

# ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

JANUARY 1995

**ISA Dues for 1995 are due.**

**If you can't locate your  
mail form, just use the  
information in the back of  
this newsletter!**

**ISA CONVENTION '95  
Marriott Royal Garden  
Riverside Hotel  
BANGKOK, THAILAND  
MAY 9-11, 1995**



*by Pam Mitchell*

Property of ISA News Editor.  
Please return when finished.

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**V**angkok, Krung Thep, City of Angels has been named the world's hottest city...with the longest name! The actual name is unpronounceable and over 26 words meaning "jeweled city of the god Indra," but you will call it exciting, exotic, and exhausting! There's so much to do and see: the temples, jeweled Buddhas, the Chao Phraya River, the markets, and mostly the people. Warm, happy and deeply religious, their lives are guided by the principle of "sanuk" or fun!

### **Transportation**

Many of the world's airlines fly into Bangkok, and I am working on reduced passes with both Northwest and Thai Airways. Thai already has interline agreements with most airlines. Check with your pass bureau. March newsletter will give final details.

Most flights from the U.S. arrive very late; **the day after** you depart the U.S. (the International Dateline costs you a day going, but you'll save a day on the way home). If you leave

Sunday, May 7, you'll arrive around 2300 on Monday, May 8. (European flights arrive usually in the morning after an all-night flight.) When you claim your bags and clear customs, go the far right of the Arrivals Hall and look for folks from Pacific World Travel (maroon and black uniforms) if you want bus transportation for 206baht (about \$8) departing at 0100. There's also an English speaking guide, portage at airport and hotel included; also a bus at 0700 for European arrivals Tuesday morning.

If you arrive some other time, taxis are about 500baht or around \$20. Arrange with the driver ahead time or use a meter. It takes about 45 minutes to 1:30 depending on time of day and traffic.

### **Exchange and Money Matters**

The current exchange rate is just over 25 baht per US dollar (ex. 400baht is \$16) and tipping is rare. Most restaurants add a service charge. If a cab driver is unusually

*(Continued on page 10)*

# ISA PLANNING CALENDAR

<b>January 1995</b> 1: ISA News Mailing	<b>February 1995</b> 14-17: <b>ISA Ski Days and Executive Council Meeting.</b> <b>All members welcome.</b> Contact Cindy Shonk, 303-468-0626, CServe 71063.213 20: <b>ISA News Articles Due</b>	<b>March 1995</b> 10-12: Women in Aviation Conf. St. Louis. Contact Karen Kahn 805-687-5859 15: ISA News Mailing	<b>April 1995</b> 1: <b>Captains' Club Forms Due.</b> Contact Lisa Kuehl 708-924-8658. See form in the back of this newsletter. 1: EC Ballots Close 1: Scholarship applications due; contact Morgen G. Reeb 804-493-0518
<b>May 1995</b> 1: Scholarship Notification of Eligibility 9-11: <b>ISA CONVENTION &amp; Executive Council Meeting, Bangkok, Thailand.</b> Contact Pam Mitchell 904-646-9995	<b>June 1995</b> 1: Scholarship Interviewers assigned to Applicants 5: <b>ISA News Articles Due</b> 15: Scholarship Applicant Interview Dates Set	<b>July 1995</b> 1: ISA News Mailing	<b>August 1995</b> 15: 1997 Convention Bids Due : <b>Executive Council Meeting.</b> All members welcome. Date to be announced. Contact Betsy Landon 407-750-8854.
<b>September 1995</b> 1: Scholarship Awards Notification 5: <b>ISA News Articles Due</b>	<b>October 1994</b> 1: ISA News Mailing	<b>November 1994</b> : <b>Executive Council Meeting.</b> <b>All members welcome.</b> Date to be announced. Contact Betsy Landon 407-750-8854.	<b>December 1994</b> 1: EC Nominations Close 5: <b>ISA News Articles Due</b>

## ISA NEWSLETTER SUBMISSION INFORMATION

All members are encouraged to submit articles for the newsletter. Deadline for each issue is in the month preceding mailing. Since the number of newsletter pages is in groups of four, articles submitted which are not time sensitive may occasionally 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 IBM PC Disk (3.5" or 5.25") to: 1180 Millbrae Avenue, Millbrae, CA 94030 (I will mail your disk back.)
3. Mail or fax (415-697-0930). If possible, submit typewritten pages with narrow margins no more than 4" wide to facilitate electronic scanning.

Pictures may be mailed to: Kathleen Wentworth, 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.

**DEADLINE FOR MARCH 1995 ISA NEWS: February 20, 1995**

## ISA News

is published four times a year in January, March, July and October.

The International Society of Women Airline Pilots, founded in 1978, has members from 60 airlines in 24 countries.

ISA welcomes as members women flight crew working for airlines having at least one aircraft with a gross weight of 90,000 pounds or more.

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Permission to reprint for your airline or other organization can be obtained by writing:

**Kathleen Wentworth**  
**Editor, ISA News**  
1180 Millbrae Avenue  
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# ISA EXECUTIVE COUNCIL

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## **Kathleen Wentworth NEWSLETTER**

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From the

## **ISA News Editor**



You'll find this issue of *ISA News* is just chock full of interesting stories and information. Many thanks to the members who took the time to submit some wonderful articles and stories on great topics.

Several months ago, ISA member **Beth Raphael** contacted me about disseminating information on menopause to the members through the *ISA News*. Beth had some experiences of her own that she wanted to share with others. Shortly after talk-

ing to Beth, Constitution Chair **Nancy Novaes** mentioned to me that she was researching the topic of menopause for an article. I put Beth and Nancy in contact - they shared ideas and concerns and Nancy provided us with a great article -- *Approach of the 14th Moon* -- in this issue. And Nancy and Beth have agreed to be resouces for ISA members who may want more information (their phone numbers and Compuserve numbers appear in the article.)

ISA Charter Member **Jean Haley Harper** shared with me the concerns that she had had for some time about cockpit communication problems. Jean built on her personal flightdeck experiences with extensive studies in communication, especially relating to gender differences in communication. The result is this month's article -- *Captains: When the Honeymoon is Over*. Jean tells me that part two of her article will be titled *But the Marriage Survives* and will focus on techniques to enhance your personal flightdeck communication manner and leadership style -- helpful for

Captains and Captains-in-training alike!

There are a wealth of talented women in our organization -- please share your ideas for articles -- we'd love to hear from you!

## **Layover Leisure Editor Needed**

We're looking for an associate editor for the *Layover Leisure* column. The editor would solicit ideas from members on great places to visit in layover cities. **The nominated city for the next issue is Chicago.** We've already received a few pieces of great info on Chicago. Please send me any suggestions on Chicago places to visit, eat, walk or whatever! Deadline for you to submit info on Chicago to the *ISA News* Editor is February 20. And if you're willing to collect and solicit ideas for future issues, please let me know and you'll become the official *Layover Leisure* Editor!

As always, your suggestions, comments and ideas for the newsletter are most welcome!

*Kathleen Wentworth*

## EXECUTIVE COUNCIL REPORTS



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

### **EC Meeting**

I believe we made history with the turnout at our November Executive Council meeting held in South Florida. We had all but Pam Mitchell, who was attending an IFALPA meeting in Cuba. In addition, Charlene Sammis came by to offer information on the aviatrix trust. We accomplished a lot and I am looking forward to the next one, which will coincide with our annual ski days in Keystone, Colorado February 14-17.

### **ISA Video In Use**

There have been a couple of video requests this fall. John Snidow, a

FedEx captain, was referred to us by one of our members, June Viviano. He was making a presentation about career field options to the girl scouts and wanted to use our ISA video for emphasis.

Sandy Wilson-Barnes, a Denver based captain with United, requested the ISA and SIU (Southern Illinois University) videos for a presentation which was snowed out initially, but rescheduled later.

Welcome to winter, see ya in Keystone.



**CONSTITUTION**  
*Nancy Novaes*

As this newsletter goes to press, the incorporation of ISA+21 is underway. We are incorporating as a non-profit corporation in the state of Nevada, which will become our new permanent address. Nonprofit, or IRS code 501(C)3 status was chosen

because of ISA's main activities. We are already engaged in the "charitable and educational" activities required under this law. Our scholarships, museum setups, library, speakers' bank, and various studies on women in aviation qualify us for this tax exemption. Basically, we will not have to change anything in our operations. Once this tax exempt status is granted, each ISA member will be able to deduct the full cost of her dues. As many of you know, this is the same setup the Ninety-Nines adopted some years ago with great success.

We have chosen Nevada as our state of incorporation because Nevada and Delaware provide the most hospitable climate for corporations. In addition, Nevada does not require its 501(C)3 corporations to collect sales tax on items sold. This provision means we can expand the activities of the ISA shop without incurring the wrath of some local state sales tax official.

The Executive Council has undertaken preliminary revisions to our Constitution. Standard Articles of Incorporation have already been filed. Tentative Bylaws have also been submitted with the IRS appli-

cation. These Bylaws provide the basic operating parameters (definitions, membership categories, voting procedures and requirements etc.) and remain largely unchanged from the old Constitution. It is the new "Constitution" or "Policy and Procedures Manual" or whatever else we decide to call it that will be adapted to conform to our new status. We hope to have all this ready for your review and vote by the May convention.

All members are asked to participate. Each member will be contacted by mail, by newsletter, or both. We are looking at May for the presentation of these documents to the membership for comment, with the ratification vote set for July. Please remember that these dates are tentative.

We are looking toward expanding ISA membership worldwide. We truly wish to be International and feel that we have much to offer by sharing our experiences with women who are today breaking the social barriers on other continents and commanding the skies. I hope you will participate and support your organization as we reach for the future.

## EXECUTIVE COUNCIL REPORTS



**FINANCE**  
**Binka Bone**

If it's true that "Success is not achieved through self combustion; you have to set yourself on fire," then I would like to offer the following greetings from Hotlanta, Georgia, "From each of us on the 1994-95 ISA Executive Council to each of you, Happy New Year, and stand by while we "Burn Baby Burn"! I know that I promised to produce a "numbers only" report; however, I want you, the past, current and potentially new members of ISA, to know that you have got a HOT group on the EC!

We are totally dedicated to bringing ISA into the new millennium as a global, professional organization that is both economically and socially fit to represent the International (repeat "International") Society of Women Airline Pilots. With that thought in mind, I personally would like to thank the one member who will be leaving the EC this year, Cindy Shonk-Buhl of Continental Airlines. As Membership Chair, Cindy has blazed a trail on the Infor-

mation Super Highway with her lap-top computer, bringing expertise, enthusiasm and most importantly Members into the organization. She has challenged each of us to become computer literate in order to expand our organization globally. Her departure leaves a void on the EC that should and must be filled by an International Member. In a year that saw the ratification of the long, long awaited General Agreement on Tariffs and Trade (GATT), I sincerely invite a non-United States member to come join us on the Executive Council. Please remember that when I joined the EC in 1992, I was an unemployed, furloughed, non current pilot from a bankrupt airline and my fellow Members sought me out to become actively involved in ISA. In the spirit of "Baptism By Fire" I invite you to join us in the Disco Inferno and make a real contribution to the International Society of Women Airline Pilots!

And now for the numbers.

These are selected itemized Category Reports  
and do not reflect a full accounting of the books for the period of 1/1/94 - 12/5/94.

### INCOME

Total Annual ISA Convention	\$ 3,599.08
Total Check Interest	665.43
Total Income From Sales	228.35
Total ISA Video Income	157.00
Total Active Membership	7,490.00
Total Inactive Membership	153.00
Total SAN Museum Membership Income	175.00
Total Income Transferred From Previous Treasurer	10,247.93
Total Scholarship Inactive Contribution	17.00
Total Scholarship Active Contribution	808.00
Total Scholarship Member Voluntary-Additional	2,059.29

### TOTAL INCOME

**\$26,045.88**

### EXPENSES

Expenses For IFALPA Conference	\$ 500.00
ISA Stores Inventory	375.00
Total Bank Charges	126.00
Canadian Citizen Scholarship	1,000.00
Fiorenza DeBernardi Scholarship	1,000.00
Flower Fund	31.80
ISA + 21 International Career Scholarship	2,500.00
Total ISA Newsletter Publication	6,237.60
Scholarship Application Printing	299.94
Plaques For Captains Club	324.00
YVR Convention Refunds	588.00
Supplies/Business Expenses	258.58
Corporate Service One Year - Nevada	175.00
Printing, Shipping, Postage, Gifts	408.29

### TOTAL EXPENSES

**\$15,056.80**

### BALANCE FORWARD

Opening Balance From 1993	\$ 16,448.21
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### OVERALL TOTAL

**\$ 27,477.29**

## EXECUTIVE COUNCIL REPORTS



### FAMILY

#### **Carolyn Pasqualino**

Hi Everyone,

Many thanks to **Lee Wilkerson** of Midwest Express for sending me their maternity policy and to **Camilla Sommar-Rale** for updating Finnair's.

### Children

We have many new children in our ISA family.

Nancy Beth Misner had daughter Marybeth April 8, 1994

Jean Combs has a new son, Jamey, born August 13, 1994

Mary Jane Hinds had Nathan Robert on September 27, 1994.

Jan Mathews - Clayton Albert born 4/11/94, Jan furloughed DAL 1/1/94

Laura Argir - 2nd son Bret Alan born 10/5/94

Cathy Fraser - New Baby Evan born 18 days early, Aug. 23, still furloughed

Vicki Karnes - new daughters Oksana and Olga

Ruth Sherry - Son born 4/27/93, John William and DEN FO 767

### Maternity

Tracey Lee is expecting baby #3 in March.

