name tags, putting together registration packages, and who volunteered for the registration desk (for example **Cammy**, **Betsy**, **Carolyn**, **Angela**, **Kati Reagor**, **Maggie Rose**, **Carole Litten**, **Cindy Shonk**, **Kathy Malone**, **Lucy Young**, **Susan Gillett**, **Rosemary Dye**, **Laurie Reeves**, **Mary Bardon**, **Deb McEndree**, **Eva Brock**, **Diane Walker**, **Brenda Tirshfield**, **Lisa Kuehl**, **Keith**

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JUL 94

## ISA PLANNING CALENDAR

JULY 1994	AUGUST 1994	SEPTEMBER 1994	OCTOBER 1994
1: Newsletter Mailing	1: Scholarship Packets Due back from Interviewers	1: Scholarship Awards Notification	1: Newsletter Mailing
17: Woman Airline Pilot Exhibit, San Diego Aerospace Museum, Lori Griffith, 704-892-4743	<b>8-9: Policy Manual Brainstorming Mtg in LAS, contact Maggie Rose, 702-892-9847</b>	5: Newsletter Articles Due	
31: Scholarship Review Bd volunteers contact Morgen Reeb 804-493-0518	15: 1996 Convention Bids Due		
31: Policy Manual submission to Maggie Rose 702-892-9847 Cserve70774,1022	<b>EC Meeting - Date TBA</b>		
NOVEMBER 1994	DECEMBER 1994	JANUARY 1995	FEBRUARY 1995
<b>EC Meeting - Date TBA</b>	1: EC Nominations Close	1: Newsletter Mailing	1: EC Ballots Mailing
	5: Newsletter Articles Due		<b>15-17(?) ISA Ski Days contact-Cindy Shonk (303)468-0626</b>
			20: Newsletter Articles Due
MARCH 1995	APRIL 1995	MAY 1995	JUNE 1995
10-12: Women in Aviation Conference Orlando, Florida - contact Karen Kahn 805-687-5859	1: EC Ballots Close	1: Scholarship Notification of Eligibility	1: Scholarship Interviewers assigned to Applicants
15: Newsletter Mailing	1: Scholarship Applications Due- contact Morgen Greschel-Reeb	<b>9-11: ISA CONVENTION &amp; EC Meeting Bangkok, Thailand - contact Pam Mitchell 904-646-995</b>	5: Newsletter Articles Due
	<b>EC Meeting - Date TBA</b>		15: Scholarship Applicant Interview Dates Set

### ISA NEWSLETTER SUBMISSION INFORMATION

All members are encouraged to submit articles for the newsletter. Deadline for each issue is in the month preceding mailing (see above calendar-September 5th for the October 1st Newsletter). Since the number of newsletter pages is in groups of four, occasionally articles submitted which are not time sensitive may be held for future issues.

Please submit your article in electronic format if at all possible. If you want to submit an article and do not have a computer, please ask a friend who has CompuServe or an IBM compatible computer to help.

You may save your file in any of the following formats (please tell me which format it is saved in): Word for Windows (1.0, 2.0, 6.0), Word for DOS (3.0, 4.0, 5.0, 6.0), Word for MAC (if on disk must be saved on a PC compatible disk), WordPerfect for Windows or DOS (5.x), Windows Write, Text with layout, MS-DOS Text with layout, RTF or simply .txt format.

Submit your article by one of the following methods in order of preference:

1. E-Mail or File Transfer to Kathleen Wentworth Compuserve 76627.2775
2. Mail Disk (3.5" or 5.25") to 1180 Millbrae Avenue, Millbrae, CA 94030 (I will mail your disk back.)
3. Fax to: 415-697-0930 or mail. Please submit typewritten pages with narrow margins no more than 4" wide to facilitate electronic scanning.)

Pictures may be mailed to 1180 Millbrae Avenue, Millbrae, CA 94030-2946. Pictures will be trimmed to fit newsletter space. Please identify the people and event on the back of the picture. Pictures will be forwarded to the Scrapbook Chair unless your request for return is noted on back of picture.

### ISA News

is published four times a year in January, March, July and October. Distribution is to ISA members only. All material is ©1994 ISA and the individual authors.

ISA+21 began in 1978 when 21 women airline pilots from ten U.S. carriers met in Las Vegas.

Membership in ISA is open to women flight crewmembers for airlines having at least one aircraft with a gross weight of 90,000 pounds or more.

Permission to reprint for your airline or other organization can be obtained from the Editor, ISA+21, P.O. Box 66268, Chicago, IL 60666.

## ISA EXECUTIVE COUNCIL

### **Binka Bone** **FINANCE**

64 College Street  
Newnan, GA 30263  
404-251-2932  
Compuserve 70273.2773  
Kiwi

### **Morgen Greschel-Reeb** **SCHOLARSHIP**

39 Lakeview Dr.  
Montross, VA 22520  
804-493-0518  
American

### **Betsy Landon** **HISTORIAN/SPEAKERS BANK** **Executive Council Chair**

241 Del Rio Blvd.  
Boca Raton, FL 33432  
(407) 750-8854  
Compuserve 76637.2776  
United

### **Kathleen Malone** **SECRETARY**

130 S. W. 91st Ave., #304  
Plantation, FL 33324  
305-473-8793  
Compuserve 76140.3516  
American

### **Pam Mitchell** **CONVENTION**

12502 Mission Hills Cir. S  
Jacksonville, FL 32225  
Phone/Fax 904-646-9995  
Northwest

### **Nancy Novaes** **CONSTITUTION**

222 East 75th St. #6A  
New York, NY 10021  
212-535-9865  
Compuserve 76147.514  
Continental

### **Carolyn Pasqualino** **FAMILY**

1111 Edgewood Circle  
Rockford, IL 61108  
(815)229-7759  
Compuserve 76250.372  
United

### **Cindy Shonk-Buhl** **MEMBERSHIP**

HC 4, Box 180 E-1  
Canyon Lake, TX 78133  
210-964-3295, 303-468-0626  
Compuserve 71063.213  
Continental

### **Kathleen Wentworth** **NEWSLETTER**

1180 Millbrae Avenue  
Millbrae, CA 94030-2946  
415-697-5430 Fax 415-697-0930  
Compuserve 76627.2775  
United

## **From the Newsletter Editor**

As I begin my term of office on the Executive Council as the newsletter editor, I must first acknowledge the boundless help, patience and enthusiasm from Maggie Rose in getting me up and running. And I should share with you how impressively your EC members work to facilitate the production of the newsletter. Virtually all EC members and regular contributors are on CompuServe and submit their articles electronically. That makes everything for the editor a breeze (OK, I have to admit, on a couple of days during my learning curve, the breeze turned into a small tornado!)

Thanks to Karen, Pat, Sue, Carolyn, Linda, Keith, Linda and other members at Convention '94 who offered suggestions for additions to the ISA Newsletter. You will see some of their suggestions incorporated in this issue of the newsletter; look to future issues to include more of your ideas. If you have thoughts and sug-

gestions to share about the newsletter, please drop me a note via US Mail or Cserve. Thanks to all who submitted photos for this issue...sorry space didn't allow use of all of them. And thanks also to my HALP, Craig Maxwell, a professional photographer, who assisted with the newsletter layout and computer graphics. For those interested in the computer side of production, we used Compuserve to download, Word for Windows, Publisher, Logitech Foto Color, Quark Express, Adobe Illustrator, and Adobe Photoshop.

### **New and Revised Features**

The former *Pilots and their Pets* has been expanded to include more of your lifestyle. Now titled *ISA Pilots...Duty Free*, this column will feature ISA members and their hobbies, interests, families, pets, planes, and more. Carol Cansdale will continue to coordinate. A former *ISA News* feature, *Dear Amelia* will be a regular column to answer your questions on sexual harassment, gender discrimination and

other gender-related professional issues. The answers will come with the help of the 134 ISA surveys completed. (The results of the ISA Survey on Gender Discrimination and Sexual Harrassment are found in a separate article in this issue.) You will also notice the back page has an easy to cut out *Roster Update* page. The list of ISA Committee Chairs and *ISA News You Can Use* are designed as Jepp-sized for use on the road or elsewhere.

### **Please Write!**

Newsletter article submissions are solicited from all members. If you have suggestions on how to improve your organization or increase membership in ISA, please write to the "Letters to the Editor" feature. I am looking for contributors and a coordinator for *Layover Cities*, a column of interesting things to do and see in common layover cities. And you are especially requested to submit articles on your family or an ISA friend's family for the "ISA Pilots ...Duty Free". →

*Kathleen Wentworth*

## EXECUTIVE COUNCIL REPORTS



**HISTORIAN and  
SPEAKERS BANK**  
*Betsy Landon*

### **Speakers Bank**

Three ISA members, Mary Bardon, June Viviano and Maria Ziadie-Haddad, were career day speakers this spring in their communities. The Speakers Bank loaned out the ISA and the Southern Illinois videos to supplement their presentations.

### **Your Work Photos Needed**

I am still collecting slides for a tray that will accompany an outline describing a typical airline pilot's day. Slides of your airplane, airport, flight bag, flight planning area, etc.. Thanks to Maggie Rose, Julie Clark, Judy Lee and Denise Van Grunsven for contributing slides.

### **Historian at Convention**

The Historian shot most of you at the convention. I was the roving (free) photographer flashing away during the cocktail party. Others who took pictures are welcome to send them to Norah O'Neill for the ISA scrapbook. **Thanks** for bringing the books to Vancouver, Norah! Those in Vancouver know what an excellent time we had! Sandra Lloyd is a great host! We missed those of you who could not make it. Hope to see you all at the next ISA event. Have a great summer. Please note my **new address** when sending slides: Betsy Landon, 241 Del Rio Blvd, Boca Raton, FL 33432, (407) 750-8854, Cserve: 76637,2776. →



**CONSTITUTION**  
*Nancy Novaes*

### **Convention Followup**

Hello from the Northeast. We are experiencing a truly glorious

Springtime, a wonderful and well deserved payback for the record breaking Winter of 1993-94. Central Park is glorious, a daily party of music, children, dogs and sailboats. The free Shakespeare-in-the-Park starts in the summer, but there are already musicians, storytelling and sailboat racing. If you are lucky enough to have a New York City layover this time of year, check out the Central Park Zoo, an "environmental" zoo where each animal has a place to live that looks like its home. The otters are courting. Penguins are doing their mating dances and placing pebbles at the webbed feet of their loved ones. And the monkeys <blush>! Ah, Spring!

ISA member, Ludmile Petrash, Air Ukraine captain, was my guest for a day after we returned from the Vancouver ISA Convention. Together we toured a downtown street fair, some computer shops (where she was awed by the wealth of technol-

ogy available), and the park. When I informed one of the radio sailors that she was a visitor from Ukraine, she got a lesson on operating a big, beautiful radio-controlled sailboat at Sailboat Pond not far from the zoo. Her visit here was a splendid finish to a wonderful week.

### **ISA Constitution Revision**

The Constitution may need some revising in the next several months. It may be necessary to update the ByLaws to ensure conformance with corporate law and ISA's application for tax exempt status. As I get up to speed on this, I will have details in the next few issues of the newsletter. Carole Danis Litten has done a splendid job of handling ISA's legal counsel and organizing the issues.

Enjoy the season, pilot friends, and if you are in New York, please call and say hello. →

## EXECUTIVE COUNCIL REPORTS



### CONVENTION

**Pam Mitchell**

**1995 - Bangkok, Thailand**

ISA+21's 1995 Convention will be the most exotic yet! It will be held May 9-11, 1995 at the new Royal Garden Riverside Hotel (now a Marriott) on the banks of the Chao Praya Tiver in Bangkok. It is truly a luxury hotel with a uniquely Thai atmosphere. It

boasts many restaurants, a garden-setting pool with a swim-up bar, river front terraces, and a large shopping plaza attached to the hotel.

Tentatively, rooms will be less than \$100 USD per room, including a beautifully lavish buffet breakfast on the river. I am working on including in the registration fee: a Thai-style dinner and cocktail party, lunch on Wednesday (business meeting day), a press conference highlighting Asian women in aviation, and a day tour on Thursday involving tours by boat and some temple visits as well as a tour of the Grand Palace. The audience with the King and Queen is being worked on and will, of course, be totally dependent on the royal schedules (I told them I thought we could probably fit it in anywhere in ours!)

Based on the response from members in Vancouver, I'm going to try to put together two to three side trips, most probably after the convention. Everyone wanted to go on an elephant trek so I'll work on that one to Chiang Mai, in northern Thailand. We might be able to combine the Vietnam tour with Angkor Wat, the famous ancient temple ruins in Cambodia, but I know that

with both of those, size is a bit limited, so when details on those are solidified, I'll let you know and it will have to be on a first-come, first-served basis.

Royal Garden has beautiful resort hotels throughout Thailand and have offered to extend to us special rates at all, so you can also wander off on your own to Pattaya Beach and Hin Beach Resort (they have their own baby elephant that wanders the grounds and is very friendly and playful!), Phuket, (to be open by next year) and Chiang Mai in the northern mountains.

I'm working on some sort of passes on Northwest Airlines and Thai Airways. If any of you have any pull with your own airlines please let me know. We can use transportation to and from the convention as well as passes for door prizes. Any and all will be deeply appreciated!

More details later! All suggestions are welcome! Let's make this truly a memorable convention and vacation!

Anyone with ideas for speakers, forums, etc. please contact me: Pam Mitchell, 12502 Mission Hills Circle S., Jacksonville, FL 32225 USA. Phone/Fax: 904-646-9995. →

### FAMILY

**Carolyn Pasqualino**

Hi everyone! For those of you who didn't make it to Vancouver, you missed a terrific convention. Our conventions get better and better every year; so for those of you who haven't been to one yet, please make the effort to come next year. You won't be sorry! There's not much news on family issues this time, so for you who did write, thanks!

