



ISA News

International Society of Women Airline Pilots

August 1999
Volume 20, No. 5

1999 ISA+21 Annual Convention Photo Extravaganza!

See center of newsletter
for more Convention photos

Express Your Opinion!
New Membership
Proposal
See Special
Supplement

Convention 2001...
Where will it be?

Site recommendations
welcome
See Page 17



More Fun Photos Inside!

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ISA PLANNING CALENDAR

JULY 1999

15 *ISA News* mailing of August issue

AUGUST 1999

1 2001 Convention bids due
17-18 ISA Board of Directors Meeting, Kansas City, MO, USA. All members welcome. Contact any Board Member.

SEPTEMBER 1999

1 Scholarship Awards notification
1 *ISA News* articles due. Contact Managing Editor.

OCTOBER 1999

15 *ISA News* mailing of November issue.

NOVEMBER 1999

-- ISA Board of Directors Meeting. All members welcome.
Contact any Board Member for place and time.

DECEMBER 1999

1 *ISA News* articles due. Contact Managing Editor.

JANUARY 2000

15 *ISA News* mailing of February issue.

FEBRUARY 2000

-- ISA Ski Days, Keystone, Colorado, USA. Contact Cindy Shonk (email: cindyshonk@compuserve.com).
10 ISA Board of Directors election nominations close
-- ISA Board of Directors Meeting. Contact any Board Member.
15 *ISA News* articles due. Contact Managing Editor.

MARCH 2000

-- Women in Aviation Conference, Orlando, FL, USA.
15 *ISA News* mailing of April issue.
15 Board of Directors Election mailing

APRIL 2000

1 Captain's Club forms due. Contact Cammy McHenry (email: CammyMcHenry@compuserve.com).
1 Scholarship applications due. Contact Luan Meredith (email: WAME@compuserve.com).
15 Board of Directors Election Ballots due.

MAY 2000

1 Scholarship notification of eligibility.
9-11 ISA Convention & Board of Directors Mtg, San Jose, Costa Rica. Contact Liz Jennings Clark (lizjc@worldonline.nl).

Next Newsletter Deadline Wednesday, September 1

The International Society of Women Airline Pilots, founded in 1978, has over 570 members from 96 airlines in 36 countries.

ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg or more. *ISA News* is published four times a year in February, April, August, and November. All material in the *ISA News* is copyright © 1999, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor

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Chair's Letter

by Liz Jennings Clark



As ISA's new Chairwoman I feel honored and excited to be able to serve this organization as it grows to maturity. Our membership has passed the 600 mark during the last year and yet again we have added members from new airlines - even new countries! As the first non-US Board Chairwoman, I hope to encourage more of our colleagues from all corners of the globe to join us in making this a truly international society.

We have a busy year ahead of us but first I would like to take the opportunity to say a huge "Thank you very much" to our outgoing Board members. Denise Mowat has done so much for ISA over the last four years, most recently as Membership Chair. I'm sure she is appreciating her extra free time as she recently became a new Mom. We also say goodbye to the ubiquitous Ginger Cutter (who is staying on as Webmaster and Firsts Project Chair.) Ginger has transformed the *ISA News* during her two year term as Newsletter Editor and given us a unified graphic image. She has also agreed to accept the post of ISA Printing & Publications Manager in order to control the consistency and cost of our numerous publications. Then we have Tiana Daugherty who has put two years hard labour into the Secretary position. At the deadline for electing new Board members we in fact had no new volunteers for this position which is indicative of how demanding this

particular job is. Thank you, Tiana. Last but not least, thanks also to Diane Casavant and her work as Education Chair - reaching out to young girls through school visits, museum exhibits and other outreach projects is at the heart of ISA's mission.

Of course I would also like to extend a warm welcome to our new Board of Directors volunteers. Thyra Stevenson has accepted the challenge of following in Ginger's footsteps as Newsletter Editor, Nanc-elisha Briot has taken over from Diane as the Education Chairwoman and Patricia Barrera has filled Denise's spot as Membership Chair. I'm sure you all join me in wishing them well in the coming period. Then we should not forget those hardy souls who are continuing on. Our Treasurer Janet Coté, Corporate Communications Chair and Vice Chair Susan Gillett, Human Resources Patty León, Scholarship Chair Luan Ward-Mere and of course your truly as Convention Chair. You may have noticed that I still haven't mentioned a new Secretary. We actually now have two volunteers and are in the process of sorting out who will fill this post.

As I mentioned earlier we have a busy year ahead of us. At the annual Business meeting the issue of Associate membership for men and non-pilots was brought up. After some discussion it was decided to discuss the many implications, pros and cons in the next four newsletters and then vote on this important issue during the next annual convention's Business Meeting in Costa Rica. I hope that as many of you as possible will take part in this discussion explaining your hopes or worries and what form (if any) you think such a membership should take. This topic has been dormant for the last ten years of so and I think that it is vital that it be properly debated and that the membership

decide what direction ISA should take. You may email, fax or snail mail any Board member with your contribution. The first thoughts from some of those at this year's Business Meeting can be found elsewhere in this newsletter.