Jill Newby is expecting her first on May 6, 1995 and is not planning on being in Bangkok. Why not, Jill?? Two days after getting this news, she was awarded a Captain bid!

Nancy Parnell - on maternity leave

Guenn Stevenson - on maternity leave

Jackie Mosher - on maternity leave

### Weddings & Engagements

Marla Galloway, United, is engaged to United 737-300 Captain Ramon Brown. The wedding will take place April 1, 1995. No joke, she says!

### Upgrades, transitions, transfers, new airlines

Terry Scruggs - Upgrade to 737-200 FO Apr 94

Cynthia Mason Feuerstein, United, from 737-300 F/O to A-320 F/O.

Jill Newby, United, from 767 F/O to 737-300 Captain.

Lisa Stout, United, from 727 F/E to 737 F/O.

Lucy Young, US Air, 737 F/O to 757/767 F/O

Anne Worster - on furlough from AA, completing training DC-9 FO Airborne Express.

Karol Welling - new base NYC

Mary Ana Gilbert - hired by Pan Am, Jul 89, hired by Private Jet/National, Oct 92, hired by Air South Dec 1, 94, 737 FO. Good Luck

Karen Marchbanks - B747 FO

Annette Worthington - LAX A-320 FO

Lucy Young - 757/767 FO - PHL

Maria Ziadie-Haddad - New Company effective 11/15/94 "Air Jamaica Holdings Ltd"

Denna Gollner - upgrade to 737-300 CA

Sue Nielsen - CA as of 3/28/94, B737-200 SFO - UAL

Sue Ellison - UAL CA 737-300

Jill Newby - CA upgrade 11/4/94 - UAL - LAX - B737-300

Diane Wilder - UPS 727 CA Louisville, KY

Charlene Sammis - CA upgrade 6/93

Jane Porter - DC - 10 FO BOS

Krisan Wismer - FO B757/767 SFO, Jan 95, Pilot Instructor B747 DEN

Pamela Barker - 767 FO

Suzanne Batz - 737-300 FO

Laurie Crocker - EWR "Junk Jet" Laurie, what's that?

Sherry Anderson - DEN 737 FO

Evelyn Anderson Kennedy - Flex Instructor/Check Airman 727 at Fed Ex.

Carole Danis Litten - BWI 767 intl. FO

### Name Changes

Suzanne Sketter Novotny - now Suzanne Skeeters - HNL DC-10 FO Northwest

Shawn Maddox Biggers - Shawn Biggers

Pam Mitchell Stephens - Now Pam Mitchell

Diane Hallman Leighton - Now Diane F. Leighton

### Furloughs and Leaves

Catherine Shanahan - still on disability, no pass privileges

Jill Rogers - Furloughed

Sandi Holliday - Furloughed Air Canada, but the recalls have begun.

Anitra Ruth - hired with Capitol & furloughed 4 mos. later

### Other Family News

Karen Schaefer - New Boyfriend and new detached garage

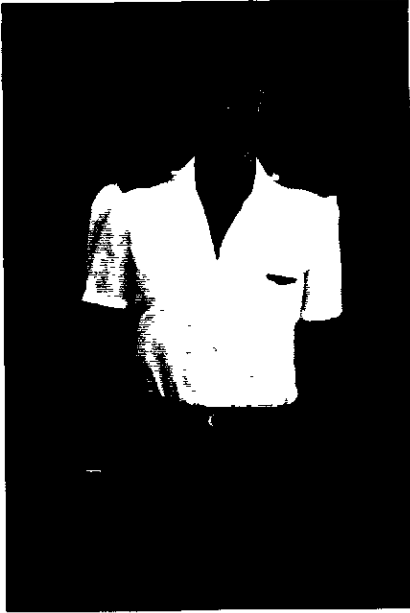
Karen Masterson's husband was recalled to America West on June 20th after a 1 1/2 year furlough.

### ISA Address Changes

For those of you who have been sending me address changes on the US Postal form, this is fine except that there is no place on these cards for your new phone numbers. If you want your new phone number listed in the annual directory, the form printed in the newsletter is really the best notification. If you don't want to cut up your newsletter, a plain sheet of paper will do fine!

Wishing you all a merry holiday season and may 1995 bring stability to our airlines!

## EXECUTIVE COUNCIL REPORTS



### MEMBERSHIP

**Cindy Shonk**

Welcome to our 13 new members. Thank you Kathleen for including the copy of the membership application in the newsletter. What a great idea, and it even has the Jeppsen

holes marked, so that you can punch out and keep in your binders.

A special thank-you to Karen Kahn, Jill Davenport, and others for their ISA recruiting. Most of the airlines are not currently hiring, but a few are bringing in pilots from their respective commuters. It is important that we find these women, and welcome them to ISA + 21.

The membership renewals have been pouring in, and I have been busy updating the data. Kudos to Nancy Novaes, as she was the first to send her renewal in. And many arrived within the week. Thank you to the many members who are including extra contributions for the scholarship fund. Some of them have been very generous.

I am working on compiling a list of ISA members who are on CompuServe and their Compuserve numbers. If you have not received any e-mail from me in the last few months, you may not be on the list. Please, e-mail me (71063,213) a note with your number and name, so that I can make sure that the list is complete. If it is successful, I'll try to include it in

the membership directory, along with the geographical listing.

### New Members

Linda C. Smith DOH Feb. 4, 1985

Continental Capt. MD-80 EWR

Barbara Bentzin DOH 7/31/89 Continental SO B-727 IAH

Sharon Sheldon Leone DOH 6/20/94 UPS SO DC-8 SDF

Trish Speer United FO 737-300

Joan E. Sandstrom DOH 07/22/85

Continental FO MD-80 IAH

Melissa Ward DOH Nov 30, 1992 United FO SFO

Tammy Barron Southern Air Transport MIA FO L100

Pat Fick Emery Worldwide Dayton DC-8 Prof. Eng.

Christine DeBouzy DOH 1985 Air France Capt. B-737/200

Barbara Harper Continental 727 SO IAH

Elizabeth Rutrell DOH 94/02/08 (formally with PanAm) Emery Worldwide, DC-8 FO

Carrie Muehlbauer DOH 88/11/28 American, MD-80 FO

Mary McCoy DOH 87/05/18 Continental 727 SO IAH



### SCHOLARSHIP

**Morgen A. Greschel Reeb**

Happy New Year! I hope everyone had a great Holiday Season! I am very happy to start the New Year off with some great news!

United Airlines will be providing us with two Type Ratings to give as Scholarships again this year! Nancy Stuke, Manager of Flight Officer Employment, United Airlines, put in a good word for us to Captain Bill Traub, Vice-President of Flight Training and Standards, United Airlines. We owe both of them a special Thank-you.

By the time you read this, both of our 1994 United Airlines Scholarship recipients should be on their way to school at United Airlines. Julie Chapleau was given a January 14 class date for a B-727 Type Rating. Susan Tworek-Ferguson was given a December 27 class date for a DC-10 Flight Engineer Rating.

I have received very warm appreciative thank-you notes from our Scholarship recipients. They are all very grateful for the opportunities that we have given them. Isabelle Villier de Boves, of France, who was our career Scholarship winner, will begin her training in January. She also reports that the French Airlines are getting out of their crisis and are beginning to hire new pilots. After Isabelle finishes her training, her prospects for pilot employment are looking better and better!

I have Scholarship applications for this year's Scholarships. If you know of someone that might be interested in applying, please have them contact me. Applications are due in, back to me, by April 1.

Hope to see some of you in Colorado next month at the ISA Ski days!

## EXECUTIVE COUNCIL REPORTS



### SECRETARY

**Kathleen Malone**

### Executive Council Elections

Our thanks to the members who have answered the call to serve ISA on the Executive Council, as new or returning members. The number of applications received by the December 1st deadline was equivalent to the number of positions open; therefore, postal balloting is not required. A separate article in this newsletter introduces (or re-introduces, as the case may be!) these members. Please welcome them to the Executive Council for the 1995 - 1997 term.

### Winter Wardrobe Woes?

Have we got the answer for you! Yes folks, right here at your local ISA store is the (partial) answer to those bone-chilling winter days and nights. Look no further for the solution to your fashion follies. That's right--none other than the Vancouver '94 T-shirts! As we dive into the heart of the ski season remember these tantalizing textiles. The long sleeved oatmeal ISA and HALP mock turtle-neck shirts are particularly adept at meeting the temperature-induced challenges of the season. An order form at the back of this newsletter will speed your order to me (along with any other logo merchandise you might find yourself unable to face the new year without!)

### Correspondence

ISA member Elena Folch was not able to attend the Vancouver convention due to the illness of a close member of her family but sent a very nice letter wishing us a successful convention. We missed you Elena and look forward to seeing you in Bangkok!

ISA has joined a number of professional organizations who have lent their support to the American Diabetes Association by signing on to a letter to FAA Administrator David Hinson asking him and the FAA to consider implementing a set of guidelines to medically certify insulin-

treated individuals. This proposed medical protocol will allow qualified persons to be evaluated on an individual basis, and includes recommendations for specific control measures and safety precautions.

The Abbotsford International Airshow, a world-renowned annual flying event, will be held in conjunction with "Airshow Canada", North America's International Aviation and Aerospace tradeshow August 9 - 13, 1995, in Abbotsford, British Columbia. Information can be obtained by contacting Airshow Canada at (604) 852-4600.

DHL Worldwide Express has aircraft mechanic positions open in Los Angeles and Cincinnati. Qualified applicants may forward resumes to Human Resources Specialist Sherry Stieritz at P.O. Box 75122, Greater Cincinnati/Northern Kentucky International Airport, Cincinnati, OH 45275.

The Dane County Affirmative Action Commission of Madison County, Wisconsin, is seeking applicants for the position of Airport Operations Supervisor. Contact Program Coordinator Sylvia Cantu at (608) 266-4125 for further information.

I hope to see many of you at Cindy Shonk's ISA Ski Days next month (decked out, of course, in ISA T-shirt attire!). She and husband Paul put on a truly terrific party, one not to be missed. See you there!

### ISA Angels

Many thanks to the ISA members who were angels to the ISA Aviatrix Scholarship Trust by making contributions in addition to their dues. This list recognizes the 1993 contributors. The 1994 contributor list will be published in an upcoming *ISA News*.

Special thanks to ISA Aviatrix Trust Founding Trustees **Charlene Sammis** and **Mimi Thompkins**.



**Platinum Angels**  
\$500 or more  
Mary Bush Shipko

**Golden Angels**  
\$250-\$499  
Megann Streeter

**Silver Angels**  
\$100-\$249  
Krisan Wismer  
Florence Sanders-Higdon  
Angela Allen  
Sandy Wilson-Barnes  
Gail Gneshaber  
Keith Johnson  
Binka Bone

**Bronze Angels**  
\$50-\$99  
Pamela Mahonchak  
Sylvia Otyka  
Sue Neilsen  
Esther Krauth  
Terry Rinehart  
Kati Reagor  
Lynn Rippelmeyer  
Nancy Novaes  
Kathleen Malone

**Pewter Angels**  
\$5-\$49  
Susie Arthurs  
Sherry Harriman  
Ginger Mitchell  
LaDonna Shea  
Bobbie Snoden  
Renita Hermann  
Pamela Atkinson  
Maria Theresa Desira  
Pam Noeldner  
Gail Redden  
Diane Myers  
Marjone Bachman

Elizabeth Smith  
Karen Bland  
Joy Klopfer  
Barbara Howell  
Deborah McEndree  
Lucy Young  
Laura Argir  
Ellen Thompson  
Lori Adams  
Anne Mitchell  
Donna Gollner  
Diane Walker  
Carolyn Pasqualino  
Susan Schmid

Please accept our apologies if your contribution was overlooked. Send any corrections to ISA Finance Chair Binka Bone



# ISA EXECUTIVE COUNCIL QUARTERLY MEETING MINUTES

The quarterly Executive Council meeting was held November 10 at the home of Betsy Landon. The meeting was called to order at 9:25 am PST by EC Chair Betsy Landon. Members present were Binka Bone, Morgen Greschel Reeb, Kathleen Malone, Nancy Novaes, Carolyn Pasqualino, Cindy Shonk, Kathleen Wentworth, and ISA Aviatrix Scholarship Trustee Charlene Sammis.

## Old Business

1. The majority of the meeting was devoted to discussion pertaining to the extensive constitutional rewrite undertaken by Nancy Novaes. Issues discussed included membership categories, dues to include the division between operating funds and scholarship donations, membership recruitment, and methods of amending the constitution.
2. The proposal was made to add the Finance Chair and Scholarship Chair positions to the two permanent trustees of the ISA Aviatrix Scholarship Trust, and to provide provisions for succession.
3. Aviatrix Scholarship Fund Trustee Charlene Sammis presented made a presentation on the history of the Scholarship Fund. Discussion ensued

pertaining to issues involved with the management thereof. A call was placed to attorney Michael Shea who originally set up the Fund, to incorporate the changes discussed. A call was also placed to Aviatrix Scholarship Fund Trustee Mimi Tompkins who further enlightened the EC regarding the history of the Fund. Mimi also reported on the success of her long-standing efforts with ALPA to establish a Critical Incident Response Program, to provide emotional support and assistance in dealing with the stress crewmembers experience following serious inci-

dents.

4. The winners of this year's various scholarships were reported and issues relating to the Scholarship program were discussed, including establishing procedures for accountability of recipients, providing recognition to scholarship donors throughout the year, and methods of maximizing Fund income.
5. The success of including membership applications in the newsletter for recruiting members and providing a separate mailing for membership renewals was discussed.
6. Details of the Bangkok Convention were presented and discussed.