#### **New Arrivals**

**Lynn Rippelmeyer** and husband **Lynn Richardson** announced the arrival of **Scott Robert** on February 25. Lynn asks if anyone sees **Mary Poppins** floating about to send her to their

house in September so she can return to the flight line!

**Christine Strathie** also has a new arrival, **Trevor Samuel** born December 3rd

#### **Flight Deck Transitions**

**Carolyn Pilaar** is now a DC-8 engineer with DHL.

**Nancelisha Bernatas** has left ATI for a DC-8 FO job at Emery.

**Jessica Ghazala** is now a 737 FO with SAS as Linjeflyg does not exist anymore.

#### **Of Special Note**

Our best wishes go out to **Mark and Terre Hines**. Mark was injured in an light airplane accident and hopefully by the time you receive this, he will be fully recovered. →



## EXECUTIVE COUNCIL REPORTS



### FINANCE Binka Bone

Congratulations and many thanks to Sandra Lloyd and Terre Hines for the fun and fabulous ISA Convention they hosted in Vancouver, Canada in May! Each of us appreciate their year-long effort and look forward to Bangkok in 1995—good luck, Pam Mitchell Stephens.

As I begin my official two year term as Finance Chair, my main focus continues to be twofold:

1. To document both the ISA Scholarship Trust Fund and the ISA Savings/Checking Account on the Quicken Computer Software package and
2. To obtain the Tax Exempt ID Status for ISA.

#### ISA Scholarship Trust Fund

In reference to the ISA Scholarship Trust Fund, it is under the management of Mimi Tompkins and Betsy Stanga, both of whom live in Hawaii. Together they administer the funds from the Trust for the annual ISA Scholarship Awards and have fiduciary responsibility for its accounting and record keeping. It is my understanding that the Trust has its own Tax Exempt ID # and separate exemption from the IRS. In the past the Trust has coordinated their financial transactions and bank statements with the outgoing

Scholarship Chair, Brenda Tirshfield. I believe that it is in the best interest of both the Scholarship Trust and the new Scholarship Chair, Morgen Greschel-Reeb to continue to work together at this time. It will enable Mimi and Morgan an opportunity to establish an understanding of the relationship and direction that these two Scholarship Committees would like to take.

#### Operating Bank Accounts

I would now like to explain the ISA Savings/Checking Account that I maintain for ISA + 21 and have fiduciary responsibility for. This account is actually a savings account that was a holdover from the ISA Convention that I chaired in Atlanta in 1993 and had a positive balance of approximately \$1,200.00. When I was elected Finance Chair this year, I rolled over the two accounts that the former Finance Chair, Laura Cox, maintained into this one savings/checking account that I had. Laura transferred two checks to me: One was from the ISA savings account that she maintained in the amount of \$8,974.01 and the other check was from the ISA checking account that she maintained in the amount of \$1,273.92. I would like to clarify that all moneys go into this one account and, that although your checks are endorsed "Deposit only to the ISA Checking Account", that this account is indeed a savings account. I am allowed to write a limited number of checks each month with no additional charge. Please know that all of your contributions to the Scholarship Fund/Membership Account are in an interest bearing account.

Additionally, Nancy Novaes, the incoming Constitution Chair, has spent a considerable amount of time entering the data from the ISA Savings Account into the Quicken program. With her help I will continue to define and refine our expenditures and cash flow more accurately. She has offered me some excellent ideas that will enable us to produce a simple financial statement. As I have said before, this statement will expedite our continued effort to obtain our second focal point and goal which is the ISA Tax ID Number.

#### Tax ID Number

The process of obtaining our Tax ID number was begun by Laura Cox and Carole Danis Litton. Thank you again to both of these ladies for their past and ongoing efforts with the In-

ternal Revenue Service in pursuit of the Tax ID Number. The current status of that effort was conveyed in a letter written to me dated April 13, 1994 and states that, "We have received your updated application for recognition exemption from Federal Income Tax and have assigned it a case number....expect to hear from us within 100 days."

#### Finance Goals for the Future

In addition to these goals, there were several ideas from the Executive Council and members that I would like to incorporate into Finance. One suggestion from Nancy Novaes and Cindy Shonk was that we "cross reference" the finance records by using both Quicken and Microsoft Works. Not only would this enable us to exchange disks and information, but it would also smooth the transition from one Finance Chair to the next. Another excellent idea came from Maggie Rose who is in the process of writing the ISA Policy Manual. She and other members of the EC have suggested that each EC Chair prepare and submit a budget to me, the Finance Chair, and that expenses be submitted on a quarterly basis. This would be most helpful to me and after I have re-defined all of the categories that we will be using, it will aid both the EC and members in the breakdown of bills and budgets that are submitted for collection.

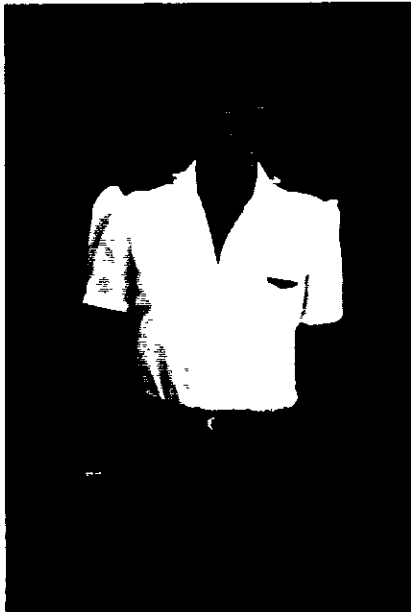
#### International Fund

Speaking of new categories, we now have a fund that is dedicated to assistance for international members and has a \$200 balance for next years convention in Bangkok. And the *best news* of all is that Sandra and Terre raised approximately \$2,000.00 USD for the Scholarship Fund from the raffle and auction events! Way to go!

In closing I would like to thank all ISA Members for your support and enthusiasm. I am proud to represent you on the Executive Council and appreciate this opportunity to reciprocate all that ISA has given to me.

P.S. Thanks for the great photo album too! →

## EXECUTIVE COUNCIL REPORTS



### MEMBERSHIP

**Cindy Shonk**

The convention certainly gave a boost to our membership. We increased our membership by ten in

Vancouver. We are now up to 397 members. Welcome to our 15 new members. (See Roster Update page 31 for address information.)

**Dawn Renee Beecher**

Patriot Airlines B727 FO;

DOH 93/10/01

**Candace Burkett**

United; DOH 86/04/07

**Carolyn E. Dillon**

Alaska; DOH 92/04/30

**Margaret (Margie) Freeman**

United; DOH 89/09/11

**France Gravel**

Canadian Airlines; DOH 83/01/30

**Clarissa Marshall James**

Continental; DOH 86/06/09

**Katina Malliarakis**

United; DOH ?

**Cindy Pawlik**

United; DOH 90/10/08

**Terry Scruggs**

United; DOH 91/04/01

**Terry VandenDolder**

American; DOH 90/01/19

**Linda Cecilia VanWestenbrugge**  
Antillean Airlines (ALM);

DOH 92/01/27

**Colleen Patricia Warwick**

American; DOH 92/03/26

**Diane Wilder**

UPS; DOH ?

**Lee Wilkerson**

Midwest Express DC9 FO;

DOH 94/03/21

**Carolyn Williams**

UPS; DOH ?

Thank you to all who helped host our international members at the convention -- both in donations as well as time and effort.

### ISA Ski Days

I am already starting to plan for the ISA Ski Days to be held at Keystone Ski Area, Colorado. We're planning for either February 7-9 or February 14-16. Of course, during the middle of the week. I'll have a date and more info soon. →



### SCHOLARSHIP

**Morgen A. Greschel Reeb**

Greetings! I am very pleased to be the new Scholarship Chairman. First

of all, I would like to thank Brenda Tirshfield for the terrific work she has done with scholarship for the past two years and giving me the box-loads of scholarship information in a very organized manner. We met for a few hours at the convention, discussed scholarship, and I was able to step right in and take over. Brenda, thank you for making it such an easy transition!

Second of all, I would like to thank all of you who volunteered to do interviews of the scholarship applicants. The response was great! For one interview we had five people sign up. Most of the interviews will be conducted with two ISA members. Just a reminder, please have the application and interview forms post-marked back to me by August 1. If you can get them back earlier, I

would greatly appreciate it. I would also appreciate any comments or suggestions that you have about the interview form. We may redo it for next year.

The past few years we have had approximately eight or nine applicants. This year we have 23 applicants! We will have two review boards that will meet in August in the Washington DC area to review the application and interview forms. One board will decide the financial scholarships and the other will decide the F/E rating and Type rating scholarships. If you are interested in being on either review board, please call me by July 31. Have a great summer! →



## SECRETARY

### Kathleen Malone

What a fantastic convention! My sincerest thanks to Terre Hines and Sandra Lloyd for a terrific job and to all the people who worked so hard to make it a tremendous success. We all left Vancouver with renewed friendships and an increased awareness of what an interesting, diverse, talented, and special group ISA is.

Colleen Warwick is an ISA member on leave from American Airlines to work with the International Fighter Pilots Academy based in Slovakia. Colleen is a former USAF T-38 instructor pilot who has designed

a special "MiG Driver Course" for ISA members September 10-16, 1994. The course includes flight time in an L-39 Albatross and a MiG 21, with optional flying available in a MiG 29. For additional information, see Colleen's flyer elsewhere in this newsletter or contact her directly via fax in Budapest at 36-1-210-6358.

The United Nations Fourth World Conference on Women will be held in Beijing, China, September, 1995. The U.S. Women's Bureau, Department of Labor, and the Department of State are sponsoring regional meetings in preparation for the conference, organized under the theme "Women Thinking Globally, Acting Locally." I have further information on these meetings for anyone interested in attending.

August 15th is the deadline for submitting 1996 convention bid proposals. Contact Maggie Rose for a prospective bid package. As always, all members are welcome at the Executive Council meetings--your ideas and suggestions are encouraged. Better yet--join the EC! Election nominations will be accepted until December 1.

The ISA store has two new logo items for sale, thanks to the creative efforts of Lisa Kuehl and Pam Mitchell. ISA logo pins and updated notecards are now available with all proceeds benefitting the Scholarship Fund. Please see the order form in this newsletter for ordering information.

ISA received a letter from Christina Grohs, a 1300-hour corporate pilot and flight instructor seeking professional advice from our organization. Christina is currently applying with several commuter airlines and would like to contact some of our members for guidance. She may be reached at 3492 Hwy 5, #1105, Douglasville, GA 30135; (404) 489-2844.

Recent press releases include a book by Robert Mark entitled "Becoming a Professional Pilot," described as an insightful, all-encompassing study of the industry. This book offers insider advice for aspiring pilots and is available from TAB books at 1-800-233-1128 x232. →

## ISA COMMITTEE REPORTS

### ISA POLICY MANUAL

#### Maggie Rose

The final efforts toward our first policy and procedures manual are being made. Anyone interested in contributing to this manual is welcome. If you have a written contribution, please have it to me by July 31st. I am accepting anything on any medium, be it a phone call, fax, E-mail, or regular mail. I am especially interested in contributions from all the former executive council members and committee chairwomen. Please help now so the Ex-

ecutive Council members of the future will have an easier time of it.

I am hosting a "Brainstorming" session on August 8th and 9th. This will be the final stage for input for the manual. Anyone interested, especially past, future and current executive council members and committee chairwomen are encouraged to attend. Please call me for details: Maggie Rose Phone: (702)892-9847 2851 Queens Courtyard Las Vegas, NV 89109 Fax (702)733-9386, CServe 70774,1022. →

### LADIES OF LEISURE

#### Due to

#### LOSS OF LICENSE

The AeroMedical Support committee, better known as the LOL's (Ladies of Leisure due to Loss of License!) is available to talk to ISA members who face issues relating to their possible loss of license due to medical problems. For information, contact **Ginger Mitchell**: 2129 Vista Del Mar, San Mateo, CA 94404, 415-571-0756, **Susie Arthurs** or **Sherry Harriman**. →



## ISA COMMITTEE REPORTS

### ISA GETS NEW LIBRARIAN

ISA member Denise Van Grunsven has agreed to become the new ISA Librarian for retiring Chairman, Lori Griffith, who requested to be relinquished from her duties effective August 1, 1994. Having maintained the popular members forum for seven years, Lori explains that the library needs a more full-time volunteer who can specifically attend to the mounting requests made by our members who use the service.

Beginning August 1st, the complete video library consisting of: aircraft video system review tapes, the Jeppesen series, career day presentation tapes like the "ISA video" and the "Women In Aviation" video, will

be transferred to Denise. Aircraft manuals once collected for study purposes will no longer be kept in circulation. Many have not been revised in 10 years and are no longer considered useful study materials. Additionally, the size and weight of these manuals makes them cost prohibitive to mail. If you donated a manual that you would like returned, contact Lori Griffith, otherwise the donated manuals will be kept in the archives.

#### Work in Process

The library continues to grow to meet the needs of our members. Currently in the works is a presentation being developed by Betsy Landon entitled, "A Day In The Life of an Airline Pilot". It will be an ap-

propriate program for school and social events and is designed to educate and entertain viewers about the various duties we perform throughout a typical day.

#### Latest Contributions

Finally we extend a special "thank you" to Connie Netherton for making additional DC-10 and B727 video system review tapes available to our members for study enhancement purposes. The success of this entire project is due to all the members who have taken the time to share their materials.