One of our sponsors in Cyprus was Ibrahim Muhanna - CEO of Omnilife Insurance. Omnilife has quite some experience in supplying Loss of License insurance to both pilots and Air Traffic Controllers. Mr. Muhanna is putting together a proposal for a Loss of License Insurance that would be unique in not disqualifying complications arising out of pregnancy and only be available to ISA members. There will be detailed information about this scheme in the November newsletter.

Our next Board Meeting will be held in August in Kansas City. This location has been picked so that the Board can officially receive the \$10,000 annual scholarship that has been awarded to ISA by the Grace Harris Foundation. This is a tremendous boost to our scholarship program and you will hear more on this topic and our beneficiary in upcoming newsletters. Unfortunately a date has not yet been set but feel free to contact a Board member if you would like to attend and offer your support.

I am settling in to my new apartment in Amsterdam and am always available by email, fax or phone should you have any queries, comments or suggestions.

Liz Jennings Clark

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Membership

*Incoming Membership Chair,
Patty Barrera*



Greetings, everyone. I'm excited to be ISA's Membership Chair for the next two years. I enjoyed meeting many of you at the Convention in Cyprus, and I look forward to getting to know even more members next year in Costa Rica.

Our total membership reached 613 at the Convention, but since 89 members did not renew this year (the annual cut-off date is the Convention), we're now down to 524 members. We're going to try really hard to contact these 89 members and encourage them to rejoin ISA. There is a separate article in this newsletter which addresses this issue and asks for your help in contacting these women. Also, thank you to the many volunteers who offered at the

Convention to help me contact these women.

Thank you to the membership for spreading the word about ISA throughout the world. It's obviously paying off because this quarter we've welcomed 26 new members! We've added a new country: Israel. So far, out of three women airline pilots in that country, two have joined and the other's application is on the way. Credit goes to Liz Jennings Clark for promoting ISA to the many airline representatives at the recent IFALPA conference.

The 1999 Membership Directory was mailed to all members in early May. If you did not receive it, please let me know. Also, I would like to remind all of you to let me know of any changes in your personal data, especially your address. The Newsletter is sent Third Class (to USA members) and if your address has changed, the Newsletter won't be forwarded by the Post Office to your new address.

I have plenty of new ISA brochures/applications. If anyone would like some to give to friends and colleagues, please contact me

and I'll be happy to send them to you. I am looking for volunteers to help spread the word about ISA at their airlines and domiciles. Something that I think would be very effective is if an ISA member who lives near her training center could establish a connection with the new-hire department so that she's aware when any new women go through training. Then she could contact the new-hire and introduce her to ISA. Often when I meet new-hires, I find that they've heard of ISA but have no idea how to join. Handing them an application is sometimes all it takes to help them become a member.

Another way to reach potential new members is to seek out the women at your domiciles and airline. Many members are already doing this, and I thank all of them for their efforts. I would be happy to supply you with an "invitation to ISA" letter if you would like to include that when you give someone an application. Just let me know.

Have a great summer!

(continued on p. 6)

As my two year term as Membership Chair (and four years total on the ISA Board) has ended, I want to thank Patty Barrera for taking over the reins of this important and time-consuming position. She will do a fabulous job and has already begun tasks to update and improve the membership databases

Why am I a member of ISA? Simply, the people. Our roster is full of interesting, bright and talented ladies from around the world. I have enjoyed getting to know many of our members throughout the years via the annual renewals, letters, notes and emails, and other activities such as the Ski Days and Conventions. I am honored to have been able to serve you all. Having performed my "one thing" for ISA nearly every day for the past several years, I am now taking a few steps back in order to raise my new son, Austin, who is 3 months old. I am loving motherhood!

Best Wishes and Tailwinds,
Denise



*Outgoing Membership
Chair, Denise Mowat.*



*Outgoing Membership Chair,
Denise Mowat with Austin.*

Human Performance & Resources

by Patricia León



Welcome Home Ladies!

Well, here we are, back to the real world. First of all, I would like to thank Liz, Natasa, Despo and Katia for putting together such a fun and beautiful convention.

A BIG thank you to the Board Members for their hard work as well.

Second, I spoke to some of you at the convention regarding your airlines' current pregnancy policies. Please don't forget to mail them to me (via snail mail). Thanks!

I have received my first contribution for our new file "Flying while Pregnant." Thank you, Beth Ann Janssen. Any other volunteers?

Here's what's new:

UPGRADES/TRANSITIONS

Suzanne Batz (UA) transitioned from S/O on the 727 to F/O on the Airbus 320, based in Denver.

Gina Buhl (Atlas Air) received her 747 Type Rating.

Antonella Celletti (AZ) upgraded to Captain on the Airbus 321.

Isabelle Guillard, Air France, upgraded to Airbus 320 Captain.

Leslie King (UA) CA transitioned from the 737 to 767 Captain based in Denver.

Barbara Mincone (AZ) upgraded to Captain on the ATR 42 and ATR 72.

Gabrielle Musy (SR) upgraded to Captain on the Airbus 320. On January 12, she operated the first all female flight deck with ISA member Claudia Wehrli.