## New Business

1. Proposals were presented in support of bids for the 1996 convention sites, including Dallas, Boston, and a possible European destination. The relative merits of each was discussed.
  2. After discussion on the requirement to obtain additional FAPA career pilot booklets entitled "So You Want To Be An Airline Pilot", originally written by ISA member Jean Harper and rewritten by FAPA, it was decided to invite FAPA to donate their remaining stocks to the tax deductible ISA Aviatrix Trust Fund.
- The meeting was adjourned at 6:00 pm EST.

Respectfully submitted,  
Kathleen Malone, Secretary



ISA Aviatrix Scholarship Trustee Charlene Sammis joins the EC for a scholarship discussion. Pictured (from L-R) are Carolyn Pasqualino, Morgen Reeb, Charlene Sammis, Kathleen Wentworth, Betsy Landon (on the phone!), Nancy Novaes, Cindy Shonk, Kathy Malone and Binka Bone



Kathy Malone dishes up her famous pasta to Carolyn Pasqualino at the pre-EC meeting dinner. Also pictured are (L-R) ISA member Gail Redden and EC Members Cindy Shonk and Betsy Landon (behind Carolyn)



**CONVENTION**  
**Pam Mitchell**

(Continued from page 1)

patient or friendly, small change is appreciated. Bellboys and porters are getting used to being tipped by foreigners, but won't stand around with their hands out.

## The Hotel

Marriott's Royal Garden Riverside is on the banks of the Chao Phraya River across from the Oriental Hotel. Complimentary water taxis take you to the Oriental pier and River City Shopping Center. The hotel has a huge swimming pool in a tropical setting, with swim-up bar. There are two tennis courts and an excellent fitness center, and a shopping plaza with tailors, salons, stores, etc. is connected to the hotel. The entire resort is brand-new, but all done in a traditional, uniquely Thai-style design.

Room rate is \$80USD per room per night, inclusive of tax and includes a wonderful buffet breakfast daily.

**If you don't need a roommate:** make your reservations directly with the hotel by fax: (662)477-0811 or by collect call to Colleen McFeeter at (662)476-6209. (From the States you'll probably have to dial "011" first because this is a Bangkok phone and fax.) The fax is 24 hours, but Colleen is in from 0830 to 1830 M-F (To make it easier, this is the same as Eastern Daylight Time, 12 hours reversed: 8:30pm EDT to 6:30am EDT.) Specify that you are with ISA+21 Women Airline Pilots Convention, and give her your name, address, phone, credit card with expiration date, arrival and departure dates and flights (if known-at your request, they will send a private car for airport pick up of up to 4 people for 650baht - about \$26USD.

**If you need a roommate:** give us your credit card info on the registration form and we will make your reservations.

Rates are good for pre- and post-convention stays and there are also excellent rates available for other Royal Garden Hotels and Resorts in Pattaya, Hua Hin, and Chiang Mai. Contact Colleen for more details.

## Children

Children are welcome at all events except Tuesday night's cocktail party/dinner and the business meeting and press conference (possibly not at the Royal Audience - more later). The Wednesday night Sala Rim Nam dinner and show is fine for children, but it might run to 10:30pm or later, so keep that in mind for smaller children. Sala Rim Nam gives very little price break for children, so we have had to add a \$25 charge if children wish to attend. That still does not actually cover the price, but I'm still negoti-

ating with them.

There is no charge at all at the hotel for children sharing the same room as parents, and one rollaway bed is free on request. In addition, a 2nd room per family, can be reserved for only \$40 per night. So go ahead and bring the folks and the kids!

Baby-sitting is available for \$5-8 per hour with 24 hour notice. Request an English-speaking sitter if desired.

## Weather and Clothing

Hot! Hot! Hot! May weather averages between 80-95 degrees F and it is humid. Lightweight clothing is recommended. For most temples, long pants can be worn by both sexes but no shorts. Modest sundresses with comfortable shoes would be great, and a sun hat might prove valuable. An occasional shower is not unexpected, but rainy season doesn't officially start until June.

Chiang Mai is *slightly* cooler and drier, but long sleeves or a *very* light sweater would be adequate for even the coldest evening.

## Registration/Hospitality Suite

Check the front desk for location. Hospitality suite will be open Tuesday from 0930 to about 1800 to register, get your welcome package, and sign up for Ayutthaya trip, HALP/guest tours, pictures, etc. Soft drinks, tea, and coffee will be available.

## Clothing (continued!)

Don't forget your dressiest cocktail dress for Tuesday's cocktail party and dinner, and your uniform (you can leave your hat at home) for the business meeting, pictures, and press conference. Dress for everything else is "resort casual" and casual.

(Continued on page 11)

### **H.A.L.P. (Husbands and guests! of Air Line Pilots)**

There will be a half-day klong tour and Wat Arun (Temple of the Dawn) tour for the guys and guests during the Wednesday business meeting. Klongs are the myriad of canals and waterways that make Bangkok a "Venice of the Orient". This is a fascinating tour! Make a note on your registration form if you have people interested this so I can get a preliminary count. Golfing, boating and many other expeditions can be arranged through the hotel concierge.

### **Dinners and Entertainment**

The traditional **Tuesday evening** Welcome Cocktail Party will include dinner this year, sponsored by Northwest Airlines, and including Thai food stalls and an International

Buffet. This will be held on the riverfront terrace, partially open-air and will also have a silent auction, something new this year! (See sidebar article).

**Wednesday evening** we will be picked up by boat and transported to the riverfront Sala Rim Nam for dinner and a unique show of Thai classical dancers, with elaborate costumes, and those loooong nails!

**Thursday** is still tentative, with a possible press conference and audience with His Royal Highness Crown Prince Vajiralongkorn, who is also an F-16 pilot! Afternoon will be free to relax or sightsee.

**Thursday evening** is Dine-Around! This is an optional fixed-menu dinner at your choice of Trader Vic's, Benihana's RiceMill Chinese Restaurant or the

*Manorha*, an old converted rice barge afloat on the Chao Phraya. This will be from \$22-28 per person, sign up for your choice in the hospitality room (*Manorha* is limited to 35, so it's first come, first served.)

**Friday** is an optional all-day tour to Ayutthaya, the ancient capital of Siam (see article on side trips.)

**Saturday** is departure for Chiang Mai/Saigon side trip. (See article). If you choose only the Chiang Mai portion, you will return to BKK Monday May 15; the Saigon portion returns Wednesday, May 17.

Any further questions, comments, suggestions, please contact Pam Mitchell, 12502 Mission Hills Circle S., Jacksonville, FL 32225 USA. Phone and Fax: 1-904-646-9995

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## **Schedule of Events**

(subject to slight changes)

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Tuesday May 9	0930-1800	Registration/Hospitality Suite
	1200-1500	Free buses every half hour to shopping, sign up at tour desk
	1830-2000	Welcome Cocktail Party, Grand Sala
	2000-2200	Dinner sponsored by Northwest Airlines
Wednesday May 10	0830-1300	Business Meeting, Ballroom A
	(0800-1100)	Klong tour/Wat Arun (optional HALP/guests)
	1030-1045	Coffee Break
	1300-1330	Group Picture, Grand Sala
	1330-1530	Lunch, raffle drawings, The Market
	1900-?	Meet at pier for boat transport to Sala Rim Nam for dinner and Thai show
Thursday May 11	Open	Press Conference TBA and possible Audience with Prince
	1930-?	Optional Dine-Around at Trader Vic's, Benihana's, Rice Mill, or <i>Manorha</i> \$22-\$28pp, or dinner on your own
Friday May 12	0900 (approx)	Optional day trip/cruise to Ayutthaya
Saturday May 13	?TBA	Depart for optional Chiang Mai/Saigon side trips (see article)
Monday May 15	?TBA	Return from Chiang Mai, depart for Saigon
Wednesday May 17	?TBA	Return from Saigon

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## CONVENTION '95 OPTIONAL SIDE TRIPS

### Chiang Mai! Saigon! Ayutthaya! Siam??!!

Want to ride an elephant? Raft the Ping river to a Hill Tribe village? Say "Good Morning, Vietnam!" in Saigon? Here's your chance!!

#### **The Grand Tour**

5 days, 4 nights \$460 USD per person/double occupancy

**Chiang Mai**, in Northern Thailand, is where most of the Royal elephants are trained. We'll see a training demonstration, then ride 'em ourselves about an hour's trip to the Lisu Hill Tribe village. An hour's tour of the Ping River by bamboo raft will take us to the Royal Ping Garden for lunch, then a visit to the orchid farms. A late afternoon return to the hotel leaves time for a little sightseeing around the city and the night market.

The third day we fly bak to BKK and on to Saigon (Ho Chi Minh City now). Those who wish can leave the tour in Bangkok (Chiang Mai portion only is \$125 double occupancy (Saigon portion only is \$350pp dou-

ble occupancy).

On to **Saigon**! We will arrive at Tan Son Nhut airport with ample time for a city tour of Reunification Hall, Ben Thanh Market, Cholon War Crimes Museum, Revolutionary Museum, Thien Hau Pagoda, Giac Lam Pagoda, and Notre Dame Cathedral. Dinner at the hotel is included.

The next day breakfast is included, then a full day excursion to Cu Chi and Tay Ninh with a picnic lunch. Dinner in the evening is included.

The fifth day (Wednesday, May 11) we say "goodbye, Vietnam" and return to Bangkok.

The tour prices **exclude** air, and we are working with Thai for reduced rate confirmed tickets. At full fare, air for the entire tour is \$475, but we will probably get at least ID50s, so I am hoping the airfare will be no more than \$240 for BKK/C.M./BKK/Saigon/ BKK.

#### **Tour Deposit and Cancellation Policy**

50% due at time of booking, balance for Saigon portion due 30 days prior to departure. Balance for Chiang Mai due at departure.

Chiang Mai: 50% cancellation fee 7 days or less prior to departure.

Saigon: 50% cancellation fee 15 days prior to departure; 100% if cancelled 7 days or less prior to departure.

#### **Ayutthaya Day Trip/Cruise**

This optional Friday trip is \$52pp; 1/2 price for children under 12. A 1 1/2 hour bus ride stopping at various temples in the countryside takes us to the former capital of Siam, Ayutthaya. The ancient city evokes "King and I" flavor. We will visit Bang Pa-In, the summer palace of King Rama V, a magnificent complex of Gothic, Chinese, Thai, and Renaissance architecture.

The day ends with a luxurious cruise along the fabled Chao Praya with a buffet lunch, sunning and relaxation!

Deposit required with registration .

## 1995 ISA Convention Scholarship Silent Auction

Something a little different this year! For those of you not familiar with a silent auction, here's how it works: It will be held during the cocktail party on Tuesday evening and will start at 6:30pm and end at 8:00pm when dinner starts.

There is no auctioneer, there are simply bid sheets for each item on which you write the amount you wish to bid. Throughout the cocktail party you can check the sheets and up your bid if someone else has outbid you. Promptly at 8, the sheets will be collected, and the highest bidder for each item will be announced at dinner.

You must pay for the item by check or cash (US\$) before the end of Wednesday's business meeting. (I'm trying to get the hotel to let us use credit cards through them. I'll let you know the results.)

Here's just a sample of the great donations already received!

#### **Hilton Hotel Las Vegas**

3 nights, 4 days

Tickets for two for *Starlight Express*

#### **Richard Petty Driving Experience**

1 day race car driving school (\$999 gift certificate)

#### **David Leadbetter Golf Academy**

3 day school in Naples, Florida

#### **Aviation Week & Space Technology**

Five 1 year subscriptions

#### **Sybservision**

1 language course of your choice (\$295 value)

#### **Bob Scott Leather**

custom leather flight bag

#### **Jet-Eze Corporation**

1 medium roll-aboard bag

#### **Nick Bollittieri Tennis Academy**

1 3-day weekend school plus accommodations at Innusbrook Hilton

#### **Discovery Dives**

1 3-day Open Water Certification Dive Course

#### **Backroads Bicycle and Walking Tours**

1 Two-for-One Bike or Hike through

Europe, Thailand, Colorado, Canada, etc.

#### **Double JJ Ranch**

Dude ranch with horses, rodeos, nature, and 18 hole golf course

#### **Ben Sutton Golf Schools**

5-day golf school

#### **Van Der Meer Tennis Academy**

1 weekend clinic plus accommodations plus 1/2 price clinic for 2nd person

#### **P-51 Mustang Intro Flight**

Intro flight in P-51 Mustang donated by Lee Lauderback, Kissimmee, FL.

#### **ISA Members with Condos!!**

If you have a vacation home or condo with a few unused weeks, why not donate a week to ISA+21's Scholarship Auction?! Write off what you'd normally receive as rental income (check with your tax accountant first!) as a donation, and let us auction off your condo in Hawaii...or the Bahamas...or Colorado...or wherever! It can be on a space-available basis, of course.

If you're interested, call Pam Mitchell at 904-646-9995 (phone or fax) or Cammy Condon Montgomery at 513-859-7900.