If you are interested in borrowing a video, contact: Denise Van Grunsven, 715-426-5202 or: W12347 848th Avenue, River Falls, WI 54022 . ➔

### ISA GRAPHIC ARTIST & P.O. BOX UPDATE

by Lisa Kuehl

Greetings! I hope that everyone is enjoying a terrific summer. I have just a few reminders from the ISA Art Department.

#### ISA Shop

The ISA + 21 shop is pleased to announce two "new" items. The first is an updated ISA notecard set, complements of Pam Mitchell Stephens. The cards come 15 to a pack and are printed with the ISA logo in silver ink on white card stock. There is no message inside. These cards are very attractive and work wonderfully as "thank-yous" or for any official ISA correspondences.

The second "new" item is the much-anticipated ISA lapel pin! These pins are somewhat different from the earlier model - they incorporate our updated logo into a 3/4" round format. The pin is matte gold with polished gold and black accents for enhanced readability. They are also sealed

with an epoxy dome which will prevent discoloration and fading. On top of this, they are union-made in the United States, complement most uniforms and are being offered at the unbelievable price of just \$4.00 (the cost to ISA). This special price is ISA's way of saying "thanks" to our membership for showing your support for our terrific organization.

All ISA + 21 Shop items can be ordered via the order form in this, and every, newsletter. Or, you can contact ISA Secretary Kathleen Malone...she is in charge of the distribution of the shop items. New ideas for merchandise are always welcome and independent product development is encouraged. I know that we have lots of creative talent amongst us!

#### O'Hare Post Office Box

I cannot stress the importance of providing the membership chairperson with your changes of address. As usual, I'm still receiving mail returned to our box as "undeliverable" or "forwarding time

expired." I am including at the end of my report, for the last time this year, a list of names for whom I still have mail but no new address to which to send it. Some names on the list may belong to members who chose not to renew their ISA memberships. If any of you know the whereabouts of these folks, be they members or not, *please* drop me or any EC member a note. **Thanks!** Any unclaimed mail will be recycled at the end of this year. Best wishes for a safe and pleasant summer!

#### THE MISSING PERSONS LIST

Annica Skoglund SWEDEN  
Jan Ramos  
Elizabeth Voight  
Monica Wismer  
Cockie Van Giessel SWEDEN  
D.R. Bourdon CANADA  
Erica Ueland  
Elizabeth Qua  
Muriel O'Beirne  
Karen Flynn  
Shirley Tyus  
Patricia Bockhoff-Gattmann  
Susan Staples  
Mary Burnett ➔

## ISA COMMITTEE REPORTS

### IFALPA

#### Pam Mitchell

For those I haven't met, and who weren't in Vancouver, I am Pam Mitchell (formerly Stephens...no, I didn't get married!) and I have been the ISA representative at the last few IFALPA Conferences. I'd like to touch on a few of the many things of particular note to women which were discussed at the 1994 Conference that I didn't mention at our Convention Business Meeting.

#### IFALPA Pregnancy Policy Maternity Leave

IFALPA is developing fairly strong language on employment provisions in case of pregnancy. I quote Draft Policy, "Maternity leave should be available to any pilot on becoming pregnant. This leave should not be debited from any other leave entitlement. Each pregnant pilot should be granted an unlimited number of periods of maternity leave, the industrial provisions of which should be negotiated by all Member Associations at local level; such provisions should include, at least, all provisions pertaining to leave of absence or similar agreements."

IFALPA participants are looking to us for more input. If anyone has anything I can take to next year's conference or committee meetings, please send me info, i.e. unusual

policies, harsh policies, strong opinions either way (with as much factual support as possible).

#### IFALPA Pregnancy Policy and Radiation

IFALPA is divided somewhat in policy dealing with radiation exposure to pregnant pilots. They are talking with some members of Europilote's Women's Group who advised them that trying to schedule pregnant pilots to avoid high-radiation risk flying would cause problems of some magnitude, as well as possible discrimination concerns. So they are still reviewing IFALPA policy to protect pilots from the harmful effects of radiation. Again, any research or input I can get from any of you would be greatly appreciated and I can pass it immediately along to the committee.

#### Mutual Aid Concerns Re: Pregnancy

The one final concern I encountered at the Conference this year was from the administrators of Mutual Aid. They requested I advise our members and seek solutions to their problem. At present, under the Mutual Aid rules, I understand that pregnancy is considered a disability and more and more women are claiming large amounts of money from Mutual Aid. This is affecting Mutual Aid's financial

picture greatly, and, as a result, many male members are dropping their coverage. Some members of MAA feel pregnancy is a "chosen" disability for the most part and benefits should not be paid as the system is being taken advantage of. This is greatly affecting the financial picture for MAA. I need to hear from those of you who have used MAA benefits for pregnancy, who are members and have an opinion either way, and from those who aren't members but have an opinion!

#### More International Women Pilots

And finally, to end on a great note...I added quite a few more names of airlines and female pilots to our records! Egypt Air has female pilots (one active in IFALPA and very interesting...hope she'll join us!), South African Airways has four, and Dragonair out of Hong Kong has three female pilots! And it looks like the impossible is happening...Japan Air Lines is poised to hire their first female pilot currently going through their civilian training program! Will wonders never cease! Hopefully we can meet her at our 1995 Convention in Bangkok!

Please send or fax any information on the above topics for IFALPA. to: Pam Mitchell, 12502 Mission Hills Circle S., Jacksonville, FL 32225 USA, phone/fax: 904-646-9995.→

## ISA 1996 CONVENTION BIDS

Convention bids are due on August 15th for the 1996 convention. If you are at all interested in submitting a bid and want to know more about what is involved, what is expected or any other particulars, please contact me, Maggie Rose at (702)892-9847 2851 Queens Courtyard Las Vegas, NV 89109 Fax (702)733-

9386, Cserve 70774,1022. Due to my work on the policy manual, I have much information on this and if I cannot answer your questions, I can find the answer for you. →

### WOMAN AIRLINE PILOT EXHIBIT

Grand Unveiling

**Sunday July 17 - 3:00pm**

Women in Aviation Gallery  
San Diego Aerospace  
Museum, Balboa Park  
Uniforms Preferred  
More info: Lori Griffith

## Of Special Interest to ISA Members

### FAST TRACK

#### News for ISA Job Seekers

**Northwest Airlines** has established a Diversity Task Force to solicit pilot resumes from women and people of color. Although NWA is not hiring at the present, they indicate they will do so in the future. They are now accepting pilot resumes for a pilot hiring pool which will be considered when hiring begins. Contact NWA Pilot Diversity Task Force at 612-727-7921. ISA member Karen Schaefer (NWA) is available to talk to any interested ISA member. 612-445-0616.

**KIWI** indicates that they will likely have two more classes, probably in late June and August. No specific information is available on minimum hiring requirements, however the interview

process includes an evaluation by Human Resources and Flight Operations. **KIWI** does require a new hire pilot to make an initial investment of \$5000, but this can be reduced if approved by the Hardship Committee.

**Continental** is hiring 400+ pilots through the end of 1994.

**UPS** will hire up to 200-300 in 1994.

**Southwest Airlines** will soon be accepting applications.

**United Airlines** is accepting applications but is not yet interviewing. Possible hiring later this year.

#### Other Airlines

Other airlines reported to be hiring are Emery Worldwide and AirTransport Int'l of Little Rock. Possible hir-

ing later this year at TWA.

For those of you who have been furloughed, please contact me and we will try to give you information on what airlines are interviewing and hiring. If your airline is interviewing and hiring or you have other "inside info" to help our furloughees, will you please let me know so we can help our furloughed ISA members.

*Editor: Upcoming issues of the ISA Newsletter will feature Fast Track as a regular column. ISA member and Air Wisconsin furloughed Luan Meredith has agreed to compile any material received. Please send any information on your airline's hiring or any other information to **Luan Meredith, 1175 Willoby Lane, Elgin, IL 60120-4938, 708-888-2446***  
➔

### WOMEN IN AVIATION CONFERENCE

#### ISA Panel at Mickey's World

...A Great Success!

by Karen Kahn

ISA's participation at this year's 5th Annual Women In Aviation Conference was once again a great success. Led by Moderator **Karen Kahn**, four panelists enthralled an audience of over 125 attendees with their stories describing how they got interested in aviation and accumulated the necessary experience to obtain their airline job. Our volunteer panelists each presented a brief sketch of their background.

**Angela Masson**, charter ISA member and captain for American Airlines, was the first speaker. Angela started flying out of Long Beach, California, and eventually flew cargo on a civil naval contract after instructing her way up to 1000 hours total time. In 1976 she wrote her Ph.D. dissertation on women as military pilots and presented it to the US Congress in the hopes of opening some previously-closed doors.

Appropriately enough, Angela was followed by **Vicki Karnes**, a Delta 767 International F/O, who joined the US Coast Guard after graduating from San Jose State. No doubt her 5 years of flying Falcon 20s out of San Diego (tough duty!) was made possible, in part, by Angela's 1976 Congressional efforts.

At the 1993 WIA conference in St. Louis, one of attendees suggested we include panelists currently flying for cargo airlines. **Jan Hardy**, a UPS DC8 F/O who was kind enough to volunteer her time to fulfill this request, described her progression through commuters (Piedmont, USAir Express and Henson) with an eye toward flying for the DEA. A friend recommended she attend a FAPA seminar where she met a UPS recruiter and the rest, as they say, is history.

Last, but not least, **Connie Tobias**, a USAir captain for the last 8 years, enthralled us with her tale of hard work and no money. Her addiction to flying began during a cross-country (and we mean *across the country*) bicycle ride when she happened to

look up and saw an airplane flying overhead. She then began to wonder if that might not be a better way to go!

Our session, *Airline Pilots Panel*, was followed by a *Gathering of the Professionals*. During this hour our members mingled with the audience and talked with interested individuals about their careers. Other similar sessions were held simultaneously for women interested in corporate aviation, government, maintenance technology and engineers, as well as military service.

This year's conference theme was Networking, and the opening session featured Donna Villas Fisher, motivational speaker and author of *Power Networking*. Concurrent sessions such as our ISA Panel were held on Friday and continued through Saturday afternoon when, **Karen Kahn**, our ISA Panel moderator and owner of Aviation Career Counseling, presented a *Women in Aviation Conference* session on *Networking for the Airline Job*. Karen spoke to an audience of over 100, including several airline reps

(Continued on page 12)

## Of Special Interest to ISA Members

(Continued from page 11)

who were staffing booths at the Conference's trade show.

This year's conference included an enlarged area for display booths which numbered over 30 companies and associations. Trade show vendors ranged from flight schools and universities, to ALPA, the 99s, as well as several airlines, providing conference participants with a great selection of worthwhile, interesting information. From its humble beginnings in Prescott, Arizona, in 1990, the WIA Conference has grown substantially, numbering over 600 this year at the

Disney Contemporary Resort in Lake Buena Vista, Florida. Next year's conference will return to St. Louis, Missouri, and you're invited to join us for another interesting, informative three days of Women in Aviation. Dates are Thursday through Saturday, March 16-18, 1995.

If you'd like to share your enthusiasm and love of flying with other interested women, volunteer to serve as a panelist -- or plan to join us as a member of the audience. ISA members serving as panelists are asked to attend in uniform (usually a Friday afternoon session lasting 1 hour

followed by a gathering session for an additional hour) and receive complimentary conference registration, entitling them to attend all sessions at no charge. Each panelist is asked to give a five-minute summary on how she got interested in aviation, began her flying career, and accumulated the flight time necessary to qualify for her airline job. Preference will be given to first time panelists with varied backgrounds to make our panel diverse and well-rounded. If you'd like to volunteer, contact **Karen Kahn** at 805-687-5859, CServe 76147,135, 933 Cheltenham Rd. Santa Barbara, CA 93105. →

### NATIONAL CONFERENCE FOR AMERICAN WOMEN IN AVIATION

*Lori Griffith*

The first annual conference of the National Council for American Women in Aviation and Aerospace will be held in Wichita, Kansas, September 8 - 11 at the Wichita Airport Hilton.

The new organization was formed to provide a source of information and promote opportunities for women in all facets of aviation and aerospace through educational, charitable and scientific means.

For membership or convention details, contact Executive Director Pat Mlady at 1-800-727-NCWA.

ISA member Maggie Rose is plan-

ning to attend the conference and requests other ISA participants contact her to plan a get-together: Maggie Rose (702)892-9847, FAX (702)733-9386 Compuserve 70774,1022.

Attend this historic "first conference" and have the satisfaction of knowing you are a part of one of the greatest, most innovative movements in the American work force. →

### ISA QUARTERLY MEETING OF THE EXECUTIVE COUNCIL-HIGHLIGHTS

The May quarterly Executive Council meeting was held May 9, 1994 at the Waterfront Centre Hotel in Vancouver, B.C., Canada, in conjunction with the annual ISA convention. The meeting was called to order at 8:30 PM.

Executive council members present were: Chairwoman Carole Danis-Litten, Betsy Landon, Kathleen Malone, Carolyn Pasqualino, Cindy Shonk, Maggie Rose, and incoming EC members Nancy Novaes and Morgen Reeb.

1. **Newsletter** Chair Maggie Rose reported on plans for her Policy and Procedures manual brainstorming session scheduled for later this summer, and is soliciting input from the membership.

2. **Constitution** Chair Carole Danis-Litten reviewed the status of ISA's ap-

plication for tax exemption from the IRS. Our request has been assigned a case number and is progressing through the review process. Incoming Chair Nancy Novaes will be continuing these efforts and revising the constitution to meet IRS requirements. 3. **Historian** Betsy Landon reported on the efforts being made to edit the ISA video, which is being shortened for inclusion in the San Diego Aerospace Museum Exhibit on women airline pilots. The exhibit is scheduled for opening July 17, 1994.