Carolyn Pasqualino (UA) CA transitioned from the 737 to the 757/767. ISA member Sue Nielsen was the Check Airman.

Jean Peck (UA) FO transitioned from the 737-300 to 767, based in DCA.

Suzanne Pettigrew (AC) transitioned from DC-9 F/O to 767 F/O and loves overseas flying!

Nancy Richardson (Southern Air Transport) received her Type-Rating on the Falcon 50 and Falcon 900 in April.

Pat Rockwell (UA) in CA transitioned from the 737 to the 767.

WEDDING BELLS

Christina Redfern (AW) married Marc Oliver on Valentine's Day. She now goes by Redern-Oliver.

NURSERY NEWS

Denise Mowat (NWA) and husband John announce the birth of their son Austin John, on April 14th. Denise used a midwife, hubby and girlfriend as her coaches. No drugs!

Elise Pistor (AA) and husband Jeff announce the birth of their son Austin Charles Pistor, born February 11th.

Maria Del Mar Alguacil (IB) announces the birth of her daughter Sara Maria in January. She starts Airbus 340 Type Rating in May.

Jill Newby (UA) and husband Tom announce the birth of their second son William Thomas born in June '98. Their son Weston is 4.

Stephanie Gray (AA) and her husband Bill had their third child Dec. 24, 1998. Abigail weighed 7 lbs. 9 oz. and joins sisters who are 5 and 3 years old.

NEW HIRES

Thyra Stevenson joined USA Jet as DC-9 F/O. She is based in Ypsilanti, MI.

Candy Christmas was hired by Kitty Hawk Air Cargo.

Renee Burger Bowman was hired by American as a 727 F/O. Renee won a UAL Type Rating from the 99's, which she won't use. She is also a former ISA Scholarship winner of \$1,000 which she used towards her ATP.

OTHER NEWS

Hedwig Grip (Premair) sends her greetings from Sweden! She is flying for Air Belgium during the summer.

Diana Raymond (UA) who donated her kidney to her husband George (also UA) is back in the air only three months after the surgery. George received his medical six months after the surgery. Thank you for your prayers. ✈



Future B777 Captain Caroline Cox, 5 mos., with mom Kalina Cox (Varig, Brazil), Afonso's Air Show.

ISA News Managing Editor

by Thyra Stevenson



This issue of *ISA News* is my first attempt out of the blocks as your new Managing Editor. Outgoing Editor Ginger Cutter deserves a huge hand for her work making the *News* what it is today!

For the past year I've been flying in the more fringe 'freight dog' world, often away from home for months at a time. Computers, email, the web, and now digital cameras, are all vital in keeping me connected with home, family, and extended 'families' like ISA.

My learning curve in taking over from Ginger has focused primarily on how to handle and process news and photos you've submitted, while being on the road away from the luxuries of fabulous desktop equipment or nice tidy files. Now that I know how soon the answering machine fills up, or what a pain cross-platform talk (IBM-MAC) can be, things should go a lot smoother.

From time to time I'd think about the Convention and other ISA activities, longing for photos to look at or news to read so that I could imagine myself there, too. It's what I'd like in a newsletter.

Your support in delivering news has been overwhelming! Thank you. I would like to hear from everyone. I'll work to ensure the *ISA News* delivers what you want to read.

This issue contains news and photos from the Convention, as well as a very important centerfold supplement with a proposal that requires your input. Be sure to take a look.

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Santa Clara, CA 95054 ➔

Membership

(continued from p. 4)

New Members:

Carolee Barnett
American MD-80 F/O ORD
DOH 11-98

Anita Baroldi
Kitty Hawk B727 S/O SNA
DOH 4-98

Jewel Beaman
United B747-400 F/O SFO
DOH 1-27-92

Gray Bower
America West B757 F/O PHX
DOH 3-6-89

Kelli Conley
United B757/767 F/O SEA
DOH 4-3-95

Loreto Costa Kramer
Iberia B747 F/O
DOH 9-16-91

Frances Fulloon
Ansett Australia B767 F/O
DOH 1-18-91

Karen Gallisath
United B727 F/O ORD
DOH 1-11-99

Jenifer Gordon
Emery Worldwide DC-8 F/O OAK
DOH 7-8-97

Debbie Coleman Harvey
Braniff F/O 727
DOH 8-78

Anja Kraegenow
Lufthansa Cityline BAE-146 CAP
Dusseldorf
DOH 3-29-92

Loelle Lustig
Israir ATR-42 F/O Tel Aviv
DOH 11-97

Sharon Maddoch
American FK-100 F/O ORD
DOH 6-29-98

Shuli Millman
Arkia Israeli Airlines DHC-7 F/O
Kibbutz Gezar, Israel
DOH 11-96

Michelle Morgan
United B757/767 F/O SFO
DOH 1-15-90

Linda Morrison
Kitty Hawk B727 S/O SEA
DOH 4-29-98

Elizabeth Pickner
United B757/767 F/O DEN
DOH 11-21-88

Cristina Monia Rossi
Alitalia
DOH 12-4-97

Celine Schueler
United B727 S/O DEN
DOH 1-11-99

Susan Smith
TWA B727 S/O STL
DOH 1-29-98

Laura Sykes
Air Canada A320 F/O YYZ
2-23-87

Sari Terry
US Airways B737 F/O
DOH 6-15-81

Evelyne Tinki
United B727 S/O ORD
DOH 11-30-98

Rachael Weintrob
USA Jet DC-9 F/O YIP
DOH 12-11-95

Muriel Zarlingo
Federal Express A-300/310 F/O
MEM
DOH 3-89

Returning Members:

Maria del Mar Alguacil
Iberia B737/A340 F/O Madrid
DOH 1-8-91

Isabelle Guillard
Air France A320 CAP
DOH 7-88

Denise Tabone
Air Malta B737 F/O
DOH 5-96 ➔

BOARD OF DIRECTORS REPORTS

The meeting was called to order at 16 00 in Cyprus. Board members present were Susan Gillett, Patty León, Ginger Cutter and Liz Clark. In-coming Board Member Patty Barrera was in attendance

COMMITTEE REPORTS -

SECRETARY: (Tiana Daugherty by written report) Minutes from the Denver board meeting were approved. The new stationery is available. Please contact Tiana or the new Secretary when the transition is completed.

TREASURER: (Janet Coté by written report) Current account balances were presented. The Operating Budget for next year is available for review. A question arose about reimbursing hotel expenses incurred during the 1998 Women in Aviation Conference. \$1500 was budgeted for the WIA Conference for the booth and giveaways. It has not been past practice to pay for volunteers' hotel rooms during any activities (Board Meetings, the North Carolina Air Show, etc.) other than a small amount for the IFALPA Conference. The matter is still under review. A budget for the 1999 WIA Conference will be available by the August Board meeting for approval.

CONVENTION (Liz Clark) The hotel is full. Will try to help people without reservations to find roommates during registration. 62 members are registered for a 110 total including guests. Natasa will have two people working registration. Good weather is forecasted. No major problems have come up yet. The hospitality room will be open during Registration on Tuesday 12:00-17 00 and again Wednesday 14:30-16.30 in the Adonis Room. Susan will present Ginger with a check from UPS for our scholarship fund during the press conference. Discussed how to determine minimum bid values, rules and minimum increments for the silent auction.

CORPORATE COMMUNICATIONS. (Susan Gillett) Need to complete changes to the by-laws, primarily editorial in content. "Tips on Becoming an Airline Pilot" booklet - Gail is working on updating the information. Ohio State will do the printing. Education Chair and I can work on revising the ISA video during the next year. Seeking four members to work as a committee to coordinate fund-raising activities. A volunteer at each airline is wanted to serve as a liaison at their airline to assist with fund-raising.

MEMBERSHIP. (Patty Barrera for Denise Mowat) We currently have 606 members from 31 countries representing 99 airlines. 98 are non-U.S. members. 103 members have not paid their dues for this year. A 15% non-renewal rate. A list of members who have not renewed by the end of the convention will be published in the next Newsletter. If you know anyone who has not renewed, please encourage them to do so. Tabled discussion of Lifetime membership dues until the August Board meeting.

HUMAN PERFORMANCES & RESOURCES:

(Patty León) 15 packages of pregnancy policies have been sent worldwide. During IFALPA it came out that the JAA (Europe) has past a ruling that no female will be allowed to fly while pregnant either in the cabin or flight deck.

EDUCATION (Diane Casavant by written report) The 99's will be opening their museum on July 21st. All members are encouraged to attend.

NEWSLETTER (Ginger Cutter) Will get consensus from the membership about using 3rd class mail for the Newsletter during the Business Meeting. It is a cost-saver for our organization. 1st class mail is currently being used for only the Board of Directors and foreign addresses.

SCHOLARSHIP. (Luan Meredith and Keith Johnson by written report) Airline donations this year include a \$10,000 check from UPS, a Flight Engineer certificate from Federal Express, two types ratings from United Airlines and a type rating from Northwest Airlines. \$4000 from the North Carolina Air Show and a \$10,000 donation out of Kansas.

STANDING COMMITTEES -

CAPTAIN'S CLUB (Patty Barrera) Plaques will be presented during the luncheon on Wednesday.

FIRSTS/WEBSITE (Ginger Cutter) Investigating claims that Helen Ritchey was not the first airline pilot. The Website is doing very well and I hope to do some redesign work on it this summer.

STANDING COMMITTEE: (Carol Cansdale) Need stickers and lapel pins reordered soon.

OLD BUSINESS - "Tips on Becoming and Airline Pilot" booklet - Professor Vogel from Ohio would like to add some pictures to the booklet.

NEW BUSINESS - Ginger checking into the cost of notepads with the new logo to sell.

Education Chair is responsible for maintaining the ISA banners - to include sending them to functions as needed and storage in-between times.

The August 16th issue of Aviation & Space Technology will feature a Women in Aviation supplement. We will sponsor and they will give us 500 copies for our usage. Ginger will serve as their contact for information. We can advertise in the magazine to promote membership and scholarship program. This will be discussed in more detail with the Board as the information is forthcoming.