# ISA CONVENTION '95 REGISTRATION FORM



Member's Name \_\_\_\_\_ First convention? \_\_\_\_\_

Guest(s) name(s) (State Children's ages) \_\_\_\_\_

Member's Address \_\_\_\_\_ City \_\_\_\_\_

State/Province \_\_\_\_\_ Country \_\_\_\_\_ Postal Code/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Airline \_\_\_\_\_

Are you willing to help with registration/hospitality suite? \_\_\_\_\_

Do you(or guests) require a **vegetarian lunch** \_\_\_\_\_ How many? \_\_\_\_\_ Is your HALP or guest interested in a **klong tour** on Wednesday? \_\_\_\_\_ How many people? \_\_\_\_\_ (Probably about \$15pp)

**Optional Day trip/Cruise to Ayutthaya** (see article) \_\_\_\_\_ yes \_\_\_\_\_ no

(if Yes, add \$20 deposit to registration fee per person, balance due Tuesday May 9=\$32)

## **Convention Registration Fee**

Members or adult guests \$98 USD

Children under 5: Free (\$25 to attend Wednesday night dinner/show)

Children 5-12: \$10 (add \$25 to attend Wednesday night dinner/show)

Children 13-16: \$35 (add \$25 to attend Wednesday night dinner/show)

Make your check or money order payable to ISA + 21 in U.S. funds, please, and mail, with this form and any suggestions, questions, etc. to

ISA + 21  
c/o Pam Mitchell  
12502 Mission Hills Circle S.  
Jacksonville, FL 32225 USA  
Phone and fax: 1-904-646-9995

**Hotel Reservation Procedure:** If you don't need a roommate, make your reservations directly with the hotel by fax: (662) 477-0811 or collect call to Colleen McFeeter at (662)476-6209 in Bangkok. Hours are (in Eastern (EDT) to make it easier) 8:30pm to 6:30am, but the fax is 24 hours. Specify ISA+21 reservations and give her your name, address, phone, arrival and departure dates, and flights (if known, they will send a private car to the airport at your request, for 650baht- \$26USD, which holds 4 people). Rate is \$80USD per room/per night, including breakfast. Children in the same room are free; one rollaway is allowed for free. 2nd room **per family**, if required, is \$40USD per night. (Great deal- bring your folks!)

Do you need a roommate? \_\_\_\_\_ If Yes, we will make your reservation.

We need: credit card type (AmEx, VISA, etc.) \_\_\_\_\_ Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Arrival Date \_\_\_\_\_ Departure Date \_\_\_\_\_

**RESERVATIONS AND HOTEL DEADLINES ARE APRIL 29TH !!**

## ISA EXECUTIVE COUNCIL ELECTIONS

The following members have submitted applications to run for the Executive Council of ISA + 21, for the two-year term beginning in May of 1995. You may notice a few returning faces among the crowd! We welcome each applicant's commitment and desire to serve.



**Denise Van Grunsven**

My name is Denise Van Grunsven. Recently I took over the ISA library from Lori Griffith and want to express my interest in being an EC member as well, with a particular interest in the Family Committee Chair. Having been to five of the last eight conventions, I find they get better and better. ISA is a terrific organization with an outstanding group of fascinating and dynamic women. I treasure the friendships I have made over the years and continue to meet as many members as possible at the conventions and other ISA events. It's been exciting to see how our membership, our "Family", has grown.

Additionally, I have attended various women pilot conferences and activities over the past several years and have immensely enjoyed the networking and camaraderie that occurs at these functions.

I am currently a B-727 FO and have flown for Northwest Airlines since 1986. Prior to that I was employed by Mesaba Airlines flying Beech 99's, and Rocky Mountain Airways on Twin Otters. I have an active interest in World War II aircraft and have been flying several warbirds including the B-17 and B-25.

I look forward to serving you on the Executive Council and I'll see you in Bangkok!

**Carolyn Pasqualino**

The last year and a half as your family chairperson has gone so quickly and has been so enjoyable, that I am going to accept the position of membership for the next two years. It will be hard to follow in Cindy's very capable hands, but with lots of help from her we'll get by. I have enjoyed going to the quarterly business meetings the EC has and the new friends I've made will last a lifetime. I ask for your patience as I take on this new venture.



**Kathleen Malone**

I have enjoyed serving on the Executive Council this last year and a half as your secretary and I welcome the opportunity to continue in this capacity. Working with such a dedicated and talented group has been a truly rewarding experience, and I cherish all of the friendships I have made through my association with ISA.

ISA is presently undergoing some very significant dynamic changes and I would like to assist the organization in meeting the goals and challenges that lie ahead.

**Betsy Landon**

It has been fun working along with such dedicated people these last two years. Since we are in the middle of working on the constitution, I would be willing to serve another term on the Executive Council. I look forward to seeing ISA grow into a stronger organization.





## ISA SKI DAYS

Keystone, Colorado  
Tuesday-Friday, February 14-17, 1995

by Cindy Shonk

We're busy at work planning the ISA EC meeting and Ski Days, Tuesday through Friday, February 14-17, 1995. So mark your calendar now, and don't miss out. It will be similar to last year at Keystone, Colorado.

### Events

**Monday-Tuesday:** arrive and ski

**Tuesday evening:** Cindy and Pauls Tex-Mex dinner

**Wednesday:** Ski and dinner - sleigh ride as a group.

**Thursday:** Ski and Dinner Pizza party at the big condo.

**Friday:** Ski... and leave when you must.

### Costs

**Condos:** \$53 per person per night

**Lift tickets:** \$30 for all day and evening skiing

**Wednesday Dinner:** \$49.50 (yes, its expensive, but I've never heard anyone say it's not worth it.)

For three full days of fun, \$298.50 would be a basic cost approximation. That would include, for example, three nights in a condo, (Tuesday, Wednesday, & Thursday nights) plus three days lift tickets and the Wednesday night dinner.

As always -- everyone (including kids) are welcome. The folks with kids will be paired

together in condos if they'd like. Most of the condos have at least 1 master suite, so the women who bring their significant others will probably have the suites and leave the twin rooms for the single women. An effort will be made to put friends together in a condo if they are arriving and leaving on the same day. Most condos are three-bedroom and one 6-bedroom condo has been reserved. If someone wants a more private condo, I can reserve a 1-bedroom condo for \$165 or a 2-bedroom for \$225. For those who wish to come in Monday night instead of Tuesday, there is space for some at my house and I will reserve a condo for those that I don't have room for.

Last year, many shared rental cars, or rode up with local DEN-based ISA members. Also available is Resort Express van service, almost hourly from the airport directly to my house or your condo door -- 1 (800) 334 7433. The price is about \$27 with airline discount.

As well as down-hill skiing, there is cross country skiing, ice-skating, indoor tennis, indoor pool, shopping at the resort as well as factory outlet shopping.

I need to receive your registration form and money (for condo, lift tickets, and Wednesday dinner) **no later than January 14**. Full refunds will be made upon request til Jan 22nd.

### ISA SKI DAYS REGISTRATION FORM

Names of attendees: \_\_\_\_\_ Phone: \_\_\_\_\_

Planned arrival date: \_\_\_\_\_ Departure date: \_\_\_\_\_ Number of lift tickets you want: \_\_\_\_\_

Lodging requests: \_\_\_\_\_

Enclose your check for lodging, lift tickets and Wednesday night dinner and

**MAIL TO:** Cindy Shonk, 93 Cooper Dr., Summit Cove, Dillon, CO 80435, (303) 468-0626

Compuserve 71063,213

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

Lisa Kuehl

Happy Holidays everyone. I hope Santa was good to you all. I have just a few things to report from the art department this month.

You may have noticed, as have I, that the new ISA decals have not been holding up too well. The colors have been fading badly and I apologize for this. I am working with the printer to find a new vendor the next

batch that I have printed up. I don't know whether the problem is in the paper or the ink, but I'll get to the bottom of this and will keep you informed. In the meanwhile, if you are not happy with yours, please contact Kathy Malone and she can send you a new one, compliments of ISA.

Also, please remember to give Cindy Shonk, or any EC member, your new address should you move. Even if you are not renewing, it would help me greatly if you could let us know where to send ISA mail to you. I continue to receive mail at the P.O. box for persons listed as "moved", or that has an "unable to deliver" label on it.

It costs ISA a lot of time and money to send out the newsletters each quarter and it's disappointing to see them come back to us instead of going to their rightful owners.

Speaking of the P.O. Box, I am still searching for a helper to share the mail collection duties with me at ORD. The prerequisites are a car, a couple of hours of free time each week and a desire to do something nice, yet very important, for ISA. Let me know if you are interested in applying for this job.

That's all for now. Have a safe and happy New Year!

## FAST TRACK

### News for ISA Job Seekers

Luan Meredith & Laurie Wilde

For anyone who is looking or if you have a friend who is looking, hang in there! Stats show that YTD through Oct. 94, there have been 6,913 pilots hired. (4600 at regionals, 1027 at majors) Did you know 'major' airline means over one billion in annual sales?!

We need input from you about your airline. Please call us and let us know what your hiring department is doing. We have gals interested in non-flying, airline related positions too, so feed us the info! Kit Darby, Executive Publisher of Air Inc. has graciously given us permission to tap into his monthly publication called Air Inc. Thanks to Kit! If anyone

wants current info monthly, they should call Kit at 1-800-AIR-APPS. Laurie and I have more info than we can print here so if your interested, please call one of us. Laurie at 708-854-0097. Luan at 708-888-2446

Airlines of interest this month are:

**Fed Ex:** currently hiring from pool, possible new applicants needed soon.

**UAL:** Apply to Ms. Nancy Stucke, Mgr of Flight Officer Recruitment, United Airlines, Denev, Flight Center, Stapleton Intl Airport, Co. 80207 Phone: 303-780-5180. UAL has plans to hire more than 500 pilots in 95. Who gets an interview is determined by a point system. ISA members get bonus points toward that interview. Also points may be accumulated by a recommendation form from your friend who works

for UAL. Call Kathleen Wentworth (our editor) for special encoded UAL Aps.

**UPS:** Hiring continues into 95...Fax your resume to (502) 359-1833 or 1-800-307-0475. Do Not mail or call! No Italics or underlining on resume.

Please send any information on your airline's pilot hiring or any other hiring information you may have to:

**Laurie Wilde**  
220 Hawthorne Rd.  
Lake in the Hills, IL 60102  
708-854-0097  
Compuserve 76140,1056 or

**Luan Meredith**  
1175 Willaby Ln.  
Elgin, IL 60120  
708-888-2446

If anyone has any information on hiring in aviation related fields: dispatcher, crew scheduler, etc. at your airline, please send it to us. Our medically disqualified members may be able to use this information.

## ISA MUSEUM

Lori Griffith

### San Diego Women Airline Pilot Exhibit Receives Publicity

The ISA exhibit at the San Diego Aerospace Museum received much publicity in the museum's recent Journal. The article recounted the events of our display's opening and described the special date's signifi-

cance which was chosen to commemorate Lynn Ripplemeyer's 10 year anniversary as the First Female to Captain a B747.

### New England Air Museum Up-Date

Never before has the plans for one museums opening raised such an interest in our membersip. When we suggested that interested women who are either originally from the area or who are currently living there contribute to the display, we

had no idea just how many interested members qualified for such a distinction. Our thanks to so many of you who called to participate by offering to donate pictures and uniforms.

Currently there is some remodeling occurring at the museum and when it is completed they can begin on our display. Exhibit opening will occur later in the year. Further updates to follow.



## Sandy Anderson Is Fleet Check Captain

**C**aptain Sandy Anderson was recently promoted to Boeing 727 Fleet Check Captain at Northwest Airlines.

Sandy has been a pilot at Northwest for 15 years and previously worked as a Captain Instructor and as Boeing 727 Check Pilot. She has also been active in ALPA during her airline career. Working with ALPA, she developed a career slide presentation to be used by pilots in giving talks at elementary and high schools. As a former junior high school art teacher, Sandy enjoys making frequent appearances to talk to the school children about the fun of flying and aviation careers.

Sandy said: "I previously worked in training and with ALPA, so this step into management gives me another opportunity to see how the company functions. I also felt I could bring a culturally diverse perspective to the position."



Six year Bradley Bain gives Aunt Sandy a flying lesson.

Sandy is currently working on her Master's degree in Human Resources Development at American University in Washington, D.C. She promises to return to the classroom as a teacher in an aviation university after she reaches retirement.

*Thanks to ISA member Sharon Finch for submitting information on Sandra's new position.*

**Just a reminder to ISA Members:**  
**Please send us information on your noteworthy activity. If you don't tell us, chances are someone else might!**

## Women in Aviation Conference

*Karen Kahn*

### **ISA Returns to 1995 Women in Aviation Conference**

ISA members will once again volunteer their time to present an Airline Pilots Panel at the 1995 Women in Aviation Conference to be held in St. Louis on March 16-18, 1995. This year's panel participants are Carolyn Pilaar with DHL, Stayce Harris of UAL, Lou Anne Gibson from Ameri-

can and Sandy Anderson with Northwest. Panelists will be introduced by moderator Karen Kahn with a brief description of their current position and will spend 5 minutes describing how they got interested in flying, accumulated their flight time, and finally got hired at their present airline.

The Friday, March 17th afternoon session will be followed by Q&As from the audience with a likely follow-up session to allow more 1-on-1 questions as well as networking. The theme of next year's conference is "Each One-Reach One: Navigating

Aviation's Future." ISA members are encouraged to attend and join us as audience participants during the ISA panel. Another highlight will be the greatly expanded trade show with booths representing many aviation products and services with emphasis on women and their needs and accomplishments.

In February, plan your March bidding to include a stop in STL during the Sixth Annual International Women in Aviation Conference at the Adam's Mark Hotel (airport transportation available).

## 'Hot Shot' Sylvia Otypka

by Carol Cansdale

*Sylvia 'Hot Shot' Otypka, UAL pilot, tells us about her new hobby, pistol shooting....*

"It all started last December 93 when I went with a friend to the shooting range in L.A. I enjoyed pistol shooting so much I signed up for an NRA beginners class in March. I learned about pistol safety, shooting fundamentals, proper stance and grip, gun cleaning, ammunition, and some basic gun laws.