4. **Membership** Chair Cindy Shonk discussed plans for sending out membership renewal cards in October or November this year, a departure from the traditional December mailing. She felt this would facilitate more timely responses by avoiding the holiday season.

5. Donations are being solicited for the **International Member Sponsorship Fund** to provide assistance

with convention and membership costs. Cindy will be collecting donations during the convention.

6. **Family** Chair Carolyn Pasqualino is soliciting updates on airline maternity policies and information on nanny services. Carolyn has also been assisting the Ninety-Nines with the development of their Career Services department.

7. **Secretary** Kathleen Malone reported on recent correspondence and PR requests. The convention business meeting agenda was distributed and an update was given on ISA logo merchandise. After discussion, it was decided to provide the new lapel pin designed by Lisa Kuehl to the membership at cost. Several additional convention details were reviewed and finalized.

8. The meeting was adjourned at 10:30 PM. Respectfully submitted,

**Kathleen Malone**

## Of Special Interest to ISA Members

(Continued from page 11)

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Kathleen Malone

## Convention '94 Vancouver

### CONVENTION AUCTION & RAFFLE THANK YOUS

by Cammy Condon Montgomery

The 1994 ISA Convention in Vancouver is now over and it was great! Lots of people helped make it a success. Some of the people who helped, never even get to read the ISA Newsletter and it's those people I would like to thank.

Those people are all the companies who contributed to the auction and raffle to raise money for the ISA Scholarship Fund. The fund raising was conducted a little differently this year. There were two opportunities to contribute to the Scholarship Fund -- the normal raffle where you could buy tickets and take your chances, and also an auction where you could bid on some of the merchandise.

If you need some aviation merchandise in the upcoming year, I'm sure one of these companies will have just

what you are looking for. Please, try to sponsor the companies that sponsor ISA. This year's list includes merchandise from: **Air Canada, Airline Supply, Bomber Joe's Aviation Bookstore, British Airways, Canadian Airlines, The Cockpit, Gift of Wings, Harley Enterprise, Jeppesen/Sandersen, Leftovers, Mack's Aircrew Shop, Ryan's Aviation World, Skygems, Sporty's Shops, and Wag Aero.**

We also received passes from: **Air Canada, Canadi>n, Delta, USAir & Virgin Atlantic.** Thanks to these wonderful sponsors and the generosity of our members when it came to bidding and buying raffle tickets. We raised \$944.80(US) in the auction and \$956(US) in the raffle. I'm sure all our scholarship recipients will be grateful.

Speaking of gratitude, I would like to thank all the members who make my job so much easier by working

on their own to get door prizes for the convention. Thanks to: **Judy Cameron** for working on Air Canada; **Barb Howell** for working on DHL; **Lisa Kuehl** for working on United; **Sandra Lloyd** for working on Canadi>n; **Florence Sanders-Higdon** for working on Fed Ex and **Nancy Novaes** for working out of the goodness of her own heart. They all got stuff from their companies or themselves and brought it all the way to Vancouver to help the Scholarship Fund.

Pam Mitchell has asked me to do the door prizes for Bangkok in '95. I'm glad to do it and am asking for any suggestions that you might have on who I should contact for prospective sponsors for door prizes. I'm trying to do a better job every year so any information, suggestions or criticisms you might have would be welcomed. My address is: Cammy Montgomery, 1015 Skyview Dr., Dayton, OH 45449-1640, (513) 859-7900, CompuServe 73634,206. →

### DISTRIBUTION OF INTERNATIONAL FUND

by Cindy Shonk-Buhl

Two ISA members from Russia and the Ukraine, **Natalia Vinokurova** and **Ludmilia Petraska** had a lovely time at the Vancouver convention and at a special side trip to Victoria. Ludmilia and Natalia thanked us profusely for the financial help provided by many ISA Convention-goers for contributions made to the International Fund. Our cash donations were \$ 777.00 and checks of \$110.00, with expenses of \$766.18. I have sent the checks off to Binka Bone for future years' use. I will submit a full accounting at the next business meeting.

Following the convention, several ISA members were planning to go

to Victoria for a tour of the Buchard gardens and to stay at the Empress Hotel. So we took Natalia and Ludmilia with us. We used some of the funds to help pay for their meals, hotel room, and bus fare. I left Victoria Friday afternoon, leaving Natalia with **Connie Tobias**; and **Nancy Novaes** was kind enough to escort Ludmilia back to NY on a buddy pass. →

(Continued from page 1)

#### Convention '94

**Johnson, Morgen Reeb, Linda Wright, Kathy P.)**

**Norah O'Neill** for keeping the ISA scrapbooks and for hauling those gigantic things all the way up here; **Rosella, Lori, Angela** and **Carole** for doing the newspaper interview; **Rosella** and **Susan Gillett** for doing the anthropology museum tour; **Terre** and **Mark Hines**

for taking care of the floatplane tours and **Mark** for leading HALP members to the Vancouver Aquarium.

**Karen Kahn, Cathy Fraser, Debbie Lawrie, Kathy Malone** and **Florence Sanders-Higdon** for providing interesting merchandise, **Florence, Pam Stephens, Fiorenza de Bernardi, and Lynn Rip-pelmeyer** for providing videos (thanks also to the person who provided the Continental video);.

To *everyone* who brought door prizes from their airline or other sources; and **Maggie Rose** for looking after the group photographs. (My apologies to those deserving persons whose names I fail to list!)

Most importantly, I thank all of you who attended, simply for being there! It was truly an honour to assist in hosting you here in Vancouver. See you next year in Bangkok →

## ISA CONVENTION '94 VANCOUVER, B.C.



*L-R Back Rows: Florence Higdon, Natalia Winokourova,  
Helen Erskine, Nancy Novaes, Carolyn Pasqualino, Ludmilla Petrash  
L-R Front: Kathleen Malone, Linda Wright*



*Annette Worthington, Michele Dione, Cindy Shonk, Maggie Rose*

## ISA CONVENTION '94 VANCOUVER, B.C.



L-R: Kathleen Malone, Sylvia "Sly" Otypka, Connie Netherton, Roy Netherton, Annette Worthington, Linda Sarinurak, Nancy Novaes (standing), Morgan Greschel Reeb.



Comedian with Pam Mahonchak and Denise Blankenship



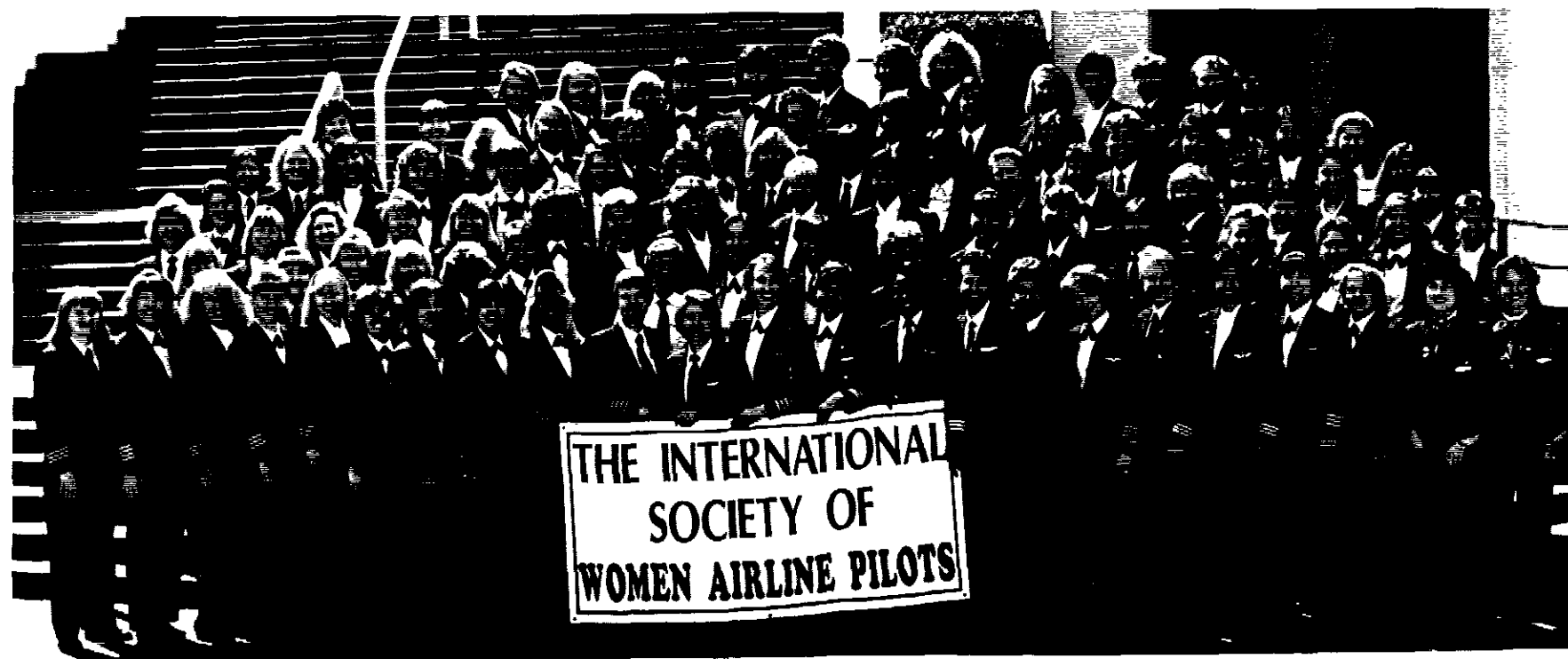
## ISA CONVENTION '94 VANCOUVER, B.C.

## ISA CONVENTION '94 VANCOUVER, B.C.

## ISA Business Meeting



Natalia Vinokurova and Ludmila Petrash



New Captain's Club member Pam Mahonchak with Norah O'Neill and Rosella Bjornson



International Women Pilots at Convention '94



Swissair Pilots with Morgan G. Reeb



Local Convention Organizer Sandra Lloyd and Convention Chair Terre Hines

## ISA BETTER YOU THAN ME AWARD PRESENTED TO CAPTAIN NANCY LAW

by Kathleen Wentworth

Nancy Law, USAir Fokker-100 captain, was presented with the ISA *Better You Than Me* award at the Vancouver ISA convention for her successful nose gear up landing on May 1, 1994 at Charlotte, North Carolina.

Captain Law was returning to home base from Detroit on the last leg of a three day trip (isn't it always the way!) with 90 passengers and a crew of five. On final approach, as the gear was extended, it was ominously quiet. After having flown the F-100 as captain for some time, she immediately knew from the lack of vibration and lack of noise (and lack of a green light!), that the nose gear had *not* extended.

After completing the appropriate procedures for alternate gear extension -- with no luck -- it was time for the "E-word". Once an emergency was declared, Captain Law's flight received priority handling from ATC. The Charlotte airport was closed to other traffic while the USAir circled and the passengers were prepared for the landing and evacuation.

### *Captain Nancy Law credits her cabin crew with an outstanding performance.*

Captain Law and the first officer had flown together previously and the flight deck crew and cabin crew had been paired together for the entire three day sequence, so crew rapport had already been well established. Captain Law knew she could count on these three experienced flight attendants to follow her instructions and also to use their best judgment to modify those instructions if conditions dictated.

Since fuel reserves allowed a sufficient length of time, the cabin crew was able to spend about 25 minutes doing a full cabin prep.

Before beginning final approach for the nose gear up landing, Captain Law briefly transferred control of the aircraft to her first officer. She took a few



*Captain Nancy Law telling the ISA members about her landing gear incident at the Business Meeting at the ISA Convention '94*

moments to mentally review the upcoming approach, landing and evac as well as to ask for a little Divine assistance in getting her passengers safely on the ground and out of the aircraft.

On final approach to Charlotte's 18R, just past 1:00 PM, the control tower verified that the nose gear was not extended. The airport was VFR with a quartering headwind. The landing was initially normal as the main gear touched down. Captain Law kept the nose off the runway until she was about to lose elevator effectiveness, concentrating on keeping the plane on the centerline. As she flew the nose section onto the ground and it made contact with the runway, there was a horrible metal screeching sound. Sparks and fire were observed to be coming from the nose section and the cockpit filled with a dense acrid choking smoke. The shut-down duties were performed mostly by feel in this smoky environment. The aircraft came to rest on the centerline and Captain Law assisted the passengers who were evacuated with no injuries.

After the passengers were safely outside the aircraft, Captain Law recognized that their anxiety level continued. Once she had had the fire de-

partment fully inspect the aircraft, she recruited her crew and several fire fighters to assist her in obtaining the passengers' carry-on baggage. Captain Law and the others passed luggage out the door to be picked up by the waiting passengers while ramp workers unloaded the pits. Law had previously anticipated the ground transportation needs of her passengers while she was still airborne and the company had obtained passenger buses and drivers from the airport and parking lot companies to transport the passengers to the terminal.

As a result of Captain Law's planning and the company's coordination, the passengers were on their way to the terminal with their personal belongings within 15 minutes of touchdown! As a result, 85 of her passengers actually made their connections!

After her passengers were on their way, she and her crew went to a private conference room with a security guard and company management. Crewmembers called home and called their respective union representatives and the ALPA Hot Line, while the Chief Pilot consulted with the FAA representative.

Since the media had determined that a woman captain was at the controls of the emergency aircraft, the terminal

had become a media circus and they were all looking for a short blond captain. So Nancy changed into her casual layover clothes to afford some measure of anonymity.

Captain Law commented that the aftermath of an incident is very stressful for crewmembers. As pilots we're taught to fly airplanes, and you do your job and it's great to know the training and experience actually work, but we're less prepared for the stress of the paperwork and bureaucracy which follows.