Liz Clark was voted in as the new Chairwoman and Susan Gillett will serve as the Vice-Chair.

The August Board of Directors meeting will be held in Kansas City. Luan Meredith will coordinate all the arrangements.

BOD Meeting, May 1999, Paphos, Cyprus, Greece

Minutes submitted by
Tiana Daugherty



General Business Meeting Agenda

Cyprus, Greece
May 12, 1999

- A. Opening Statement
Ginger Cutter
- B. Introduction of Membership
- C. Board of Director Reports
 - 1. Secretary (written)
 - 2. Treasurer (written)
 - 3. Convention
 - 4. Corporate Communications
 - 5. Human Performance/ Resources
 - 6. Education (written)
 - 7. Membership
 - 8. Newsletter
 - 9. Scholarship/Financial
 - 10. Scholarship/Airline - coffee break-
- D. Standing Committee Reports
 - 1. IFALPA
 - 2. GIC
 - 3. Stores
 - 4. Medical / Loss of License
 - 5. Website / Firsts
- E. Old Business
Reprint of "Tips on Becoming an Airline Pilot" brochure
- F. New Business
 - 1. Renaming Membership classifications
 - 2. Associate membership classification
- G. Outgoing Directors good-by
Incoming Directors announced
- H. Omnilife (Loss of License Insurance)
Mr Muhanna

Treasurer's Report

by Janet Coté



Greetings!

Volunteering has been a great way to meet some wonderful and dedicated ISA members. During the next two years I look forward to continuing on as treasurer as we pass into the new millennium. Here is a recap of things which have kept me busy lately...

1998: Filed 1997 taxes. Obtained ISA credit cards for Liz Jennings Clark and Natasa Papadopoulou for Cyprus convention expenses. Updated and streamlined Quicken entries/categories. Prepared 1999 budget for BOD approval.

1999: Finalized 1999 budget, which was approved at the February BOD meeting. Compiled numbers for 1998 taxes and filed form 990EZ with IRS. Reorganized old ISA files (dating back to 1984!) containing cancelled checks, bank statements, expense receipts, and other correspondence. I checked into obtaining a sales tax exempt status for ISA, but both our accountant and the Tax Franchise Board said ISA didn't qualify. To qualify, an organization's purpose must be to benefit those in poverty and/or distress.

Upcoming activities. In early 2000, ISA will be filing an application for permanent tax exempt status since it's 501(c)3 advance ruling is up for reevaluation at the end of this year. Board members will gather information such as financial data, scholarship activity, and committee accomplishments during the past five years.

Current Account Balances -

(as of June 1, 1999)

Bank of America

Business Checking

(General Acct.): \$16,993.44

Money Fund \$42,218.94

(\$17,140 designated for convention) \$59,212.38

Paine Webber

Cash Fund: \$ 17,765.06

Investments: \$125,470.52

(current investment value) \$143,235.58

Total ISA Assets: \$202,447.96

ISA's business checking account has a higher than normal balance due because convention expenses had not been submitted as of the newsletter deadline. A reminder to BOD members....expenses are due at the end of June!

Finally, a big THANK YOU to those who participated in this year's silent auction/ raffle where approximately \$6300 was raised for scholarship. Your generosity is most appreciated! ISA's scholarship fund has also been fortunate to receive donations from UPS, Winston-Salem Airshow, and the Grace Harris Trust Fund. ➔

Website a Hit!

Dear Ginger,

I recently met Parry Barrera, a United Captain and ISWAP member. When she mentioned the website, I told her I was very familiar with it and love it!

When I'm not flying or studying, I'm searching the web for information about how to become an airline pilot. After an exhaustive search, I must say yours is truly the best!

Thank you for a job extremely well done. I refer aspiring pilots, like myself, to your website all the time.

Thanks again,

Betsy Jordan

IFR student

Co-President,

San Francisco Bay Area

Women in Aviation (new local chapter of WIA)

URGENT! SPEAK OUT!

Let's hear your opinion on an important membership issue

**See the
Special Supplement
in the centerfold**



San Jose, Costa Rica

Convention 2000

Corporate Communications Report

by Susan Gillett



Those of you who missed the convention this year missed a beautiful location with lots of sun, good food, gracious hosts and loads of history. The only effect of the Yugoslav war on my travels was to delay my departure from Rome to Cyprus for one hour. The rerouting of traffic away from Yugoslavia has caused some departure delay clearances for traffic out of Rome.

The silent auction that was held on the first night of the convention netted approximately \$5,505 for the scholarship fund. The raffle held on the second night of the convention netted approximately \$700. I would like to thank ISA members Sandra Stephens (Delta) and Stefana Siljegovich (American) for their help in soliciting donations and contacts for the silent auction and raffle.

I would also like to thank the following members who made personal donations to the auction and raffle, solicited donations, or helped carry over items donated by others: Sharon Bigelow, Binka Bone, Ellen Carlock, Pam Mitchell, Suzanne Skeeters, Val Thal-Slocum, Cidney Ferguson, Patty León, Lucy Young and Ginger Cutter. Special thanks go to the following airlines who donated tickets (not passes): U.S. Airways, Midwest Express, an Alaska Airlines, and to UPS who donated items to the raffle as well as \$10,000 to the scholarship fund.