My instructor taught me how to shoot a Colt .45 and I went right into the intermediate course. This was a combat class where I did 'school drills' (my least favorite), timed target shooting at distances from 3 to 25 yards; drawing from a holster; steel silhouette targets; speed and tactical reloading; Dozier drills (180 degree turn, draw, and shoot); the 'fun house' and brush run. In the fun house I walked through a mock-up house, visually checking areas, moving around corners and potentially dangerous areas safely, and learning to distinguish quickly the 'good guys' from the 'bad guys'. There were also moving targets that came at me and I had to determine quickly whether to shoot or not. I was the only one that shot the good looking blond with a gun - I guess us blonds have a fighting chance against an armed gunman! The brush run was a walk through the woods, finding the 'bad guys' - painted steel silhouette targets, shooting them before they had the opportunity to shoot me. At the end of the second class I participated in a competition shoot-off with my classmates. I was thrilled and amazed to finish in fourth place, beating 16 people, a dozen of them guys - YES! It was quite an accomplishment and had been less than a month since the first day of my basic course. I took the advanced class

next, which was the intermediate class at a faster pace and made more difficult, plus it included different kneeling positions; falling to the ground, shooting and reloading, using obstacles as barricades to shoot around, and flashlight techniques for shooting in the dark. I was the only woman in this class, up against some great shooters and again thrilled to finish as high as fourth place in the shoot off. In November I participated in my first real competition: The Colorado Ladies Charity Classic. The shoot involved almost 100 women from beginners to very experienced competitive shooters. There were four matches, each using a different gun provided by Smith and Wesson: a .22 revolver, .38 revolver, .22 semi-auto, and 9 mm semi-auto. I tried to stay focused, going to the orientation

proaches in four different airplanes. I got a perfect score in each match...50 points. Five of us tied for first place so we had a shoot off and I again got a perfect score, winning first place in Class AA, the highest class, beating women that had been competing for years. It was an amazing accomplishment! Pistol Shooting has been a real BLAST! I've surprised myself and my friends and have been happy to meet so many men and women that were so supportive and encouraging and that enjoy the sport. And this is a skill that could very well save my life or the lives of my friends or family someday. Not being afraid of a gun, but familiar with it, could save your life or your loved ones and I encourage all women to check it out (especially if you're not blond!)."



*Sylvia taking aim with her Colt .45 in the intermediate class.*

area before each match, getting familiar with and shooting the gun I would be using next, then watching the match I would be competing in. I really noticed the similarities to flying; it was like taking a check ride ALL day, 'shooting' four different ap-

*Thanks, Sylvia, for sending us your information and photos. Remind me not to sneak up on you in dark alley!*

## Susan Maule -- Music Impresario

by Carol Cansdale

### *SirenSong* *Distributing Celtic Recordings*



Susan Maule, USAir pilot, and I share a love of fiddle and violin music so I asked her to tell us about her latest endeavors in music producing. Some of you may have had the opportunity to purchase a tape or CD of "Connemara" from Susan at the recent convention. It features a group which plays Celtic and New Age music and Susan was involved as the Executive Producer. Susan is now involved in the distribution end of the business and writes...

"As you can see from the logo, I have made the tape and CD selling an official business. I used the logo designed by Cathy Palmer, the fiddler, and named it SirenSong.

Besides the group Connemara and Grace Griffith, I have started carry-

ing Zan McLeod, who produced 'Beyond the Horizon' and who played on several songs. His music is all instrumental. Right now we are working on a new recording which will be called 'SirenSong'. We plan to keep to a 'sea' theme and sell to the Celtic, New Age and regular record stores that we already sell to.

We have also found a good market with the record catalogs. My involvement with this new recording will be Executive Producer and distributor. I'm also helping on the cover design. Grace Griffith plans to use a tune I wrote as a lead-in for one of her songs and this recording will be out around April. Once it is done, I plan to help Grace with another solo album.

A few other good things have happened with Grace. She won 'Wammies', given by the Washington Area Music Assn., for the 'Best Female Vocalist, Irish' for the 3rd year and "Every Hue and Shade" won for

'Beat Irish Recording'. She is also the vocalist on three Special Olympics TV commercials which are airing world-wide. We went to Hartford, CT to record them last June. It was really interesting to see how they fit vocals to a video."

You can find out more information or order music from Susan at SirenSong, 7854 Mayfair Circle, Ellicott City, MD 21043; 410-379-0687

Good luck with your music business, Susan, and we'll look for you to bring home a Grammy some day! Remember all your ISA pals when you're famous!

ATTENTION MEMBERS! Are you or another ISA member you know involved in an interesting activity outside of your airline flying? Even though we all share a common bond in flying, we are in most other ways a very diverse group. Tell us about your extracurricular activities such as volunteering, sports, talents, awards, hobbies, etc. Interest in high in ISA Members *Duty Free*, but you're all too shy! Tell us about yourself, or another ISA member and send all information including photos to:

Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122.

**Next Deadline for ISA Members *Duty Free* is February 15.**

The day I upgraded to Captain at United was the proudest and happiest of my entire professional life. As I was handed that new size 6 3/4 hat with the shining gold leaves embroidered into the bill, the near-heavenly rush made all the work, preparation, setbacks and sacrifices of the previous twenty-six years all worth it.

For a long time I had actively prepared myself, aiming for a standard that was my idea of what a captain ought to be—knowledgeable, professional and totally worthy of the responsibility for the safe operation of a multi-million dollar aircraft, and the lives of all the people inside it. I would be friendly and easy to work with, instilling confidence and demonstrating the same respect for subordinate crew members that I expected of them. And when the trip was done, I wanted that person's experience of flying with me to be one that was remembered positively—that both crew members learned something new and we all had fun in the process. I believed that I'd kept the best (and discarded the worst) of what I'd learned from other captains and first officers with whom I'd worked in my previous fourteen years with United.

Of course I wasn't so naive as to think that all flights and crew relationships would be harmonious just for my intending them to be so. I knew there would be the occasional personality conflict, some of which might be aggravated by my "non-standard" gender. But I believed I had the most difficult scenarios sufficiently pre-rehearsed so that I would have little problem in dealing with conflicts. I was also confident that my company would, as all captains have been promised, back me up and uphold my authority as long as any decision in question was both safe and legal.

After an exhilarating first flight as captain (with my own husband in the right seat!) followed by an "Operating Experience" line with an exceptionally good-to-work-with, seasoned first officer, I was certain that I had found my perfect niche. As another female captain friend of mine

said, in the glow of her own glorious beginnings, "I was born to do this."

### **Trouble in Paradise**

And then reality set in.

I was sincerely surprised to encounter some first officers who appeared to be lazy, complacent or sloppy about adhering to SOPs. They didn't seem to be heeding my example or picking up on any of my leads as to how I expected the flight to be conducted. Well, I couldn't let that slide—after all, I was the captain. But I must admit that the first time I felt sufficiently compelled to speak up about a F/O's non-standard or substandard techniques (which I made sure I backed up with appropriate flight manual reference), I found that my stomach was in knots and I had a difficult time getting the words out. His feelings were hurt, and the cockpit was tense and quiet for a long time. Somehow I didn't feel so wonderful when I saw the reflection of my four-stripe epaulet in the side window.

"Get used to it, Jean," I reminded myself. "It's part of your job." Nonetheless, I began to dread occasions when I would have to "talk to" someone. Being on reserve and work-

### **I expected the occasional personality conflict, some of which might be aggravated by my "non-standard" gender, but...**

ing with a different crew member every flight didn't help my tendency towards reticence, either. When I knew I was only going to spend one day with someone whose style was annoying to me or not conducive to smoother cockpit operation, I'd often fall back on old habits that worked with I was a first and second officer—I'd keep silent and endure the aggravation. I may have been the PIC, but the price of firing a verbal bullet (no matter how kindly it was worded) was high. And there were times, after a challenging few days at home

with the kids or the stress of a grueling trip, that I just didn't have the heart for a confrontation.

### **I Love My Job, But...**

Although the majority of my working relationships with crew members were satisfactory, there were some that caught me completely blind side, leaving me in open mouthed astonishment. The following are some of the unpleasant "surprises" I encountered in my first year in the left seat:

- The F/O who was so put out at having to work with me that he would not speak (except in one-word answers), and would do the absolute minimum, but only after verbal prodding.
- The F/O who reacted to every command statement I made as if it were a personal affront, and who refused to participate in an Irregular Procedure because he'd "...done the same one just last week."
- The former commuter airline captain whose obvious disdain for my choices, knowledge and even flying style made it plain who he felt the "real" captain was.
- The older ex-Other Airline pilot who spoke to me in an inappropriately commanding manner and who said good-bye at the end of the trip by mocking my speech in a high-pitched, singsong chant.
- The F/O who wanted to control every aspect of the aircraft operation when it was his leg (not consistent with UAL procedures), including "beating" me to the radio whenever possible.
- The F/O who, when told how I expected the segment to be conducted (his leg), said that he didn't feel such precautions were necessary, and proceeded to inform me as to how he planned to do it. (Truthfully, despite my annoyance, either one of our choices would have been safe enough.)
- The nonstop talker whose entire discourse with me sounded as if he were addressing his wife.

(Continued on page 21)

• The F/O whose unnecessary, anxiety-filled directions while I was taxiing ("Look out for that truck!" "Watch your wing tip" "Careful of the engine clearance" "Your brakes aren't set!") conveyed a distrustful and contemptuous attitude which was further expressed in a critical "debriefing" of his idea of my performance as a captain.

But the last straw came with a first officer (soon to move up to a wide body F/O) who was arrogant, patronizing (he spoke to me like I was a student pilot receiving instruction) and pointedly insulting. Of course, all this was delivered with a friendly grin and jovial manner. No, I didn't sit and take it in complete silence, but he didn't lay off until it was obvious he had pushed me to the brink of losing my temper.

Clearly I was doing something wrong. Was I radiating an "aura of insecurity" because I was a new captain, therefore inviting disrespectful bullying? Was I inadvertently implying some kind of an "authority void," unconsciously inviting the remaining crew member to take over command? Never, in the entire time I'd been a subordinate crew member, would I have dreamed of behaving towards a captain the way some of my first officers had been treating me.

### **Help!**

I asked the advice of a captain whose command skills and opinion I respected. He stated that it was important to establish leadership very early in the game, especially since I am barely five-foot-three and, to an older F/O, a kid-sisterly-looking female. He advised me to conduct a thorough preflight briefing stating clearly what my goals and expectations were—and if, at any time during the flight the F/O did not do exactly as I said to A) remind him of what he had previously agreed to and (if that approach failed) to B) have him removed from the flight. I winced at the thought of the latter but decided to give it a try. I had always put "getting along" at a high priority, but maybe compatibility wasn't as important as maintaining control.

The sad result of this experiment (which only lasted for two flights) was that the first guy acted as if he was afraid of me, and the second one

(after two friendly "reminders" and one more strongly-worded one) blew up and almost walked off the airplane. Although horrified at his reaction, I retained my composure and pointed out the flight manual reference (thus proving I was "right"); but

### **The Flight Manager suggested that I "lighten up" and not be so domineering and controlling in the cockpit.**

he remained angrily defiant.

The remaining leg together was the most tense and uncomfortable I ever want to experience as long as I live. I spent an unproductive hour on the phone that night with a duty flight manager, and was met by chief pilot in the jetway the next day. After hearing my side of the story, he advised that I not run the cockpit in such a "domineering and controlling" way and that I "lighten up" a little. The end result of it was that I felt betrayed by a system I feared wouldn't support me at all—and that everything I tried to do right had failed.

No, I wasn't disappointed with the friend whose well-intentioned advice had backfired—but what worked for him clearly didn't work for me. I had striven to be patient with myself in the beginning, but by this time I was well out of the "rookie" stage—and things still weren't much better. It was more than frustrating; it was frightening. If I couldn't manage the situation well enough to count on the F/Os in minor matters, what might happen in a real emergency?

### **Why aren't we having fun yet?**

By now, the preceding event had begun to take a noticeable toll on my confidence. Here I was, supposedly at the high point of my career, and I had never so consistently enjoyed my job less. I recalled having nowhere near as high a proportion of pointlessly negative experiences when I was in the right and side seats. Was it because I was better at taking orders than I was at giving them...and could that possibly be because I was...female? I strenuously denied that thought, as I'd observed a number of other women captains who

seemed to be doing a perfectly acceptable job—and, most of the time, so did I. Nonetheless, a destructive thought worked its way into my consciousness—*Maybe I'm not cut out to be a captain after all.*

Out of curiosity, I tabulated from my logbook a two-year overview of my experiences as a captain, with sixty-three crew pairings represented. Although the majority—a substantial 82% fell into the acceptable category (Excellent 9%, Good 56%, and Okay 17%), the remaining 18% (Uncomfortable 9% and Unacceptable 9%) was entirely too high for my liking—and those incidents seemed to be poisoning the rest of my work experience.

For a time I slogged along, hoping to figure out my problems by myself. After all, it's embarrassing to admit that you're not doing a very effective job as a captain...or that recognizing the beginning of a problem can be difficult, and confronting it can be as appealing as a multiple root canal without benefit of Novocain. Unfortunately, that attitude must have been a self-fulfilling prophecy because my last trial was yet to come. My most miserable month, paired with an aggressive F/O who was my personality opposite, resulted in my feeling more like a punching bag than a captain. I made myself a solemn vow that this would never happen again.

### **Call in the Cavalry**

United's required C/L/R (CRM) course for captains (which came a lot later than I would have liked) was somewhat helpful, but it did not seem to address any "how to's" for actually getting from one's present less-than-ideal point to the described goal of bring an Effective Captain. At last I decided to seek guidance from outside the confines of my peers, my company and even the aviation industry itself.