Early the next morning, she was briefed by her union reps and union attorney so she had some idea of what was expected of her during the FAA/NTSB meeting scheduled for

later that day. At that meeting, the first question asked by the FAA was, whether, after her successful landing and safe evacuation of 90 passengers, *she had made a logbook entry on the condition of the nose gear?!*

Captain Law credits her cabin crew for a doing a splendid job. As a former flight attendant for 8 1/2 years as she worked on her ratings, she places an emphasis on crew coordination and briefings. In addition to giving and receiving the basic information in her briefings, she insures that the flight attendants are familiar with the F-100 since many do not regularly fly that aircraft. She encourages them to share whatever information they have and insists that

they never hesitate to contact her with significant information.

Captain Nancy Law is an eleven-year veteran with Piedmont and USAir, becoming a 737-300 captain in 1987 and an F-100 captain in 1992. She is based in Charlotte and lives in Concord, North Carolina with her husband, Jay Gerdes, MD.

Nancy Law said she was thrilled to receive the ISA *Better You Than Me* award and to have the opportunity to share her experiences with her colleagues at the ISA convention.

The ISA *Better You Than Me* Award is presented infrequently (and we like it that way!). Previous recipients include Mimi Thompkins, Aloha, 1989 and Imme Visscher, KLM, 1990. →

## MINUTES OF THE ISA+21 ANNUAL BUSINESS MEETING MAY 11, 1994 - VANCOUVER, B.C.

I. The seventeenth annual ISA + 21 business meeting was called to order by Executive Council Chairwoman **Carole Danis-Litten** at 8:35 PST. Carole welcomed all attending members and highlighted ISA's past year as having been a great, safe one with many personal successes. Mentioned were the addition of several new countries to our roster, the highly successful Moscow trip in September, and the ISA Ski Days in February. Following this, all members were asked to stand and introduce themselves stating their name, position, equipment, airline, and base. Special recognition was given to first-time convention attendees and charter members, to include founding member **Beverly Bass Stawicki, Denise Blankenship, Karen Kahn, Sharon Krask, Norah O'Neill, Terry Rinehart, Maggie Rose, and Claudia Sorenson**. Additional Executive Council members present were Terre Hines, Betsy Landon, Kathleen Malone, Carolyn Pasqualino, Maggie Rose, Cindy Shonk, and Brenda Tirshfield.

### II. COMMITTEE REPORTS

A. **Historian:** reported by **Betsy Landon** Florence Higdon is working with Betsy on the shortening of the ISA video to fit the format required by the San Diego Aerospace Museum exhibit, set for opening in July. Betsy reported that she is also still soliciting slides of members performing various aspects of their jobs for the speakers bank slide presentation she is producing. She requested that slides be sent to her address in Florida.

B. **Finance:** reported by **Kathleen Mal-**

#### one for Binka Bone

Due to B-727 First Officer upgrade training at Kiwi, Binka was unable to attend and sent her report to be read in her absence. Binka thanked Sandra Lloyd and Terre Hines for their work on the convention and Nancy Novaes for her help in preparing the report. Binka reports that her main focus as Finance Chair continues to be to document both the ISA Scholarship Trust Fund and the ISA Savings/Checking Account on the Quicken computer software and to obtain the Tax Exempt ID Status for ISA.

The Scholarship Trust Fund has its own tax exempt ID number and is administered by Mimi Tompkins and Betsy Stenga in Hawaii. Financial transactions have been coordinated with outgoing ISA Scholarship Chair Brenda Tirshfield. Binka believes it is in the best interests of the Trust and incoming Scholarship Chair Morgen Greschel Reeb to work together to establish an understanding of the relationship and direction their respective committees would like to take.

The ISA Savings/Checking Account has a current balance of \$30,964.77 and is comprised of a previous balance from the 1993 convention in Atlanta of \$1200.00, and two checks from accounts maintained by former Finance Chair Laura Cox in the amounts of \$8,974.01 and \$1,273.92. Binka emphasizes that this is indeed a savings account with limited check-writing privileges. All scholarship contributions are in an interest bearing account

Incoming Constitution Chair Nancy Novaes has helped tremendously in laying the groundwork for producing a simple financial statement, which will facilitate obtaining a Tax ID Number for ISA. Binka also thanks Laura Cox and Carole Danis-Litten for their past and ongoing efforts with the IRS in this pursuit. Binka is in receipt of a letter from the IRS dated April 13, 1994, stating that our application for a Tax ID has been assigned a case number and we should expect to hear from them within the next few months. In conclusion, Binka thanked each ISA member and the Executive Council for their support and enthusiasm.

#### C. **Membership:** reported by **Cindy Shonk**

ISA's membership currently stands at 380, which represents a decrease from the previous year. Members were encouraged to continue to "spread the word" about ISA to potential members by carrying brochures and business cards to have available when introducing themselves to co-workers. Ideas were solicited from the floor for increasing and retaining membership. Suggestions included working through airline training departments and including change of address cards in the newsletter. In a change from previous years, membership renewal cards will be sent out this year in October and due back by December 1 to avoid the holiday rush. The suggestion was made to change the renewal procedure to have dues payable at convention time. This will be forwarded to the Execu-

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## HAVING A GREAT TIME...WISH YOU WERE HERE!

by Lori Griffith

Greetings from the tundra! Cruising the last frontier on this floating city, the Star Princess, is truly an incredible way to travel. Must constantly de-

of us. The Captain has escorted us on a private tour of the bridge and the table waiter and their assistants are spoiling us rotten!

admired the sights from a different angle after hiking up to Dewey Lake. Michelle Dionne took a 15 mile bicycle trip down the Klondike highway into Canada. Having to produce her passport on a bike at the border was truly a Northern Exposure experience for her.

Cruising through Glacier Bay was the most incredible experience.. We've all taken dozens of photos knowing full well that they won't do justice to the actual sights when they are developed. Occasionally the faces of these majestic ice mountains "calf" or break-off and slide into the water with a thunderous sound. Awesome! The wildlife is especially entertaining. We've seen playful dolphins that follow alongside the ship, cute seals floating on icebergs and gigantic whales that make special appearances, ( usually when we are looking in the wrong direction) Puffins and eagles are fun to spot as are the mountain goats and black bears.

Our final stop is Ketchikan, a place that is usually shrouded in clouds and



Lori Griffith, Judy Lee, Terry Rinehart and Debbie McEndree at scenic Glacier Bay, Alaska.

cide between leisurely watching the gorgeous scenery that goes by or actively taking part in the scheduled activities planned each hour! For the 17 women airline pilots aboard and their 16 guests, we each find a different regiment that suits our "R & R" requirements.

Many of us meet at the gym each morning for aerobics classes where we attempt to put a dent into the extra pounds we are quickly gaining from eating five meals a day, others exercise their brains instead and test their luck in the ship's casino. There's bingo, movies, needlepoint and karaoke. ISA formed a special team that competed in their TV Theme Song Trivia contest and we won first place!

Fiorenza has been in her glory from the first moment we boarded the ship when we learned that the entire crew is Italian! Being quite an Italian celebrity herself, she managed to endear herself, and us, to them and they in turn are taking **very** good care of all

The port excursions are fabulous and are always the highlight of our day. In Juneau many of us took a terrific helicopter glacier tour where we actually landed **on** a Glacier. One of our helio pilots was a woman. Others took a seaplane trip to Taku lodge for a salmon bake. Eva Brock attempted to hike to the summit of Mt. Juneau. The waist high snow on the tortuous trail wasn't enough to make her turn back but the avalanche she witnessed across the canyon certainly was. We all met at the famous Red Dog Saloon to tell tales of our day.

The quaint old gold mining launching point of Skagway, population 400, was one of our most interesting stops. Those that took the historic Yukon and White Pass Railroad to follow the trail of the gold-rush-fevered 98'ers were treated to the most picturesque views while others



ISA Alaska cruisers (bottom to top, L-R) 1) Jerre Motschman, Carolyn Pasqualino, Michelle Dionne, 2) Mitzi Bennet, Fiorenza DeBernardi, 3) Norah O'Neill, Lori Griffith, Alex Lee, Gabriella, 4) Terry Rinehart, Carole Danis, Judy Lee, 5) Kati Reagor, Eva Brock



Helicopter pilot Carolyn Lachman landed ISA members on a glacier. Pictures from left to right are Lori Griffith, pilot, Terry Rinehart, Carolyn Pasqualino.

rain for more than 300 days of the year but to our amazement, like the preceding days of our vacation, we wake to bright sunshine and 70 plus degrees. Most choose the kayaking adventure in the pristine waters where thousands of salmon are acclimating themselves from fresh to salt water in preparation for their run up the rivers

to spawn in a few weeks. Others took a 185 on floats to see the fjords. Many were just content to stay ship-side and watch the seaplane activity buzzing all around us.

No "love boat" adventure would be complete without a shipboard romance or two to keep us all forever young and in love! Norah O'Neill

passed a major milestone by accepting her first date in 13 years from a handsome Italian creature whose idea of "hiking" had to be translated into "take-a-hike" by Norah. and Virginia Kurdziel has been keeping company with a very available gentleman who seems transfixed by her beauty.

With Vancouver's shores coming ever closer, our vacation will soon come to an end. We shall all take home special memories of our cruise to Alaska and will especially cherish the friendships we have made with one another and the experiences we shared. We truly are having a great time and wish all of you could be here..... Signed

The Griffiths, The Rineharts, The Reagors, The Roses, The McEndrees, Carole Litten, Judy Lee and family, Norah and Cammy O'Neill, Carolyn Pasquilino, Eva Brock, Jerje Motschman, Mitzi Bennet, Michelle Dionne, Jennifer McGuire, Virginia Kurdziel, Kathy Royer, and Kate Mattson

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tive Council for discussion. Any changes or corrections to the membership directory or mailing labels should be directed to Cindy. She also requested married members to use both of their names in correspondence to avoid confusion. Cindy also mentioned the sponsorship fund that has been established to help out any international members requiring assistance with convention and membership expenses, and requested donations. She also reminded any members who are under extenuating circumstances such as furlough or medical leave that they are entitled to full benefits for an annual membership fee of \$10

#### D. Constitution, reported by Carole Danis-Litten

Work continues toward establishing a tax exempt status for ISA. Future projects will include restructuring the constitution to adapt articles which fit the IRS code for a Tax ID Number. Other changes will give the Executive Council more working authority to help with the efficiency of the organization. Carole welcomed incoming Constitution Chair Nancy Novaes who has been working toward these goals.

#### E. Family, reported by Carolyn

#### Pasqualino

Maternity policies are on file for most member airlines. Members employed by new airlines and/or those interested in formulating new policies are requested to contact Carolyn for assistance. Updated policies are also requested by Carolyn from those airlines with existing information on file, especially from the international carriers. Carolyn is also soliciting information on nanny services, and any pertinent articles on radiation and flying while pregnant. She is also collecting information on member upgrades, weddings, divorces, and babies for the newsletter. Carolyn and Karen Kahn are soliciting advice for the Ninety-Nines on how they may improve their membership benefits in the area of career counseling services. Please forward any ideas to them.

#### F. Newsletter, reported by Maggie Rose

Maggie welcomed incoming Chair Kathleen Wentworth and requested that all future newsletter items be sent to her. Maggie will be completing the development of a policy and procedures manual this summer detailing the functions of each Executive Council position and

other pertinent information essential to the efficient operation of our organization. Contributions for the manual are solicited from any interested members especially those who were instrumental in the original organization of the Executive Council and the formulation of ISA. Please forward these suggestions to Maggie by the end of July.

#### G. Secretary, reported by Kathleen Malone

A correction to the 1993 convention meeting minutes was noted by **Morgen Greschel Reeb** and clarified by Scholarship Chair **Brenda Tirshfield** to change the number of applicants interviewed for scholarships from eight to seven. Brenda noted that during the year one applicant respectfully withdrew her application due to receipt of a large scholarship from the Ninety-Nines. The motion was made to accept the minutes as amended and seconded by **Cammy Montgomery**, and unanimously passed. A letter was read from **Deborah Lawrie** and **Felicity Bush** to the membership present expressing their regrets at being unable to attend. This was due to their recent upgrade.

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This was due to their recent upgrade training on the F-50 with KLM Cityhopper. **Florence Higdon** mentioned that she is selling Deborah's book describing her incredible, inspiring story as Australia's first female airline pilot. **Sandra Lloyd** was contacted by ISA member **Colleen Warwick** who is on leave from American Airlines to work with the International Fighter Pilot Academy in Slovakia. Colleen has designed a special Basic MiG-Driver Course for ten ISA members and guests, September 10-16, 1994. The course includes flight time in the L-39 Albatross and the MiG-21, with an option for additional flying in the MiG-29. Please contact Kathleen Malone for more information. A large majority of the correspondence received by ISA comes from students seeking career information, and other individuals and organizations requesting PR data. The ISA store has several ISA logo items for sale with all proceeds going to the Scholarship Fund. Two new items this year are an attractive ISA lapel pin designed by ISA Graphic Artist Lisa Kuehl and ISA notecards by Pam Mitchell. Members requesting ISA letterhead stationary for official correspondence are requested to contact Kathleen Malone

#### H. Scholarship: reported by **Brenda Tirshfield**

Brenda began by thanking the many members who helped this year with correspondence, potential funding sources, and interviewing applicants, and detailed the many achievements attained during the past year. **Sheila Bradley Brown**, who works with Nancy Stuke at United, was instrumental in designing new scholarship applications, recommendation, and interview forms. The number of qualified applicants increased from eight last year to twenty-three this year. Brenda attributed this greatly to the work of **Bonny Warner** in obtaining the two United Type/FE ratings. **Pam Mitchell** and **Carol Cansdale** were subsequently invited to address the membership on ideas for soliciting scholarships, and announced that Northwest is also offering an FE and Type rating scholarship to be awarded through ISA. **Claudia Sorenson** announced that Southwest was independently offering who Type rating scholarships.