Our other corporate sponsors are listed separately in another section of the newsletter. I hope that you will take the time to thank them personally the next time you have an

opportunity to use their products or services. Lucy Young, Connie Tobias, Karol Welling and Cidney Ferguson did a great job manning the ISA Store in the hospitality room.

I filled the role as fundraiser this year by default because no one stepped forward to do it. At the August Board of Directors meeting I am going to suggest to the Board that the fundraiser position listed in the Operations Manual be converted to a fund raising committee of at least four people. I found it is too much to ask one person to do all the ground work necessary for fund raising, and the work would go more smoothly if it could be divided up among at least four people working from a common data base. It is my goal to put together a common data base that future fund raisers can work from and add to. Four heads are also better than one in coming up with ideas and leads.

I am delighted that Sandra Stephens has agreed to continue to help with fund raising, and new member Adrienne Slais (Alaska) has agreed to help. I need two more people, and would love to get a volunteer from Europe to help coordinate donations and ideas from the European carriers. It helps

if you have access to email and/or a fax. I would like to encourage some of our retired members to consider volunteering to help with fund raising. Although we have members from about 25 European airlines we received no donations to silent auction or raffle from this part of the world. I would like to see that change next year.

We discussed at the May Board meeting the idea of a local liaison at each airline for membership and a local liaison for silent auction. Since the newsletter only comes out four times a year, this would help us disseminate information faster to members at each airline and to solicit ideas for donations. Patty Barrera, Membership Chair, and I intend to work on this over the next year. There are still many women pilots at some airlines that we have

not been able to reach, and who do not seem to know much about our organization and what we do. If you would like to be a local liaison at your airline to disseminate information about ISA to your female colleagues, please get in touch with Patty Barrera or me.

When I was contacting airlines over the past year for donations to silent auction or to the scholarship fund directly I encountered some interesting questions. In deciding whether to give, some airlines wanted to know how many of their women pilots belonged to our organization. Others wanted to know what education efforts we were engaged in. So even if you cannot attend every convention, your presence in the organization is important. There is a lot you can do on the local level by spreading the word about ISA, its web page and scholarships; getting to know your fellow ISA members at your airline; soliciting ideas for items that your airline or your fellow employees could donate to silent auction or raffle; participating in local career days at schools; or assisting in setting up exhibits on women pilots at aviation museums in your country.

Once we have a new Secretary in place, we will need to update the current version of the Operations Manual to reflect the new board members and current committee structure. A couple of months ago Ginger Cutter and I went over some of the typographical and editorial errors that exist in the By-laws. I hope to present the necessary changes to the Board at our August meeting. Once the membership has voted on the redesignation of membership categories to include charter and life members, the necessary changes can be incorporated in one printing.

The revision of the "Tips on

(continued on p. 10)

Education Report

by Diane Casavant

The Cyprus convention marks the end of my tenure as Education Chair. These two years have flown by. It has been a rewarding adventure and I have enjoyed working with everyone, especially the Board. It had been a wonderful learning experience and would recommend it to everyone. Working with truly dedicated and professional women has made it what it is today.

Being on the Board has enriched my life and I hope someday each and everyone of you will donate some of your time and energy to ISA. It will be well worth it.

Before I go, I would like to thank Patty León and Chris Doig for giving some of their time to our future aviators with presentations with our ISA video.

Thanks, also to Morgen Reeb who attended her fourth Girl Scout Day at the Smithsonian Air & Space Museum on April 10, 1999. Over 1,000 Girl Scouts and 500 adult Leaders, mainly from the Washington D.C. area, enjoyed a day learning about aviation. The biggest attraction was flying the ATC-710

single engine simulator, with Morgen helping as a flight instructor.

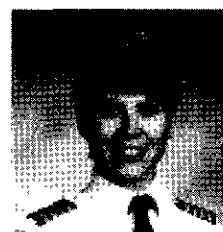
Also, on June 4, 1999, Morgen attended a Career Day for sixth to eighth graders, in her home town of Montross, Virginia, at their Middle School. Showing charts, airplane models, flightdeck posters, and other aviation tools to help answer all those intriguing questions.

If there is just one thing that I would like to say about ISA, it is that each ISA member is also a potential mentor for our next generation. Take the time to reach out and encourage them. They all look up to us

Since the next school year is upon us, start planning your presentations. We have three different videos you may borrow. They are the ISA video about women airline pilots, SIU video about women in varying fields of aviation, created by Southern Illinois University and the BBC video featuring Lynn Ripplemeyer, created by British Broadcasting Corporation.



*Outgoing Education Chair,
Diane Casavant*



*Incoming Education Chair,
Nanc-elisha Briot*

Finally, I would like to introduce your new Education Chairwoman, Nanc-elisha Briot. She has been an ISA member for quite sometime and will bring in a lot of enthusiasm and fresh new ideas to the position. Welcome her aboard.