My husband Vic suggested an assertiveness training course run by the large business (US West) for which he was once a corporate pilot. It was a most enlightening class, and also an amusing one; the course was primarily designed to educate subordinate employees on methods of verbally and emotionally defending

*(Continued on page 22)*

## CAPTAINS: WHEN THE HONEYMOON IS OVER

(Continued from page 21)

themselves from abusively aggressive superiors. But the problem I had was—I felt like an abused boss!

Ever so slowly, the light began to come on for me. I read books on assertiveness training, interpersonal communication in the business world and (most amusing and helpful of all) studies on the different ways that males and females traditionally communicate.

And I began to look deeper into the everyday work experiences of other captain friends of mine—males and females alike. To both my pain and relief, it turned out that *everyone* had gone through the same kind of frustrating encounters that I'd had, and in about the same proportion. All blamed themselves for not having handled the situations better and, not surprisingly, admitted that their own level of confidence had suffered as a result. The honest self-disclosure of these friends and fellow pilots helped me see that I wasn't all alone in problems of this nature... and, in the process, they felt relieved of some of the burdens they too had been silently and stoically carrying.

### Ain't Equality Grand?

The most interesting aspect of my research was, for me, the issue of male/female communication differences. Every member of this organization is well aware of how male-dominated the airline piloting profession is—and despite significant gains made by women in this field in the past quarter century, the gender imbalance isn't likely to change drastically in our lifetimes. Female airline pilots, by virtue of having spent more than half our lives flying mostly with men, have long ago figured out how to overcome, ignore, work our way around and to with the flow of predominantly male communication styles. We all learned to adapt and blend in, each in her own way - and, from some extremely fine mentors we've all had, (which statistically are more likely to have been men) we were indoctrinated in the communication groundwork of our chosen profes-

session.

In the book *Communications Between the Sexes* by Stewart, Stewart, Friedley and Cooper, the authors state that the profound differences they discovered through their research are primarily taught and cultured into boys and girls from the day they are born, and that it continues to the grave. In fact, the single most influential factor in the way humans communicate with one another is determined by their sex. The sadistic humor generated by the character

**Experts say that the best communication style is your own style — just enhanced to best advantage.**

"Pat" (of *Saturday Night Live*) parodies the discomfort people feel when attempting to communicate with a "person" of uncertain gender identity.

The continuation of this article in the next ISA newsletter will deal in greater detail with male/female communication differences as they apply to airline cockpit crews, and ways in which this knowledge can both remove inadvertently-placed roadblocks as well as improve our professional effectiveness. Also to be discussed are elements of *assertive behavior*, effective communication styles for work situations and proven methods for resolving conflicts in a civilized manner.

The good news, throughout all of this professional advice offered by a variety of experts, is that the best style for you to adopt is your own style—enhanced to your best advantage—and any changes offered are sufficiently gradual so as to not cause anyone to feel as if she is "acting" (as I so painfully learned the hard way.)

### Help is all around us

By the way, I was assigned a few months later to fly with the first officer with whom I had that nasty cockpit altercation. Although we both felt a little sick about the paring, we were civil to one another in the crew room. Actually, I'd been hoping I could work with him again; I figured, by the time a person becomes a cap-

tain, it's time to stop hiding from her problems and face them directly. So when I got to the cockpit, I did something for him that no captain ever had the courage to do for me, even when it was warranted—I apologized. He relaxed visibility, and the ice between us thawed in seconds. And by the time we had relaxed around each other sufficiently for honest self-disclosure (three days later!) told him about the problems I'd had as a new captain, and how I'd sought out advice from someone whose opinion I respected. I told him that I was angry at other people that I felt had treated me badly, and that I had "dumped" inappropriately on the wrong person—him. He was amazingly compassionate and understanding at that moment, then said that he admired my intelligence in asking for help with a problem.

We've been on good terms ever since.

### Suggested Reading:

*People Skills* by Robert Bolton, Ph.D.  
*Communication Between the Sexes* by Stewart, Stewart, Friedley and Cooper  
*Talking Nine to Five* by Deborah Tannen

**Part two of this article will further examine male/female communication differences in the cockpit, assertive communication and leadership styles, effective communication styles, and conflict resolution techniques.**

Jean Haley Harper is a Boeing 737-300 Captain for United Airlines, based in Denver. She is a contributing writer with United's C/L/R Department and is a charter member and past president of ISA+21 (back when we had such offices). She is married to Victor Harper, a B-727 First Officer for United and they are the parents of two non-gender-biased children. (They hope.)

## ISA MEMBERS SPEAK

Dear Binka and Friends--

The meeting in Vancouver was beautiful and also the cruise to Alaska. We enjoyed very much.

Some days ago, Lucy Young, her sister Betsy, and Connie Tobias were here in Rome, in my house and I was very happy for their visit.

I hope to be able to come to Bangkok next year! I have been there many years ago flying my YAK40 to Australia. I like to see my ISA friends almost once a year. Many thanks for your work. Happy landings.

Fiorenza de Bernardi

**(Ed: ISA Member Pat Socha and her husband Larry Prosser share the story about their new son William Patrick. Our prayers are with them for baby William and for Pat's speedy recoveries.)**

December 1994

ISA Friends:

Enclosed are copies of 2 letters we sent out to friends over the past 6 months, since our son William Patrick was born.

We will be at the Ronald McDonald House through the end of Jan, if all goes well, and through Feb. if necessary.

If any one passes through Chicago or lives there that might want to look us up, please do!

Sincerely, Pat Socha

September 1994

Dear Friends,

We apologize for the tardiness of our birth announcements. We wish we had the time to talk to each of you individually. But hopefully, as you read on, you will understand why and forgive us for this "generic letter".

William Patrick was born May 17, 94 weighing in at 5lbs. 14 oz. Three weeks after his birth, Patricia had her tonsils out. Four weeks after that our world turned upside down.

William started to look very jaundiced and we called the pediatrician...The doctors could not ascertain from testing what exactly was wrong, so William was scheduled for surgery. It lasted four hours and the diagnosis

was biliary atresia. In layman's terms, his liver had no ducts to drain into his gallbladder and the liver had been seriously damaged. They performed a bypass procedure on him in the hope to regain some liver function.

Three weeks have passed and all the tests indicate the bypass has not helped. William's only chance for long term survival with this condition is to have a liver transplant, most likely within the next year...

We're talking to pediatric liver transplant centers across the US, and hope to get William on a transplant list soon. Unfortunately, the list works in order of need and to be number one on the list, the child must be in intensive care in serious condition. Approximately 25% die while waiting for a liver as there are so few donors, especially in his age group.

For that reason, we are also looking into a center that does "living donor" transplants by grafting a portion of a parent's liver for the child. The good thing about this procedure is that the surgery can be scheduled when William is still in relatively good health. The parent donating must meet numerous criteria however, and we're hoping that one of us will be a suitable donor. If so, we will most likely pursue this option.

Our mothers used to say "If you have your health, you have everything". How true that is! We always took so much for granted, how much we appreciate each day we all have together now.

To all of you that already know this, thank you for all your prayers, calls, cards, and get well gifts. To those of you that didn't, please keep William in your thoughts and prayers.

Sincerely,

Larry, Patricia, Larisa and William

Dear Friends,

This Christmas card is coming early for a reason, great news! We found out Patricia can be William's donor and the surgery has been scheduled for at the University of Chicago Hospital. William is also on the transplant list at 2 hospitals. Unfortunately the average wait for his blood type liver is 6-8 months, and given his present state, the doctors believe he only has another month or so before his health will

severely deteriorate.

After talking to all the doctors at the different Hospitals and seeing other children with William's condition in the advanced stages of liver failure, we have decided that the living donor transplant is what is best for all of us. The biggest advantage for William is doing the surgery while he is still in relatively good health, with few complications, which should help him get through it much better. Obviously, for us it will save the anxiety of watching his condition deteriorate and feeling helpless.

**We will be staying at the Ronald McDonald House, 5736 S. Drexel, Chicago, IL next door to the Hospital.**

If all goes well, William will be out in 6-8 weeks, and we will be home shortly thereafter.

We will have the best Christmas present we could possibly have, the gift of life. We wish all of you a wonderful Christmas, and upcoming New Year and thank you for all your cards, letters, prayers, phone calls and offers to help. Until now, we never realized how lucky we are to have so many family and friends who care and support us, that's one of the best Christmas gifts of all!

Please keep William in your thoughts and prayers.

Sincerely,

Larry, Patricia, Larisa, and William

## MISCELLANY

### ISA CONVENTION PHOTOS

**San Francisco Photos:** We have a number of ISA group photos from the 1992 San Francisco Convention.

We also have one each of two different United group photos on cable cars.

If you ordered photos and did not receive them or if you wish to order now, (special sale price of \$5.00), use the ISA Shop Form in the back of this newsletter.

**Vancouver Photos:** There are still a couple of UAL group photos from the Vancouver convention, also available for the special \$5.00 price.

**T**here is no easy way to say it; it's even harder to face it: I'm aging. Not only my mirror reminds me of this sorry fact. Because I am a woman, there is some drama involved, events and emotions that affect every aspect of my life, my relationships and even my work. This drama has a name: menopause.

Menopause is a single event: the passage of 13 cycles or "moons" without menstruation. Two to four years before menopause, you stop ovulating: your eggs are depleted, though your ovaries still produce estrogen. Progesterone production, however, is dependent upon ovulation, so suddenly your body has no hormonal cue to begin your period. This usually happens in mid-to late forties, when periods become irregular, or change in color or consistency. This is your perimenopause, the time just before your last menstrual period, a strange and potentially difficult time in a woman's life.

More insidious than physical changes are possible mental effects. Forgetfulness, inexplicable irritability, and a decreased ability to problem-solve may bother some women. These episodes, occasional at first, may increase in frequency or intensity. Such "absent-mindedness" may be harmless in a homemaker, but can be devastating to a woman who prides herself on intelligence and mastery.

What about the professional woman, whose livelihood depends on her ability to concentrate and perform under pressure? Menopausal manifestations in some women are severe enough to affect their quality of life. Certainly, to a pilot, *any* diminishment of skills would qualify as severe. Every individual woman has a

different reaction to perimenopause and menopause. How you, a pilot, will react depends on many factors.

All mid-life and many younger women have symptoms of estrogen deficiency. Most of the population reports manageable problems. The hot flashes, sleepless nights, moodiness, palpitations, headaches, forgetfulness, and diminished concentration typical of estrogen shortage may be moderated by personal factors such as body weight, diet, general health,

## ***This drama has a name... menopause.***

an exercise program, work schedule, etc. Your own experience of mood and concentration fluctuations during your normal menstrual cycle already give you a hint of what may be in store for you during perimenopause and menopause.

If you are among the unfortunate few upon whom nature plays her pitiless tricks and for whom the loss of estrogen has dramatic and devastating effects, there is no reason to suffer and struggle in silence. Indeed, to do so may be counterproductive to your health and your career. Whether your symptoms are severe or not, it is necessary to take charge of yourself and become responsible for your own care.

## ***What happens?***

Menopause is your last menstrual period. It happens after a long process called the climacteric that begins in your late twenties or thirties when estrogen production slows. The average age for menopause is 52, with a "normal" range of 45 to 55. Cancer survivors and women who

have had tubal ligations tend to have earlier menopause, as do smokers. In fact, smokers tend to have menopause five to ten years earlier than their nonsmoking relatives.

Whenever it happens to you, there are certain changes that *every* woman will experience: every woman stops menstruating and becomes infertile; reproductive organs shrink and change; skin, muscle and bones all show the effects of diminished hormones. These changes become noticeable within three years after menopause, although you may notice changes before then.

## ***The End of Sex***

If you take no treatment, you will be forced to give up sexual intercourse five to fifteen years after menopause because it will become too uncomfortable. Sexual desire, however, does not disappear. Obviously this discrepancy between ability and desire is a big problem for women past menopause, and the cruelest trick of indifferent Nature. Some women report that their desire for sex diminishes, but many report the opposite. Orgasmic response is unaffected by reduced hormones. The difference may be due to a woman's testosterone level. Just as men also produce estrogen, so do women produce androgens. One of these androgens, testosterone, is linked to sexual desire in both sexes. For testosterone to function properly, a certain amount of estrogen needs to be present in the brain.

Interest and imagination are the best defense against sexual atrophy. Continuing regular sexual activity is vital to maintaining the elasticity of the vagina. "Use it or lose it" is far

(Continued on page 25)



more true for women than men in this respect. Ultimately, degenerative changes from lack of estrogen cause vaginal tissue to shrink and become dry, rigid and susceptible to infections. Doctors usually prescribe estrogen-containing vaginal creams for symptomatic relief. The *only* long term solution to this vexing problem is hormone replacement therapy (HRT), which may include a tiny bit of testosterone. Short term relief can be found with the liberal use of lubricants, especially a brand called Replens.

Recurring urinary infections can also result from estrogen deficiency. The dry, easily irritated tissue of the urethra is more susceptible to bacteria. Infections can be managed with the antibiotics supplied by a physician, but only estrogen can restore these tissues to a more resistant condition. Antibiotics pose an additional threat to the health of the vagina, as use of these products destroys beneficial flora as well as harmful bacteria. While it is not a definitive cure in serious or recurring cases, cranberry juice is very effective against urinary infections. Not only does its acidity match that of healthy urine, but it contains chemical compounds that prevent bacteria from adhering to mucosal tissue.