A "Fast-Track" was suggested for fulloughed ISA members and Brenda reemphasized that the United scholarships were open to all ISA members, based on need. She also requested that all solicitations for donations from airlines be coordinated through incoming Chair **Morgen Greshel Reeb**. During 1993, over \$9000 was available to the scholarship committee for awarding. It was decided to award \$4000, with the remainder to be used as an endowment with the goal of eventually be-

coming self-sustaining. Two scholarships were awarded in the ISA Career International Scholarship Category as follows: Linda Ray Martin received \$1750 toward her Multi-Engine rating and Kathleen Victoris received \$1250 towards an ATP certificate. Two Fiorenza de Bernardi Merit Scholarships in the amount of \$500 were awarded to Wendy Grimm for work towards her ATP and MEI certificates, and Jennifer Stark for her MEI certificate. Thanks were also given to **Mimi Tompkins, Beth Ann Raphael, Lori Griffith, Emily Warner, Charlene Samis, and B. Green** for their generous donations. The Taxpayer ID Number for the Scholarship Trust is 996062459. Donations should be made out to "ISA + 21 Aviatrix Scholarship Trust" and sent to P.O. Box 29298, Honolulu, HI 96820, or mailed directly to Trust Administrator **Betsy Stenga**. In closing, Brenda read a letter from a young woman in Croatia who, while struggling with the war-torn conditions of her country, is seeking a career as an airline pilot. Brenda made copies available to anyone interested in offering assistance.

### III. OLD BUSINESS

#### A. Convention: reported by **Terre Hines**

Terre thanked all of the members attending for their support and participation, and all of the volunteers who generously donated their time in numerous areas. Special recognition was given to **Sandra Lloyd** for her help in ensuring the success of the convention. **Cammy Montgomery** reported that \$944 was raised for the Scholarship Fund from the cocktail party auction, and \$670 had been received thus far in raffle donations. Members were encouraged to support our sponsors who have provided us with such generous donations. Sandra announced the availability of "The Province" local newspaper which had published an article interviewing several members.

#### B. IFALPA Conference: reported by **Pam Mitchell**

Pam Mitchell attended the 1994 IFALPA conference held in Hong Kong as ISA's representative. Highlights from this year's conference included the declining situation in the republics of the former Soviet Union and the resulting safety issues which affect all pilot groups, seminars on HUD and enhanced vision technologies, accident analyses, aircraft design and operation, air traffic services, and the new TCAS IV. Other committee reports included human performance, legal, and security, and the "black star" airports IFALPA continues to monitor for marginal safety conditions. Of particular interest was information on women airline pilots. Pam reported that a Hong

Kong based subsidiary of Cathay Pacific employs three women pilots. Egypt Air has six, and this year one of the Japanese airlines will be hiring a woman who is currently in training. Pam emphasized the importance of our continued presence with IFALPA, relayed the interest some delegates expressed in giving ISA delegate status, and concluded by thanking everyone for their support.

#### C. Women In Aviation Conference: reported by **Karen Kahn**

The WIAC was started by Parks College of Aviation in St. Louis five years ago. For the past three years, ISA has sponsored a panel of women airline pilots, with each member presenting a five-minute talk on their background. Karen thanked this year's panelists for their participation: **Jan Hardy**, UPS; **Vicki Karnes**, Delta; **Connie Tobias**, USAir; and **Angela Masson**, American. This year's conference was attended by over 600 women from all areas of aviation, and included sessions on ATC, aviation writing, and military women in aviation. ISA's airline panel session was attended by over 100 women, and received excellent reviews. Volunteers are being solicited for next year's conference to join Renita Herrman on the panel, which will be held the second week in March in St. Louis. For the first time, ISA panelists will be able to register and attend all activities at no charge.

#### D. Sexual Harassment Survey Update: reported by **Kathleen Wentworth**

Kathleen expressed thanks to the 134 members who had returned the ISA survey and shared some of the responses which ranged from humorous to poignant and difficult experiences. Respondents reported frequent incidents of sexual harassment in all categories. The majority of incidents were in the gender discrimination category which includes social shunning, verbal stereotyping, verbal discrimination, and professional discrimination, which ranked highest in terms of impact. In line with national figures, 58% of us responded by ignoring the offensive comment or behavior, and 62% said they would handle the situation differently today. The reason we would handle it differently was attributed to increased confidence, experience, and societal awareness. Resources available from airline unions, management, and training departments were mostly ineffective. The most effective reported resources were ISA publications (!) and talking to other women pilots. Most respondents indicated they wanted to see more articles in our newsletter, and offered helpful suggestions. Kathleen offered support from the data base of the surveys to ISA members and their airlines and qualified re-

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searchers requesting information.

**E. ISA Graphic Artist/P.O. Box:** reported by **Lisa Kuehl**

New ISA lapel pins designed by Lisa are available at cost from the ISA store, as a service to the membership. Lisa continues to pick up and disseminate the ISA mail from the P.O. box at ORD. Much of the mail collected is returned as undeliverable, and a list will be published in the next newsletter soliciting correct addresses for the owners of this mail. Eleven members will be inducted into the Captain's Club this year at the luncheon awards ceremony.

**F International Forest of Friendship:** reported by **Morgen Greschel Reeb**

The fourth flyaway of the International Forest of Friendship was held in June, 1993 in Atchison, Kansas, the birthplace of Amelia Earhart. Invitations were flown to Chief Foresters around the world inviting them to Atchison in 1996 for the 20th anniversary of the Forest. The first flyaway was held in 1963 and occurs only once every ten years. Last year's flyaway marked a milestone for women pilots as the first one flown by women overseas. Several ISA members have carried these invitations. Morgen is currently soliciting pilots for Belgium, Chile, Great Britain, and Saudia Arabia. She presented two well-traveled invitations to Fiorenza de Bernardi of Italy and Brigitte Girardin and Lois Haines of Switzerland.

**IV. NEW BUSINESS**

**A. Women Airline Pilot Museum Exhibits:** reported by **Lori Griffith**

The unveiling of the fourth permanent Woman Airline Pilot Exhibit at the San Diego Aerospace Museum is scheduled for July 17, 1994. The best-ever-yet exhibit will feature two members' uniforms: **Norah O'Neill** and **Lynn Rippelmeyer**, and an entire wall of never before seen photographs of many of the first women pilots at each airline. Thanks were expressed to the 23 members whose donations funded the exhibit. After seven years, Lori will be transferring her duties as ISA Librarian to **Denise Van Grunsven**. Denise was given well-deserved recognition for accepting this position.

**B 1995 Convention:** reported by **Pam Mitchell**

1996 Convention Chair Pam Mitchell presented initial plans for a terrific convention in Bangkok, Thailand. The convention will be held at the Royal Garden Riverside, which is also a Marriott hotel, and has a large pool, swim-up bar, and water taxis among the amenities offered. A video on Bangkok is available for viewing. Possible side trips include an elephant trek into

northern Thailand, a Vietnam tour, and a tour of ancient temple ruins in Cambodia. Other possibilities include an audience with the King, Queen, and Prince of Thailand and dinner on a rice barge. Pam is working on obtaining passes. Northwest is hosting the cock-tail party, and the hotel is estimated to cost \$80-\$100/day including breakfast.

**C 1996 Convention Bids:** reported by **Kathleen Malone**

The Executive Council is currently accepting bids for the location of the 1996 convention. The procedure for proposing a bid will be to contact Maggie Rose for a bid package to be submitted to the EC by the August 15th deadline. The Council was approached by Claudia Sorenson and Kathy Jones indicating that Southwest had expressed an interest in sponsoring a convention. No definite proposal has been made at this time; however, Dallas has been suggested as a great convention site regardless of sponsorship. Boston has also been suggested as a possible location.

**D. 1995 Winter Ski Days:** reported by **Cindy Shonk**

Based on the success of the 1994 Ski Days event attended by 35 members and friends in Keystone, Colorado, Cindy has generously volunteered to host next year's event. The dates will be either February 7-9 or 14-16 and will include great skiing and the possibility of another dinner sleigh ride.

**E. Other New Business:** **Carole Danis-Litten**

1. **Job Opportunities:** Susan Gillett mentioned that UPS was planning to hire between 200 and 300 pilots this year, and did not require applicants furloughed from other airlines to resign their seniority numbers. **Nancy Novaes** suggested establishing a "fast track" for furloughed ISA members to assist them in obtaining employment.

2. **NASA Space Center Weightlessness Training:** **Connie Tobias** volunteered to organize an event to experience weightlessness training and requested the names of any members interested in participating.

3. **Ginger Mitchell** presented a very poignant, heartfelt discussion about her experiences on involuntary medical leave and introduced her two fellow members of the "L.O.L.s"--Ladies Of Leisure due to Loss Of License, **Sherry Harriman** and **Susan Athurs**. These three women volunteered to establish a council which would serve as a resource for any ISA member requesting information, and offered their time in helping others through a very difficult situation.

**V. Special Presentation:** **Nancy Law:**

**Carole Danis-Litten** presented **Nancy Law** with the third "Better You Than Me" Award for her recent experience as Captain of an F-100 that she safely landed in Charlotte without the benefit of a nose gear. Nancy graciously accepted the award and recounted her experience. (see Page 1 of this issue for the complete story).

**VI. Guest Speaker:** Major Cora Jackson, US Air National Guard

(The meeting was temporarily adjourned to admit Major Jackson.) **Carole Danis-Litten** introduced Major Cora Jackson, Chief Officer Recruiting, US Air National Guard Reserve. Major Jackson is responsible for the development, implementation, and monitoring of all officer recruiting programs, and is also a C-130 Air Evacuation Flight Nurse who served in Operation Desert Shield/Desert Storm. She spoke about recent initiatives in the Guard designed to target women and minorities to more accurately reflect the actual demographics of the country. Of the current 4302 pilots in the Guard today, only 44 are women. Major Jackson is helping to change that figure and requested our assistance by directing young women interested in aviation to the opportunities available with the Guard. Qualified applicants must be under age 26 1/2 or have prior military experience. Major Jackson may be contacted at 1-800-548-5541 between 7:30 am and 5:00 pm EDT.

**VII. Outgoing Council Members:** **Carole Danis-Litten**

**Carole** presented each of the outgoing Executive Council members with a gift as a token of appreciation and thanks for their hard work. These members were **Maggie Rose**, Newsletter; **Brenda Tirshfield**, Scholarship; **Terre Hines**, Convention; and special recognition was given to **Sandra Lloyd** for her tremendous work with this convention.

**VIII. Incoming Council Members:** **Carole Danis-Litten**

**Carole** introduced and welcomed the incoming Executive Council members: **Morgen Greschel Reeb**, Scholarship; **Nancy Novaes**, Constitution; **Kathleen Wentworth**, Newsletter; **Pam Mitchell**, Convention; and a belated welcome to **Kathleen Malone**, Secretary.

**IX. Closing Statement:** **Carole Danis-Litten**

**Carole** closed the meeting with thanks to all the unsung heroes of ISA's numerous committees who form an important and essential part of the organization. The motion was made and seconded to adjourn the meeting at 12:20 PDT. Respectfully submitted,

**Kathleen Malone**, Secretary →



## ISA SURVEY ON GENDER DISCRIMINATION AND SEXUAL HARASSMENT

by Kathleen Wentworth

**"Sexual harassment is very hard to prove and also difficult to distinguish from other forms of mistreatment. I think sharing responses and coaching each other on how to avoid development of these situations is the best avenue we have. We all develop ways of dealing with these situations over the years, but we are all new at it for a certain period of time."**

These comments from survey respondent #128 highlight the purpose behind the *ISA Survey on Gender Discrimination and Sexual Harassment* - to share our personal learning experiences with other women airline pilots.

This article will provide an overview of the data compiled from the surveys, including identifying some of the problems encountered and assessing the prevalence of different kinds of problems. Part two of this article in the October *ISA News* will explore some of the responses to specific situations encountered, which responses seem to be most effective, what resources are helpful and what we can all learn from others' experiences.

### Survey Background

Last year, several ISA members, Carole Danis, Charlene Samis, Ann Hagfors and Kathleen Wentworth worked to design a survey that would identify problem areas and obtain effective response concepts.

Surveys were received during Convention '93 and in response to the Survey in the October newsletter. From May 1993 through March 1994, 134 ISA members completed surveys. That represents more than 33% of the ISA membership - a statistically significant sampling.

Reading the surveys and inputting the data helped me to personally appreciate the many fine women who were willing to share their experiences in order to help their fellow women pilots. Some surveys brought me to chuckles -- others to tears. The problems reported that were related to sexual harassment ranged from cockpit pornography to several instances of rape and attempted rape. The problems reported relating to gender discrimination ranged from the

trivial (but annoying!) "empty kitchen" comments to refusing to accept a woman crewmember's professional input and outright refusal to fly with a women crewmember. Many women shared the fact that completing the survey was cathartic for them - that they finally had an "official" audience to listen to them.

### Demographic Data

The 134 surveys represent a cumulative 938 years of airline pilot experience. The demographic data indicate that the average survey participant is 37 years old (26 years to 51 years); married (54% married, 28% single, 10% divorced and 8% living with a significant other); Caucasian (98.5% Caucasian and 1.5% Hispanic and Native Alaskan), and lives in the United States (USA 95%, Europe 3.5% and Canada 1.5%).

*The majority of frequent incidents and significant incidents reported by ISA survey participants dealt with gender discrimination rather than sexual harassment.*

This average survey participant is a 737 first officer (25% captains, 64% first officers, 10% second officers and 1.5% instructor and retired) and has seven years experience as an airline pilot (from less than one year to more than 20 years of airline experience).