Best Wishes to Everyone. ➔

Corporate Communications Report

(continued from p. 9)

Becoming an Airline Pilot" booklet has been delayed until the autumn. Member Gail Redden-Jones hopes to have the additions and corrections finished by the end of the summer. She could use some help in checking the references listed at the end of the publication. This is a matter of checking to see that addresses and phone numbers are still correct. If anyone would like to help her with this in June, July or August, please call Gail. I will passing this project on to the new Education Chair, Nanc-elisha Briot, and I will continue to work on the copyrighting.

The proposed Beryl Markham memorial is still in the exploratory stages. We are waiting to hear from the Ninety-Nines, Inc. president as to whether that organization would like to take the lead on the project. Their next board meeting is in July, and I hope to have an answer from them after that. We have received information from the artist that the cost of casting the memorial in bronze will range between \$22,000 and \$35,000.

On a personal note, some of you know that my mother died

suddenly about seven weeks before the convention. This caused my schedule to turn upside down, and I found myself rejuiggling all kinds of commitments, including my annual recurrent training that was rescheduled to occur right before convention. I would like to thank those of you who sent messages of sympathy and condolence, and those of you who understood why, as her executor, I was somewhat spread thin and not able to respond as quickly as I would have liked to some needs. ➔

Financial Scholarship Report

by Luan Meredith



ANNUAL SCHOLARSHIP REPORT

ISA+21 MAY 1999 CONVENTION

The past year has gone so fast! I'm so sorry I can't be at the convention in person. Scholarship has been one activity that makes time move quickly. I enjoy having the opportunity to talk and work with ladies who are aspiring to become professional airline pilots.

We had nine financial scholarship applicants last year. This year we have eleven. This year we also have two extra scholarships available. One for a North Carolina applicant for funds that were generated at the Winston-Salem, North Carolina Air Show where Lori Cline, Julie Clark, Maggie Rose, Lynn Sapico and Keith Johnson worked to gain a \$4000.00 North Carolina Scholarship fund for us.

The other addition to our scholarships is a "Grace Harris" scholarship brought to us from the "Grace Harris Trust Fund" and presented to us by Ms. Paulette Riley of the Greater Kansas City Community Foundation. This is an annual donation of \$10,000.00. Due to these two additional financial scholarships, Keith Johnson and I will be rewriting our Scholarship Information Page. Also assisting us with this project and in the selection committee process, will be our new Financial Scholarship Assistant, Angie Smith. Angie has come the full circle from being the scholarship applicant, to receiving the award, gaining the airline

career, becoming an ISA member, and now working with Scholarship! She will be a real asset to our Scholarship Committee. This will put her in place to assume the Financial Scholarship Chair next year.

I would like to suggest that this position become an official Financial Scholarship Committee position....label it however you like. As ISA grows, our scholarship funds and responsibilities are growing. Since we are all volunteers, there is nothing to lose, but only to gain by adding an assistant, if you will, to assist the Scholarship Chair.

In the Airline Scholarship Chair report Keith Johnson offers a thank you to all the ladies who volunteered to work at the ISA booth this past March at the Women in Aviation conference. In addition to adding my appreciation and thanks to all the same ladies, I would like to mention one lady in particular who works tirelessly and gives generously unceasingly to ISA+21. That woman is Keith Johnson. I have the pleasure of communicating with her on a

regular basis and working with her on the scholarships. She is one powerhouse of a woman. She facilitated (seemingly effortlessly) the scholarship seminar at WIA as well as worked the booth, setting up, tearing down and maintaining some order during the Conference. She continues to work tirelessly in her Airline Scholarship position doing an outstanding job. Thank you Keith!

As the Financial Scholarship efforts move from the convention forward, our next task will be to interview our scholarship applicants. We require two

A Special Thank You

With Sincere Appreciation
for your Kindness

I would like to thank the ladies of ISA+21 for the Career Scholarship to be used for my ATP certificate. Your organization is a wonderful asset for ladies like myself with goals set toward an airline pilot career. Once again, thank you.

Sincerely,
Kristy Gentry

interviews of each applicant. Since we have nineteen Airline Scholarship applicants and eleven Financial Scholarship applicants, we will need a total of 60 interviews to be completed by July 19th. These interviews give our applicants an opportunity to experience what should be similar to the airline interviews they will encounter in their career search. It gives you as an interviewer an opportunity to do your "one thing for ISA" and feel the reward of being involved in assisting a sister pilot in her journey to become just like you. So, please, if you can, find our interview sign up book and select an applicant who would be geographically feasible for you to interview!

In closing, I've included "Thank You" notes I received this last quarter from two of our scholarship recipients (see boxes). ➔

A Scholarship Thanks

Dear ISA+21,

Hi! Just wanted to thank all of you for generosity in helping dreams come true. On March 16th I completed my multiengine Instructor checkride. Yeah! (I'm pretty excited still!) I went down to Tucson and flew a short course at Double Eagle Aviation. The instructors were great and now I'm on my way, thanks to all of you. Thanks again!

Beth Huie

PS. I would recommend Double Eagle to anyone interested in flying a 2/3 day course. They are very thorough and were very supportive. Take care and God Bless.