### **Heart Disease & Osteoporosis**

Heart disease is the number one killer of postmenopausal women. Estrogen is vital to maintain the elasticity of your veins and arteries and is the reason that until mid-life, women have the "cardiac edge" over men the same age. Once the estrogen is depleted we face the same risk for heart disease, with a statistically higher risk of dying from it. In a 1991 California study, women who took supplemental estrogen long term had death rates 40 percent below nonusers, with no increase in breast cancer. Cardiac health and your career must be carefully consid-

ered when facing menopause and the treatment plan you choose.

Another dangerous problem for postmenopausal women is osteoporosis. Forty percent develop the disease and all women experience some bone mass loss. One out of three women will break a hip before age 80, 93 percent by age 85. Bone loss is not just a problem for the elderly. Spinal compression and microfractures can cause inexplicable aches and pains as young as the forties, with debilitating results to endurance and performance. Tooth loss is also associated with diminished bone mass among white women in their forties and fifties. Women of Northern European descent comprise the population most at risk for this terrible disease. In general, the darker the skin, the sturdier the bones.

Exercise and supplemental calcium will not cure these women, who, without estrogen, cannot uptake dietary calcium for bone repair. Calcium is leached from the bones as your body requires it, leaving bone mass thinner and more brittle. Osteoporosis is not reversible, but like other symptoms of menopause, it can be considerably slowed with hormone replacement. Supplemental calcium should be part of every woman's diet plan at any age. Doctors who work with vitamin therapy suggest 1000 mg daily for *all* women and up to 1500 mg daily for postmenopausal women who do not take HRT.

### **Power Surges**

Hot flashes, or power surges as they are euphemistically termed today, are among the most annoying menopausal symptoms. These can vary in severity from a minor flushing or feeling of warmth, to a full-blown heat wave washing over your upper body leaving you drenched in sweat. HRT alleviates this common problem. In addition, many women find relief using herbal and other homeopathic remedies, in-

cluding acupuncture. Dong quai, a Chinese herb, has plant sterols which have an estrogen-like effect. It can provide relief for hot flashes, as well as for many other perimenopausal and menopausal problems. Ginseng helps hot flashes and provides you with a caffeine-free boost to your system at the same time.

Incontinence is a common problem for perimenopausal and menopausal women. "Stress incontinence" is involuntary urinating triggered by a burst of laughter, a cough, a sneeze, jumping, or other physical pressure. The usual reason for this is a loosening of the pelvic muscles and connective tissues that occurs when estrogen production is reduced. Exercise and replacement estrogen can help this particularly inconvenient and embarrassing problem. "Irritable bladder" incontinence is caused by an involuntarily contracting bladder, and is less common. The current treatment for this variety is "bladder training," to regain control. If the condition is severe, it may require surgery, but exercise and/or a drug

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**Calcium intake and weight-bearing exercise today are the key to future health**

---

called Ditropan usually correct the problem.

### **Remedies:**

#### **Natural and Unnatural**

Managing your menopause should begin today, whatever your age. The prognosis is very positive today for women who decide to participate actively in their own health care at this critical phase of life.

Your bones will benefit from increasing your calcium intake and establishing a regular pattern of weight

*(Continued on page 26)*

## APPROACH OF THE 14TH MOON

(Continued from page 25)

bearing exercise. Not smoking, or quitting if you do, is vital. Informing yourself about natural remedies and talking to older women, especially family members, about their experiences with "The Change" will help you think and plan. (Don't be surprised at the number of women over fifty-five who have had hysterectomies. Hysterectomy used to be a "catchall" solution to many problems.)

Dong quai and ginseng are excellent herbs for women of any age. Both of these help relieve "the blues" and reduce cramping and minor backaches associated with your periods. If you are menopausal or perimenopausal, these herbs are invaluable. (Use the ginseng sparingly if you are perimenopausal, however. Ginseng is a potent source of plant estrogen, and could cause your fluctuating estrogen level to go through the roof.) The effects of these herbs vary individually. It will require some self-study to derive the most benefit from herbal remedies. Tea made from these herbs are a good way to start. More potent forms include distillations or "drops" (anywhere from 15 to 40 drops in a glass of spring water). A herbalist or nutritionist can help, as can your local bookstore or health foods store. Herbal combinations can be surprisingly effective when used correctly.

There are also vitamins that you can take to help relieve the more uncomfortable signs of menopause and perimenopause. Vitamin E relieves the severity and frequency of hot flashes and has beneficial effects on your vasomotor system. 400 mg daily is a good dose. B Vitamins and C help with general health, and some claim these diminish hot flashes or their intensity. Vitamin C helps enor-

mously with urinary tract infections, and helps keep your skin firm and clear. One thousand milligrams of C is a daily minimum. You will have to experiment to find a form of C that your stomach can tolerate.

The best treatment for bothersome menopausal symptoms, however, is undeniably Hormone Replacement Therapy. While HRT received bad press in the 1970's, much has changed since then. New research suggests that the vast majority of women do well on modern hormone

### ***The FAA has no problem with hormone replacement therapy.***

combinations. The very few women who should not take HRT are those who have had estrogen-dependent cancer. (Even oncologists occasionally approve of short term HRT for ex-cancer patients.) The rest of us are free to make choices: HRT or not; HRT short term; HRT long term. Some women elect to take HRT for the rest of their lives. Arguments can easily be made that the reduced risks of heart disease and osteoporosis are worth the initial discomfort that you may experience while finding the right combination of hormones for your body.

The "combination" referred to is estrogen, progesterone and sometimes testosterone in varying dosages and methods of delivery. The idea is to match your body's own "natural" rhythm of estrogen, followed by progesterone. The reason HRT is so safe today is because of the progesterone in the regimen. Yet it is the progesterone that most women find personally problematic--it is the "unhappy pill" which triggers the old premenstrual blues, and occasionally more serious problems in the peri-

menopausal and post menopausal woman. Yet both hormones are important, and once your personal balance is achieved, you will find diminishment of your symptoms and a return of the sense of well being you experienced in your twenties and thirties.

Finding the right gyn to help you through this life transition may be the single most important task you will face, especially if you live far from the major metropolitan areas. Your local gynecologist may have been a whiz at delivering your children (or your neighbor's children) but many doctors are uncomfortable with menopause, shrugging off perimenopausal complaints as neuroses rather than real physical symptoms.

### ***The FAA and HRT***

The Federal Aviation Administration "has no problem" with Hormone Replacement Therapy, according to Dr. Jim Abston of the Aeromedical Certification Division in Oklahoma City. Men have been taking gonadal and other hormones for years and flying safely. George Bush was on hormones during the Gulf War. JFK used hormones while he was president. HRT contains less hormone than do birth control pills.

Menopause with no therapy at all may be more problematical than any either "natural" or HRT treatment.

The fortunate among us breeze through menopause nearly symptom-free. Perhaps they make enough female hormone precursors in their adrenals, or enough estrogen remains in their fat deposits. (Estrogen is stored in fat cells, so slightly plump women may have, finally, a slight advantage over the thin.) Most of us, though, will need to take our bodies and our lives in hand once again for this Mid-life Passage.

(Continued on page 27)

## Prime Time

The greatest reward of fifty-odd years of life is mental efficiency. There is a sense of self-renewal, with less emphasis on "pleasing others" and more emphasis on intellectual satisfaction and achievement.

American women are entering Prime Time in record numbers. New research and new treatment are available to ease the transition into the "second half" of life. Given today's statistics, women can expect to live 40 percent of their lives as post-

menopausal. These years can be the most productive and satisfying, both emotionally and financially, of their lives. Menopause is the gateway to your next adulthood, offering nearly half a lifetime more to accomplish your goals or even dream new dreams.

**Editor's Note:** *As with any medical article, please consult with your own physician. You might wish to take this article to your physician or other health care professional for a thorough dis-*

*cussion of this topic and how it might apply to your own physical condition.*

*Nancy Novaes is on the ISA Executive Council serving as Constitution Chair. She is a Continental Boeing 737 Captain, based in Newark. Nancy lives in New York City with her husband Raymond Giodan. Nancy is a frequent contributor to the ISA News and recently shared her New York City with us in Layover Leisure.*

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## FROM THE AUTHOR: FOR MORE INFORMATION AND HELP....

This article became a personal mission for me when my own experiences coincided with those of some other ISA members. I felt that we as pilots have a particular concern for health and safety. This means taking such physical phenomena into account. We women are accustomed to dealing with our bodies and moods on a monthly basis, which may make us better equipped for middle age and its hormonal changes than some of our male counterparts. Nevertheless, the problems can be quite daunting to the unprepared. With this in mind, I've included below a book list and other suggested reading that either went into the writing of this article or is included because of suggestions from other members. Some of us

would like to act as "point women" for the establishment of a Pilot Support Network for anyone who has any questions or concerns about these issues. If you are disturbed by inexplicable mood swings, a lack of concentration, or unshakeable depression, please feel free to contact either Beth Rafael or me for more information. Please be assured that any interaction is completely confidential.

**Nancy Novaes** (east coast)  
212-535-9865; CServe 76147,514

**Beth Raphael** (west coast)  
415-994-8019; CServe 76250,1227

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### Books:

*The Silent Passage*  
by Gail Sheehy

*Estrogen*  
by Lila Nachtigall, M.D. and J.R. Heilman

*The Change*  
by Germaine Greer

*Menopause Without Medicine*  
by Linda Ojeda

*Menopause Naturally*  
by Sadjia Greenwood, M.D.

*Transformation through Menopause*  
by Morian, Van Eyck, McCain

*Herbal Healing for Women*  
by Rosemary Gladstar

**Newsletters and articles:**  
*Menopause News*  
2074 Union St, San Francisco, CA 94123

*A Friend Indeed*  
Box 515, Place du Parc Station  
Montreal Canada H2W 2P1

*"Ovarian hormones and the female brain: From PMS to menopause"*  
by John Arpels, M.D.  
Founding Member, North American Menopause Society

**Other Support groups can be found by contacting:**  
National Women's Health Network  
1325 G Street, NW  
Washington, DC 20005

North American Menopause Society  
University Hospitals, Dept of OB/GYN  
2074 Abington Road, Cleveland, OH 44106  
(216) 844-3334

A tape of the **PBS Menopause video** is available in the ISA library thanks to Kathleen Wentworth

**Thanks to:**  
Dr Jim Abston, FAA Aeromedical Certification Division  
Dr John Herrlin, AME  
Dr Philip Thieman, Regional Flight Surgeon  
and to Beth, Maureen, sisters Pat and Jean, and the other women who shared their experiences with me.

## UPDATE: SEXUAL HARASSMENT/GENDER DISCRIMINATION

by Kathleen Wentworth

### ISA Survey Article Part Three

Part Three of the article on the *ISA Surveys on Gender Discrimination and Sexual Harassment* deals with the resources available to women airline pilots, the efficacy of such resources, an analysis of training programs in various airlines, and some great "words of wisdom" from many ISA women.

Due to the space constraints of this issue, Part Three will run in the March 1995 issue of the *ISA News*.

The *Dear Amelia* column, which deals with questions of gender related issues will also return in March as a regular feature.

### European Women Airline Pilots

Thanks to ISA Member Cockie van Giessel and Europilote, the *ISA Survey on Gender Discrimination and Sexual Harassment* was made available to a number of women airline pilots in Europe.

Cockie has forwarded 75 completed surveys to ISA, which will be tabulated and reported in an upcoming *ISA News*. The 75 survey returns were from the following countries:

United Kingdom, USA, Netherlands, Portugal, Sweden, Switzerland, Luxembourg, Ireland, Finland, Belgium, and France.

### Cockie writes

Badhoevedorp, The Netherlands  
October 15, 1994

### Survey on Sexual Harassment

Dear Kathleen:

In the hands of Pam Mitchell please find the results of our survey on sexual harassment.

I'm sorry it took much longer than expected. At our last meeting in August, we decided to wait for more answers, especially from France as so many French girls did not answer.

The same goes for Germany.

The total number of European female pilots is now estimated at 450. Pam took a list with the average number per country. It still is almost impossible to get hold of all the names and addresses of female pilots if the associations do not cooperate.

Nevertheless, I hope that some results will show for Europe. I read with much interest your result in the *ISA+21* magazine.

Hope to meet you in the future.

Best wishes,

Cockie van Giessel

European Organisation of  
Airline Pilots Associations  
IFALPA Regional Group

Editor: Thanks for all your help  
Cockie...look forward to meeting  
you soon, too. How about lunch in  
Bangkok?

## THE ISA + 21 STORE

by Kathleen Malone

The ISA + 21 store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Scholarship Trust Fund.

The products in our inventory were developed primarily through the creative efforts of ISA's Graphic Artist Lisa Kuehl who redesigned our striking logo. The following is a brief description of each item currently available for purchase.

**Vancouver '94 T-shirts** The newest arrival to the ISA store! These high quality shirts were designed for the 1994 Vancouver convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly-reduced prices. The shirts are embellished with the ISA or HALP logo, and are available in a variety of colors and sizes.

The ISA YVR logo T-shirts come in light blue, black, teal, or pink, in a short-sleeved version and are available at the unbelievable price of \$6 in medium, large, and extra large sizes. The long sleeve shirts are available with the ISA YVR logo or HALP logo in an oatmeal beige and are comprised of

a heavy t-shirt/lightweight sweatshirt fabric in a mock turtle neck design. This long-sleeved version may be ordered in medium, large and extra-large for the ISA logo shirts and large and extra-large for the HALP logo shirts and are selling for the equally fantastic price of \$8.

**ISA Lapel pins** This beautiful lapel pin incorporates the intricate ISA + 21 logo into a 3/4" round format. The polished gold design is arranged on a black background and sealed with an epoxy dome to prevent discoloration and fading. The pins complement all uniform styles and are available to the membership below cost for \$4.