Airlines represented include United (41); American (15); USAir (14); Delta (11); Northwest (11); FedEx (8); Continental (7); UPS (3); Alaska (3); Abex, Air Malta, Airborne Air France, Air Wisconsin, British, Canadian, Karair, PanAm, Southwest, Swissair, TWA, US Air Shuttle.

### Experiences

Participants were asked to describe their experiences in two different questions; one question dealt with frequent incidents they encountered and the other dealt in detail with a particular incident that they considered significant. These incidents were categorized by the participants into one of the following categories:

Sexually oriented harassment categories:

- verbal sexual (sex related jokes, sexual innuendo, comments about body parts, whistling, etc.)
- physical sexual (touching, brushing up against your body, blocking your path, etc.)
- visual sexual (pornography in cockpit, graffiti posted, pornography in your mailbox, etc.)
- repeated unwanted dating/sexual advances from co-worker
- request for date/sexual favors from a supervisor/manager/person in position of authority

Gender Discrimination categories:

- verbal discrimination ("women don't belong in cockpits", "women haven't paid their dues", "women can't be drafted")
- verbal stereotyping of women ("another empty kitchen"; women aren't mechanical, etc.)
- verbal terms of endearment or demeaning terms (honey, sweetie, dear, girl, broad, babe)
- professional discrimination (refusal to accept input from a woman, unreasonably question her professional opinion, refusal to fly with women, etc.)
- social shunning by male crewmembers (refusal to have lunch with women crew, lack of conversation with women crew)

### Gender Discrimination More Problematic Than Sexual Harassment

Despite the media attention focusing on sexually oriented harassment, the ISA participants reported total gender discrimination incidents as both more frequent and more significant.

### Incident Frequency

The frequency of **gender discrimination** categories of *verbal stereotyping*, *demeaning terms of endearment*, and *verbal discrimination* were reported as "occasional". Frequency of incidents of *professional discrimination* ranked from "very few" to "occasional." Incidents of *crewmember shunning* were reported as very few.

The list of frequently encountered **sexually oriented harassment** was topped by *visual sexual* and *verbal sexual*, both reported as "occasional" to "somewhat common." (Though some women com-



mented that their airlines had finally implemented programs to clean out the *visual sexual* pornography from the cockpit.) Incidents of *physical sexual*, *co-worker repeated requests for dates*, and *supervisor request for dates* were very few.

#### Significant Incidents

Of the significant incidents reported, 55% were categorized as gender discrimination and 45% as sexually oriented harassment with three surveys reporting no significant incidents.

Significant **gender discrimination** incidents reported include: *professional discrimination* (37 incidents), *verbal discrimination*, (17), *verbal stereotyping*, (7), *social shunning*, (5), and *verbal terms endearment or demeaning terms* (4).

Significant **sexually oriented harassment** incidents reported include: *verbal sexual*, (20), *visual sexual*, (18), *physical sexual*, (10), *request for date/sexual favors from a supervisor, manager, person in position of authority* (6), *repeated unwanted dating or sexual advances from co-worker* (3).

#### GENDER DISCRIMINATION INCIDENTS

##### Professional Discrimination

An MD-80 captain initially refused to fly with a woman first officer, but he was later able to be "talked into" accepting her on the crew.

Boeing 727 second officer reported that when she made comments and suggestions to the captain he would not even consider it; her professional input was totally disregarded.

*The professional input from the woman first officer was totally ignored by the male captain who later admitted he didn't want to fly with a woman crewmember.*

A Boeing 727 second officer reported that the captain literally would not talk to her for two days of a three day trip.

A Boeing 737 first officer reported that the captain created a "flying test" that the first officer had to pass. He said he required only women and weak pilots to take the test.

An MD-80 first officer noticed that her captain didn't like the way she was doing anything. When she questioned him as to

why, he told her he didn't like flying with women.

##### Verbal Discrimination

A Boeing 737 first officer reported that the captain said "Just because you're in that seat doesn't mean you can fly. You have to prove it to me."

A Boeing 727 second officer reported that her captain said "I don't believe women should fly for a living, but don't take that personally."

Another Boeing 727 second officer reported that her captain said: "All you need to work at this airline is a bra and 200 hours of light plane time."

##### Verbal stereotyping of women

Many survey respondents reported some variation of the stereotype of "another empty kitchen."

Several respondents reported comments relating to women's inability to fly the airplane due to limited physical strength.

*The Boeing 747 second officer had a pot of hot coffee in her hands when the captain cornered her in the galley, kissed her on the neck and groped at her.*

##### Demeaning names or terms of endearment

Certain forms of address such as "honey", "babe", "sweetie" may be used out of habit patterns, but they can convey professional belittlement.

When the fueling supervisor tells the woman Boeing 737 captain "Listen here, **honey**, you just don't know how to read this fuel chart," he's not interested in taking her out for a date - he's professionally demeaning her judgment.

A Boeing 757 first officer reported that her supervising Line Check Airman referred to her as "sunshine", "sweetgirl", "petit co-pilot" which made her feel uncomfortable.

#### SEXUALLY ORIENTED HARASSMENT

##### Verbal Sexual

A Boeing 727 second officer reported that she was uncomfortable with the continuous sexual jokes in the cockpit during flight. She clearly indicated her discomfort, but they refused to stop the

jokes. As a last resort, she had to go into the cabin for a while to get some relief.

A Boeing 727 second officer reported that the captain told her that she "had big tits."

*95% of the ISA Survey respondents favored publishing articles in the ISA News on topics of gender discrimination and sexual harassment.*

##### Visual sexual

Pornography in the cockpit seems to have been a universal problem, though some women indicated that their companies had effectively eliminated much of the porn in the last couple of years.

A DC-9 first officer reported that she found in her company mailbox a tampon colored with red marking pen and the words "Pussy Pilot."

An ISA survey participant reported that cockpit pornography was targeted to her personally with her name and explicit comments written on photographic pornography.

##### Physical Sexual

The Boeing 747 second officer had a pot of hot coffee in her hands when the captain cornered her in the galley, kissed her on the neck and groped at her body.

The DC-10 second officer reported that after a three day trip, the captain kissed her on the lips to "thank" her for the good job she had done.

##### Co-worker repeated requests for dates/sexual advances

A Boeing 737 first officer reported that the captain repeatedly pressured her for sex.

##### Request for date or sexual favors from person in authority

The DC-8 second officer reported that the captain said he would have her fired if she did not sleep with him. She was on probation and thought perhaps he could get her fired.

##### Next Issue - Part Two

The women in each of these situations and a hundred other situations detailed in the surveys handled them as best as they could. Next issue we will explore the responses they used in various types of situations and their effectiveness. ➔

## ISA PILOTS...DUTY FREE

### *Pat Rockwell Knows the Signs*

ISA member Pat Rockwell has found a place to focus her attention outside the aviation industry. She is learning and using a second language. One that is not used on

(Besides, Pat has always been accused of "talking with her hands" - so she should be a natural, right?!) When she was a co-pilot and had learned some signs on

way things are handled, meshing with the world of hearing people, I really find it interesting, -- and I love talking with my hands!"

Daughter Erin shares Mom and Dad's interest in flying and is a frequent flyer in both the Friendly Skies and at the local airport. Erin also shares Mom's interest in ASL. She has a vocabulary of several dozen ASL words, including Mom, Dad and, of course, airplane! →



*Pat Rockwell giving daughter Erin her first flying lesson.*

any flight deck. It is American Sign Language, commonly known as ASL.

Pat was hired by United in 1978 and now flies as Captain on the 737-300 out of San Francisco. With husband, Mark, a private pilot and a general aviation A & P, and daughter, Erin, now 3, free time fills up fast, but she still finds time to take classes and do volunteer work with ASL. An eleven-year hobby, Mark is working aggressively to complete the family homebuilt, an RV-4.

Pat says she first became interested in sign language about five years ago when she and a friend thought that it would be fun to communicate privately in public.

her own, one day while practicing in the cockpit, the engineer said, "Do you sign?". His minor had been Education for the Hearing Impaired! What are the odds?!

It rapidly turned from a whim to a real drive to learn not just ASL but about the deaf culture. Finally in 1993 (in spite of less-than-favorable seniority and all the bidding hassles), Pat took college courses in ASL to help formalize what she had learned, and reach a level where she could do volunteer work at the California School for the Deaf in Fremont, California.

Pat says, "That's how you really learn a language! It's such a different culture - the views, the



*Pat Rockwell with husband Mark Rockwell and Erin taking a break from flying.*

## ISA PILOTS...DUTY FREE

### *Carolyn Pasqualino Tends to Her "Baby" at the Airport*

ISA member Carolyn Pasqualino and her husband Mark (a corporate pilot) are the proud owners of a 1946 Cessna 120 (named Baby) and a 1963 Beech Debonair (Debbie).

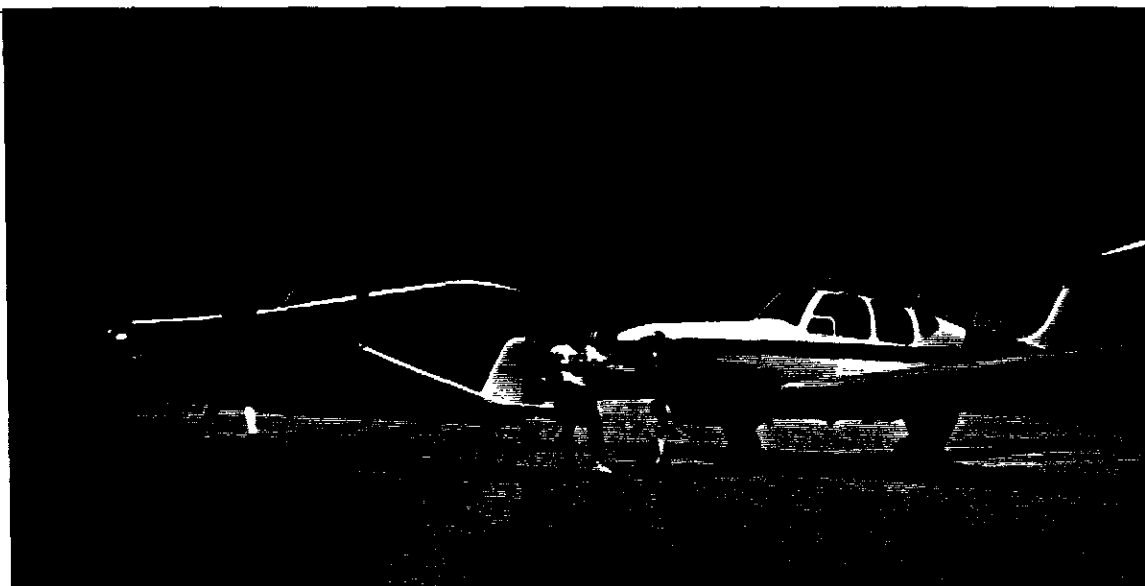
They bought the 120 in 1990 from a man in Oklahoma who had rebuilt her and overhauled the engine. She also has metalized wings, replacing the original fabric wings. When they got her she had no radios, but have since added a small digital comm radio. Carolyn and Mark enjoy flying low and slow without having to talk to any controllers! The midwest has fly-in breakfasts every weekend throughout the summer, so they have somewhere to fly every weekend the weather allows. We also have taken her to the Oshkosh fly-in and camped out under her wings several times.

The Debonair was an airplane Carolyn had dreamed of owning for years. She was hangared right in their home airport next to their good friend's Twin Commanche. Her owners abruptly decided to sell her and asked friends if they knew of

anyone interested. Since they knew Carolyn and Mark had always longed for a Debonair, they were called right away and Carolyn says, "I went out the very next day to see her and bought her 5 minutes after I got there! She is a "cream puff", full IFR and impeccably maintained throughout her lifetime. I fly her down to Oklahoma to visit my family as it is much easier than non-reving. I can be there in 4 hours, whereas going on United would take twice as long. Plus there's no limit on my carry-ons!

This works great at Christmas time when you're trying to haul presents both ways on the airlines."

The Pasqualinos have always dreamed of living on a residential airpark, so they can have their planes right in their backyard. They have been looking at several homes for sale on a nearby airpark, so hopefully by the time this is printed they'll have bought one. "I know some of you don't want to be near airplanes on your days off, but we can't imagine living without them!", states Carolyn. →



Carolyn Pasqualino with her airplanes - "Baby", a Cessna 120 and "Debbie", a Beech Debonair.

Editor: Over the last few years we have had several articles featuring "Pilots and Their Pets". Carolyn suggested that we add another feature about "Pilots and Their Planes". After some thought it was decided to expand it further yet to include short articles on any ISA member willing to volunteer herself (or anyone who wishes to "volunteer" their friend). We'll include you and your family articles whether they focus on your airplane, your children, your pets, your community volunteer work, your second job, your sports or hobbies or other activities you enjoy in your spare time. Carol Cansdale has agreed to continue to receive and be responsible for this new group of articles which we're calling "ISA Pilots...Duty Free". Please contact her with your short story (style, grammar and spelling not important.) **Carol Cansdale: 1520 61st Street West, Minneapolis, MN 55419; 612-866-9814, CServe70263,67.**

## "ANOTHER EMPTY KITCHEN" — IF I HEAR THAT ONE MORE TIME...

**QUESTION:** I know that it's meant to be "cute", but after working for this airline for four years, I'm weary of hearing the captain say: "Oh, now that you're here at work, I guess there's another empty kitchen." If I hear it one more time, I'm going to scream! I'm looking for a snappy comeback to this trite remark before I overreact.

**ANSWER:** Any remark, no matter how well meaning, can become annoying with repetition - especially one that perpetuates a stereotype. (Can you imagine the captain commenting to a Black first officer- "Oh, now that you're at work, I guess there's another empty watermelon patch!?)

But you're right to be concerned

### DEAR AMELIA

by Kathleen Wentworth

with overreacting. A simple remark made with good intentions deserves a low intensity response and humor is often quite effective. Some of the ISA members in their Surveys have come up with some great "one-liners."

**"My kitchen's not empty...the maid is at home."**

**"Is there an empty garage at your house?"**

**"The way I cook, my husband is happy that I'm at work."**

**"My kitchen would be empty**

**anyway - at least I can pay for dinner out."**

**"If you'd pay be what I make at the airline, I'd keep your kitchen."**

**"I know...it's a shame by husband has to do all that work."**

**In response to whether she had a kitchen at her house, she responded: "Do you have a bedroom in your house?" →**

Questions from ISA members for this column are solicited. The answers provided are done with the help of the responses from the ISA Survey on Gender Discrimination and Sexual Harassment. Address questions or suggested topics to the Editor. No names are required.

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## Special Request

### MOSCOW AIR PARADE 1994

(Tentative Dates: 2nd or 3rd weekend of August) (Show is 13th or 20th August) 1-2-3 or 4 WEEKS IN THE RUSSIAN REPUBLIC (Plan departure: 10 August for now)

Moscow, St. Petersburg, Experimental Flight Test Base Zukovsky (A combination of Edwards, Wright-Patterson and Pax River).

I am told no Western tour groups have ever stayed in Zukovsky up to now - it was a "Closed City" to all foreigners. Planned to be housed in the homes/apartments of Russian citizens, all with passable English, with most meals, transport, etc. (Western class hotels are \$150 - \$250 per day!) Hosts will be in the aviation profession at Zukovsky.

Better yet: We will arrange a meeting (Dinner? Party?) with active/retired

Red Army aviators and/or Aeroflot pilots. (On my recent summer '93 visit I was a guest at lunch with a SU-25 "Frogfoot" pilot and Roman Taskaev, Chief test pilot - Migoyan. Roman toured the western airshows, Canada and the U.S. with his MiG-29 team. He was recently (Nov '93) featured in "Wings of the Red Star", a Discovery channel series.) "The Union of Retired Officers" has offered to sponsor us (Old "Cold Warriors" like me will find this very interesting).

We will schedule some part day tours: Moscow Museums, Air and Space exhibits, Bolshoi, Moscow and St. Petersburg Philharmonic, Kirov, Hermitage and Russian Museums, Winter Palace, Smolny, Town of Pushkin etc. All are possibilities.

With all air on you, we are trying to do this for about \$50 per day. (I hope.) Commitments will come later as will: Russian visas, lists of what to & not to take, common Russian phrases & alphabet and maps etc. But for now what is requested is your expression of

interest. if truly interested call me or drop a note to: Gerald R. (Gerry) Leonard.

**Contact ISA member Prudence Kelly at 817-577-8560, 309 Carolyn Drive, Bedford, TX 76021-4111.**

### ISA CONVENTION T-SHIRTS FOR SALE!

If you couldn't make it to Vancouver you can still own your own ISA Convention Vancouver'94 T-Shirt. See order form on page 29.

### RECYCLE YOUR OLD ISA NEWSLETTERS

ISA Secretary Kathleen Malone would like to obtain any ISA newsletters prior to 1990. If you have any to spare, contact her at 130 S. W. 91st Ave., #304 Plantation, FL 33324, 305-473-8793, Compuserve 76140,3516.



## ISA Vancouver '94 T-Shirts Order Form



**WE SUPPORT YOU**

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

**Please send me the following ISA Vancouver Convention '94 T-Shirts:**

	Price	Quantity	Total
Short Sleeve Logo (see top left)- light blue black, teal, pink M-L-XL	\$ 10.00	_____	_____
Long Sleeve mock turtle neck shirt with HALP logo on front (see top right) L-XL	\$ 15.00	_____	_____
Shipping: \$2.00 per item	\$ 2.00	_____	_____

**Send to: Claudia Sorensen, 10847 Aero Lane, Yelm, WA 98597, 206-458-4770**

## ISA SCRAPBOOK

From the beginning of time, or so it would seem, ISA member, **Norah O'Neill**, has carefully kept scrapbooks of ISA members doing ISA things. She brings these books for our enjoyment to each convention ... no small feat, as their numbers, and weight, have continued to multiply over the years! These scrapbooks are an invaluable record of ISA's history and good times. We would like you to keep Norah and the ISA scrapbooks in mind when you go to any ISA functions with your camera. **Pictures for the scrapbook can be mailed to Norah at: P.O. Box 1504, Walla Walla, WA 99362-0027**



## ISA LIBRARY

**Are you up-grading or transitioning soon  
to another aircraft?**

**Would you like to get a jump  
on all that studying?**

Well, ISA has what you need... The ISA Library (donated by ISA members) has a large selection of videos and manuals for nearly every aircraft we fly. The ISA Library is being maintained by Denise Van Grunsven for your benefit. If you would like to borrow these videos, contact Denise at 715-426-5202, CServe 70264,2006 or write to her at W12347 848th Avenue, River Falls, WI 54022.

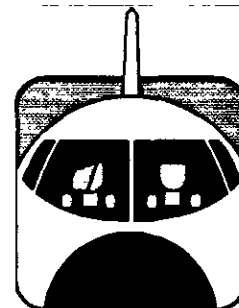


## Attention Budding Authors!

Life as an Airline Pilot. Thoughts on Relationships. Cockpit beauty secrets. The last time you climbed a volcano. Poetry. Jokes. Quips. Good comeback lines. Who wouldn't like to see themselves in print? Aren't we together as ISA members to share all this and more? You too can be a published author. The action is here in the *ISA Newsletter*. We would **love** to hear from you. Letters to the Editor? Don't be shy. Handling an irascible Captain or FO? Please let us know how you did it.

Writing for the *ISA Newsletter* is the way to go. You are invited to submit your best thoughts to the Editor. Submissions are warmly received, happily edited, proudly published. Please send us any article on areas of interest to the ISA membership. See page 2 of this issue for submission details. Let us hear from you! How was your last vacation? How did you handle your last emergency? Have any ideas on pilot health/diet/duties/love life? Are you an artist? Cartoonist? As the ad reads: "*Just Do It*" This is **your** Newsletter. You are cordially invited in.

**CALLING ALL CAPTAINS!**  
**FOR INCLUSION IN THE ISA+21 CAPTAIN'S CLUB**



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

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

**SEND TO: Lisa Kuehl, 1787 Vermont Drive, Elk Grove Village, IL 60007-2754, 708-924-8658**

**ISA + 21 SHOP**  
**Order Form**

Name \_\_\_\_\_ Date \_\_\_\_\_  
 Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

**Please send me the following ISA logo items:**

	<u>Price</u>	<u>Quantity</u>	<u>Total</u>
ISA decals (blue & grey on glossy white paper -2.5" round)	\$ 1.00 ea	_____	_____
ISAbusiness cards (light blue & grey on grey, generic)	\$.50/10	_____	_____
ISA T-Shirts (grey & white)	\$15.00	_____	_____
ISA Travel Alarms	\$12.00	_____	_____
ISA Notecards and envelopes (silver on white, 4.5"x5/5")	\$ 5.00	_____	_____
ISA Lapel Pins (gold & black, 3/4" round) NEW!!	\$ 4.00	_____	_____

**Send to: Kathleen Malone, 130 SW 91st Avenue, #304, Plantation, FL 33324, USA.**

**MOVING?...Any special news to tell us about? New babies?...  
 New Husband?...Upgrade?...New Airline? (Especially if you are planning to  
 move, so that we will know where to send you next newsletter!).**

Name \_\_\_\_\_  
 (include both family and married names)  
 Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_

New News: \_\_\_\_\_



Mail this form to:  
**Carolyn Pasqualino, 1111 Edgewood Circle, Rockford, IL 61108, 815-229-7759**

# ISA Committee Chairs

<b>Executive Committee Chair</b> Betsy Landon	407-750-8854 CSeve76637.2776
<b>Aeromedical</b> Carole Litten	404-509-7451 CSeve70774.1354
<b>Constitution</b> Nancy Novaes	212-535-9865 CSeve76147.514
<b>Convention</b> Pam Mitchell	Phone/Fax 904-646-9995
<b>Family</b> Carolyn Pasqualino	815-229-7759 CSeve76250.372
<b>Finance</b> Binka Bone	404-251-2932 CSeve70273.2773
<b>Historian</b> Betsy Landon	407-750-8854 CSeve76637.2776
<b>ISA Graphics</b> Lisa Kuehl	708-924-8658
<b>ISA Mail Collection</b> Lisa Kuehl	708-924-8658
<b>ISA Video</b> Florence Sanders-Higdon	901-755-4771
<b>Librarian</b> Denise Van Grunsven	715-426-5202 CSeve70264.2006
<b>Newsletter</b> Kathleen Wentworth	415-697-5430 Fax:415-697-0930 CSeve76627.2775
<b>Master Seniority</b> Lori Griffith	704-892-4743 CSeve70773.1706
<b>Membership</b> Cindy Shonk	303-468-0626 CSeve71063.213
<b>Museum/Exhibits</b> Lori Griffith	704-892-4743 CSeve70773.1706
<b>Scholarship</b> Morgan A. Greschel-Reeb	804-493-0518
<b>Scrapbook</b> Norah O'Neill	509-529-7451
<b>Secretary</b> Kathleen Malone	305-473-8793 CSeve76140.3516
<b>Speakers Bank</b> Betsy Landon	407-750-8854 CSeve76637.2776

# ISA Membership Roster Revision July 1994

## NEW MEMBERS

**Dawn Renee Beecher**  
3730 S Cathay Cr.  
Aurora, CO 80013  
Patrol Airlines B727 FO; DOH 93/10/01

**Candace Burkett**  
2019 E Ensey Ter  
Mustang, OK 73064  
United DOH 86/04/07

**Carolyn E. Dillon**  
PO Box 12514; Seattle WA 98111  
Alaska DOH 92/04/30

**Margaret (Margie) Freeman**  
3745 N Lakewood Ave. Flr 2  
Chicago, IL 60613  
United DOH 89/09/11

**France Gravel**  
3067 Edouard-Montpetit #415  
Chomedey, Quebec CANADA H7T-2K8  
Canadian Airlines DOH 83/01/30

**Clarissa Marshall James**  
33963 Inquois Trail  
Pine, CO 80470  
Continental DOH 86/06/09

**Katina Malliarakis**  
6088 Clay Spur Ct  
Centreville VA 22020  
United DOH ?

**Cindy Pawlik**  
1331 E Beacon Hill Dr  
Highlands Ranch CO 80126  
United DOH 90/10/08

**Terry Scruggs**  
6190 Sandy Creek Rd.  
Madison, GA 30650  
UNITED DOH 91/04/01

**Terry Vandendolder**  
39 Acton Ln.  
Waldorf, MD 20601  
American DOH 90/01/19

**Linda Cecilia VanWestenbrugge**  
PO Box 997090,  
Miami, FL 33299  
Antilean Airlines (ALM); DOH 92/01/27

**Colleen Patricia Warwick**  
5037 Bamey Rd  
Traverse City MI 49684  
American DOH 92/03/26

**Diane Wilder**  
600 Pineland Ave.  
Belleair, FL 34616  
UPS DOH ?

**Lee Wilkerson**  
6260 South Lake Dr #814  
Cudahy, Wisconsin 53110  
Midwest Express DC9 FO; DOH 94/03/21

**Carolyn Williams**  
202 Overland Trl.  
Gillette, WY 82776  
UPS DOH ?

**CHANGES:**  
Betsy Landon  
241 Del Rio Blvd  
Boca Raton, FL 33432  
407-750-8854  
Cseve76637,2776  
Kathleen Wentworth  
Compuserve 76627,2775

You might want to attach this roster update to the inside cover of your 1994 ISA Membership Roster

News you can use...

**ISA Scholarship Donations** can be sent to:

ISA+21 Aviatix Scholarship Trust  
P.O. Box 29298, Honolulu, HI 96820  
Attn: Betsy Stanga and Mimi Tompkins  
Taxpayer ID #996062459 IRS Code 501(c)(3)

**International Fund Donations** can be sent to:

Binka Bone, ISA Finance Chair  
64 College Street, Newnan, GA 30263

**Membership** Applications available through:

Cindy Shonk-Buhl,  
HC 4, Box 180 E-1, Canyon Lake, TX 78133  
210-964-3295, 303-468-0626  
Compuserve 71063,213

**Change of Address? Other News?**

Carolyn Pasqualino  
1111 Edgewood Circle, Rockford, IL 61108  
(815)229-7759, Compuserve 76250.372

**Captain's Club**

Lisa Kuehl,  
1787 Vermont Drive, Elk Grove Village, IL 60007-2754

**ISA Scrapbook**

Norah O'Neill  
P.O. Box 1504, Walla Walla, WA 99362-0027

**ISA Shop**

Kathleen Malone  
130 SW 91st Avenue #304, Plantation, FL 33324

**ISA Library**

Denise Van Grunsven  
W 12347 848th Avenue, River Falls WI 54022  
715-426-5202, Cserve/70264,2006

**Speaker's Bank Materials**

Betsy Landon  
241 Del Rio Blvd., Boca Raton, FL 33432.  
(407) 750-8854, Compuserve 76637,2776

Cut along dotted line and place in your Jepp for a handy reference.

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**ISA Survey on Gender Discrimination/Sexual Harassment-Page 24**

**ISA+21**

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

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