**ISA Notecards** The ISA logo is imprinted on these cards in silver ink on white linen card stock and measure 4 1/4" x 5 1/2", with matching white linen envelopes. These cards, developed for the ISA store by Pam Mitchell, are blank on the inside and are packaged in sets of fifteen for \$5.

**ISA Travel alarms** The ISA logo is printed in blue and superimposed on a white background on this compact black travel alarm. A space shuttle cleverly encircles the face of this clock as a second hand. The clock runs on one AA (no airline reference intended!)

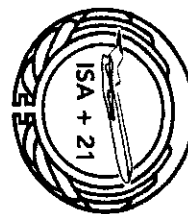
battery (included), measures approximately 2 1/4" square, and is available for \$12.

**ISA T-shirts** The ISA logo is printed in gray ink on a white background on this T-shirt, available in small, medium, and large for \$15.

**ISA Decals** This round decal highlights the ISA logo in blue ink with gray lettering, imprinted on glossy white paper. A great flight bag and luggage sticker, it sells for \$1.

**ISA Business cards** The left half of this business card displays the ISA logo in blue and gray ink on a light gray background with a line for the member's name. The right side of the card incorporates the ISA address in gray ink on a light blue background, and includes the statement: "ISA + 21 is more than women airline pilots... please contact us for information on membership or an airline career." The cards are sold in sets of ten for fifty cents.

Patronizing the ISA store is an excellent way to support your organization. We welcome any ideas and suggestions to more accurately serve your requirements.



## International Society of Women Airline Pilots

### ...IS PEOPLE AND ACTIVITIES.

ISA + 21 is an association of women airline pilots worldwide who have joined together to exchange ideas and information regarding their profession. The International Society of Women Airline Pilots links a wide range of aviation backgrounds and experiences. ISA members are encouraged to assist aspiring women pilots entering the airline industry through the ISA Information Bank, networking and service projects.

### ...IS HISTORY.

In 1978 twenty-one women pilots from ten U.S. airlines met in Las Vegas to share their common professional interests. The women chose to form a social rather than political organization feeling that their respective pilot unions provided adequate representation of their needs. Today ISA + 21 numbers over 100 members worldwide from over 21 countries and 60 airlines.

### ...IS A PLACE TO MEET FRIENDS.

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites have included Vancouver, Atlanta, San Francisco, Helsinki, Washington DC, Maui, Rome, Memphis, San Diego, Seattle, Sydney, Toronto, Jamaica, Cancun, Denver, Miami and Las Vegas. One highlight of the gathering is the 'Captains' Club presentations, giving special recognition to ISA members who have completed their left seat check-out during the previous year.

### ...IS EDUCATION.

ISA's Speakers and Information Bank is a network of women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The Speakers and Information Bank also involves our members in speaking at their local schools and colleges, civic clubs and other community gatherings. A short program can be arranged with prior notice to ISA. A beautiful 15 minute video portraying the history of women

airline pilots is also available through ISA for showing or purchase. ISA maintains a library of aircraft system review tapes available for study. All of the materials in the ISA library have been donated and are for members to use free of charge.

### ...IS SCHOLARSHIP.

ISA has established a fund for a pilot who has already demonstrated her decision to join ISA members in this airline career. These monies are to be used for advanced pilot ratings only. However, funds allowing, the Florence DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots not quite ready to attain their ATP. Flight Engineer rating or their international equivalents. Tax deductible contributions to the ISA scholarship program may be made to: The ISA Aviation Scholarship Trust, P.O. Box 66268, Chicago, IL 60666-0268.

### ...IS ENTERTAINMENT.

Husbands of Airline Pilots, (HALP) ISA's male auxiliary, lends their assistance with various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA's membership.

### ...IS FOR YOU.

ISA welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicants need not be flying that large of aircraft herself to qualify for membership. If you meet the above requirements, we cordially invite you to join us.

**ISA Membership  
Application  
on reverse side**

## ISA + 21 SHOP ORDER FORM



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

### PLEASE SEND ME THE FOLLOWING ISA ITEMS:

	PRICE	QUANTITY	COLOR/SIZE	POSTAGE	TOTAL
<b>Vancouver '94 T-Shirts:</b>					
Women's Short Sleeve (lt blue, black, teal, pink; M-L-XL)	\$6.00	_____	_____	\$2.00	\$ _____
Women's Long Sleeve (oatmeal beige; M-L-XL)	\$8.00	_____	_____	\$2.00	\$ _____
HALP Long Sleeve mock turtle neck (oatmeal; L-XL)	\$8.00	_____	_____	\$2.00	\$ _____
ISA T-Shirts (white with gray ISA logo lettering (S-M-L))	\$15.00	_____	_____	\$2.00	\$ _____
ISA Notecards and Envelopes (silver on white)	\$5.00/15	_____	_____	\$2.00	\$ _____
ISA Travel Alarm Clocks	\$12.00	_____	_____	\$1.50	\$ _____
ISA Decals (blue and gray on glossy white -2 1/2" round)	\$1.00/ea	_____	_____	none	\$ _____
ISA Business cards (light blue and gray on gray, generic)	\$.50/10	_____	_____	none	\$ _____
ISA Convention Photos		_____	_____		\$ _____
1994 Vancouver Group Photo	5.00	_____	_____	none	\$ _____
1992 San Francisco Group Photo	5.00	_____	_____	none	\$ _____
1992 San Francisco UAL Photo	5.00	_____	_____	none	\$ _____
<b>TOTAL</b>					\$ _____

Please make checks payable to : "ISA + 21" and send to:  
**Kathleen Malone, 130 SW 91st Avenue, #304, Plantation, FL 33324, USA.**

## ISA Membership Application

Last Name \_\_\_\_\_ First Name \_\_\_\_\_  
 Maiden \_\_\_\_\_ Birthdate \_\_\_\_\_ Spouse \_\_\_\_\_  
 Children (names/ages) \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_  
 Telephone \_\_\_\_\_ Compuserve \_\_\_\_\_  
 Airline \_\_\_\_\_ Domicile \_\_\_\_\_ Equipment \_\_\_\_\_  
 Position \_\_\_\_\_ Date Hire \_\_\_\_\_  
 First Airline Employed With \_\_\_\_\_  
 Date Hire There \_\_\_\_\_ Date Terminated There \_\_\_\_\_  
 If Captain on any equipment requiring a type rating, date of first flight release \_\_\_\_\_

(ISA's Captain's Club requires the submission of the additional Captain's Club form elsewhere in this newsletter)

Certificates and Ratings Held: \_\_\_\_\_

Flying Background: (Please briefly outline your aviation background/experience) \_\_\_\_\_

Please make check or money order payable in United States funds to ISA

**Dues are \$40 per calendar year for active members and \$10 for inactive members.**

Date: \_\_\_\_\_ New Member \_\_\_\_\_ Renewal \_\_\_\_\_

ISA - The International Society of Women Airline Pilots welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier ( FAR Part 121 or International equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicant need not be flying that large of aircraft herself to qualify for membership.

**Mail to: Cindy Shonk, ISA Membership, HC 4, Box 180 E-1,  
 Canyon Lake, TX 78133**

**MOVING?...Any special news to tell us about? New babies?...  
 New Husband?...Upgrade?...New Airplane Type...New Airline?**

**(Especially if you are planning to move, so we know where to send your next newsletter!)**

Name \_\_\_\_\_ Phone \_\_\_\_\_ CServe \_\_\_\_\_  
 (include both family and married names)

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

Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_

New News \_\_\_\_\_  
 (continue on separate sheet of paper as required)



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



**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 to solo or whatever your company may call it)

**Mail to: Lisa Kuehl, 1787 Vermont Drive, Elk Grove Village, IL 60007**

## ISA COMMITTEE CHAIRS

<b>Executive Committee Chair</b>	407-750-8854
Betsy Landon	CServe 76637,2776
<b>Aeromedical</b>	301-365-5670
Carole D. Litten	CServe 70774,1354
<b>Constitution</b>	212-535-9865
Nancy Novaes	CServe 76147,514
<b>Convention</b>	Phone/Fax
Pam Mitchell	904-646-9995
<b>Family</b>	815-229-7759
Carolyn Pasqualino	CServe 76250,372
<b>Finance</b>	404-251-2932
Binka Bone	CServe 70273,2773
<b>Historian</b>	407-750-8854
Betsy Landon	CServe 76637,2776
<b>ISA Graphics</b>	708-924-8658
Lisa Kuehl	
<b>ISA Mail Collection</b>	708-924-8658
Lisa Kuehl	
<b>ISA Video</b>	901-755-4771
Florence Sanders-Higdon	
<b>Librarian</b>	715-426-5202
Denise Van Grunsven	CServe 70264,2006
<b>Newsletter</b>	24 Hr Message / Fax:
Kathleen Wentworth	415-697-0930
	CServe 76627,2775
<b>Master Seniority</b>	704-892-4743
Lori Griffith	CServe 70773,1706
<b>Membership</b>	303-468-0626
Cindy Shonk	CServe 71063,213
<b>Museum/Exhibits</b>	704-892-4743
Lori Griffith	CServe 70773,1706
<b>Scholarship</b>	804-493-0518
Morgan A. Greschel Reeb	
<b>Scrapbook</b>	509-529-5256
Norah O'Neill	
<b>Secretary</b>	305-473-8793
Kathleen Malone	CServe 76140,3516
<b>Speakers Bank</b>	407-750-8854
Betsy Landon	CServe 76637,2776

## ISA ROSTER UPDATE — JANUARY 1995

### New Members

Linda C. Smith  
1000 San Mateo Dr  
Punta Gorda, FL 33950  
(813)575-7509

Barbara Bentzin  
Denver, CO 80231  
(303)671-6764

Sharon Sheldon Leone  
5489 Part Chester Dr.  
Hudson, OH 44236  
(216)656-3384

Trish Speer  
5327 Mt. Helena Ave.  
Los Angeles, CA 90041  
(213)344 9510

Joan E. Sandstrom  
2211 Place Rebecca  
#B8, Houston, TX 77090  
(713)444-5755

Melissa Ward  
5814 W. Shawnee Ave.  
Spokane, WA 99208  
(509) 467-4638

Tammy Barron  
1905 Rucker Ave.  
Gilroy, CA 95020  
(408)847-8529  
DOH 4/1/94

Pat Fick  
5 Vlenetian Ct  
Tarpon Spgs. FL 34689  
(813) 934-6725  
DOH 05/01/87

Christine DeBouzy  
11 rue de Rome  
94510 La-Queue-en-Brie  
FRANCE  
(33) 1-4576 5921  
Fax 33 1 4576 9163

Barbara Harper  
7752 E. Oakwood Pl.  
Tucson AZ 85715  
(602)885 5590

Elizabeth Rutrell  
255 Columbus Ave  
W.Harrison, NY 10604-2617  
(914) 946 9126

Carrie Muehlbauer  
1733 Saxon Dr.  
Bedford, TX 76021  
(817)267 2188  
compuserve 72612,300

Mary McCoy  
15 Poplar Hill Place  
The Woodlands, TX 77381  
(713) 362-7729

Diane Hallman Leighton  
.6908 Mathews-  
Mint-HillRd#340-134  
Charlotte, NC 28227

Ginger Mitchell Cutler  
191 Bridgeport Dr  
Half Moon Bay, CA 94019  
415-728-0854  
Fax:415-728-8502  
CServe 70774,747

Karen Masterson  
5040 Lee Hill Dr.  
Boulder, CO 80302  
(303)938-1454

Nora J. Vick  
2934 Admiral Dr  
Stackton CA 95209

### Membership Data Changes

Janet Schermeister  
1204 Tangelo Isle  
Ft.Lauderdale, FL 33315

Capt Yasmin Rahman  
20, Dutabash Rd. apt 4W  
Baridhara  
Dhaka 1212, Bangladesh

Pam Krueger  
7856 Rebel Walk Dr.  
Manassas VA 22110-7733  
(703)3307178

Linda Wright  
190 Golden Shadow  
The Woodlands, TX 77381

Tracey Lee  
2095 Amwell Rd.  
Somerset, NJ 08873

Cynthia Mason Feuerstein  
8041 Station Rd.  
Manassas, VA 22111  
(703)257-5971

Judy Lee  
5009 Merita Pl  
La Canada, CA 91011-3643

Duana Robinson  
PO Box 781769  
Dallas, TX 75378  
(214)902-0112

Kathy Neary  
9791 N. 118th Way  
Scottsdale, AZ 85259  
(602) 451 4024

Debbie Bartz  
718 Sheridan Rd #201  
Kenosha, WI 53140

Tracy Prior Welch  
9933 Lindel La.  
Vienna VA 22181

# ISA News You Can Use...

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

Binka Bone, ISA Finance Chair  
64 College Street, Newnan, GA 30263  
Taxpayer ID #996062459 IRS Code 501(c)(3)

## **Membership Application \***

Cindy Shank  
93 Cooper Dr., Summit Cove, Dillon, CO 80435  
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, Cserve70264,2006

## **Speaker's Bank Materials**

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

## **Loss of License Committee**

Susie Arthurs, 816 747-2516, 314 Hillcrest Drive, Warrensburg, MO. 64093  
Carole Danis-Litton, 301-365-5670, 9209 Town Gate Lane, Bethesda, MD 20817  
Sherry Hartman, 303 777-6882, 1055 S. Columbine, Denver, CO. 80209  
Ginger Mitchell, 415-571-0756, 2129 Vista Del Mar, San Mateo, CA 94404

(\* See inside ISA News for special forms)

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## **ISA CONVENTION '95/MEMBERSHIP POSTER INSIDE!**

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**JANUARY 1995**

**ISA+21**

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