Airline Scholarship Report

by Keith Johnson



I had an interesting experience on a recent commercial dead-head flight to

OAK. I sat next to a Federal Express DC-10 Captain who has a daughter who is interested in aviation. I was telling him about the ISA+21 scholarship program and he was so enthused about our work that he immediately pulled out his checkbook and wrote a check for \$500 to contribute to our scholarship fund. To say the least, I was overwhelmed by his generosity and his belief in our program. My profound gratitude to Al Dziuba for his donation and support!! It's very rewarding to see someone recognize the value of our efforts to encourage more women to pursue an airline career.

I received 19 applications on April 1 for the 1999 Airline Scholarships. This is approximately 1/3 less than the number of applications normally received for the past few years. I believe this is an indication of the massive hiring taking place at

most major airlines now. So many women are being hired, they don't need scholarships. They are getting airline jobs instead, which represents a potential increase in ISA + 21 membership. Actually, this is a good trend. Of course, we all know that airline hiring is very cyclical and the situation can be completely different a year from now. Thus, I do not foresee a permanent decrease in the number of airline scholarship applicants.

Scholarship interviews are underway for the scholarship applicants, with two ISA members interviewing each applicant. My thanks to all the members who are interviewing and simultaneously mentoring each of our applicants. They really appreciate your input and suggestions! Please try to complete all interviews by July 23, 1999.

We will be offering three Type ratings and one Flight Engineer rating to the current applicants. United Airlines will again be offering two Type ratings and Northwest Airlines is donating one Type rating. Federal Express will contribute the Flight Engineer rating. Melany

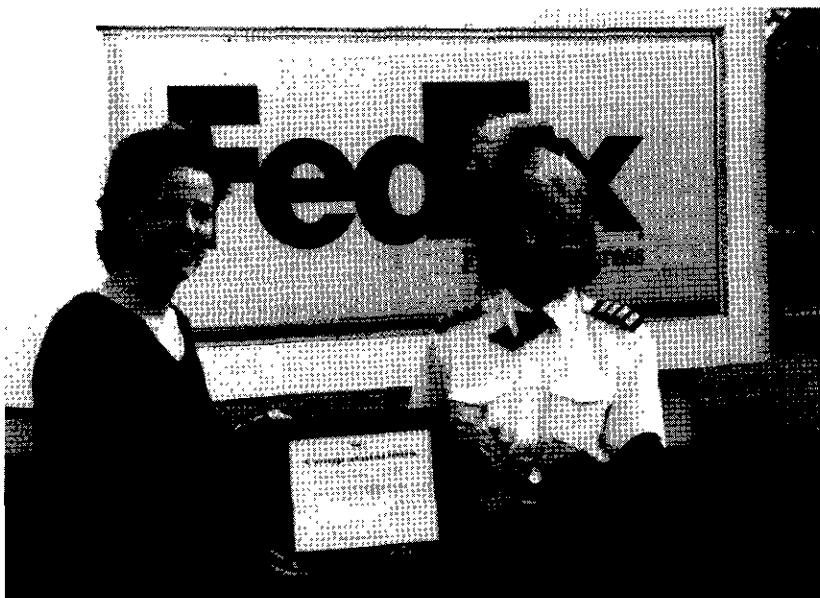
Dennis, 1998 Flight Engineer winner, completed her training at Federal Express on May 19 and received a B-727 F/E rating. She traveled to Pittsburgh the very next day and took a sim check at US Airways, followed by the rest of the interview the following day. Melany had not flown the controls of an airplane since enrolling in the F/E course at Fed Ex on April 9, but she managed to ace the sim check and was offered a class date at US Airways starting on June 7. What a phenomenal accomplishment for Melany! We are very proud of our newest ISA member!

Fortunately, for the many aspiring airline pilots seeking employment, US Airways is hiring pilots as fast as they can to fill all the new airplanes they are buying. Unfortunately for ISA + 21, US Airways is so backlogged with training their own pilots, they cannot accommodate any 1999 scholarship candidates. We are hoping to regain a Type rating scholarship from US Airways in 2000.

The ISA + 21 liaison member at each of our sponsoring airlines works very hard to coordinate training slots for our scholarship winners each year. They also help our scholarship winners locate lodging and transportation during training and provide them with local orientation. I would like to recognize and applaud the efforts of each of our liaison members during the past year. My sincere appreciation goes to each of these members who are so indispensable to the success of the Airline Scholarship program!!

Lisa Ash – Federal Express
Karen Bland – United Airlines
Lori Cline – US Airways
Angie Smith – Northwest Airlines

I would also like to thank Carol Cansdale for opening her home to the Northwest scholarship winner and providing so much moral support and good cooking! There will be some changes in the ISA
(continued on p. 16)



Melany Dennis, left, receives Certificate of Completion for Flight Engineer Rating from Airline Scholarship Chair, Keith Johnson, right, on May 19, 1999.

Convention Chair Report

by Liz Jennings Clark



Greetings to all, your convention Chair is recovering after yet another fun filled ISA Annual Convention. From May 10th to the 14th Cyprus lived up to its reputation as the dwelling place of goddesses when ISA members flew in from all corners of the globe to attend the 21st annual convention.

As usual the run up to convention was not without its flaws. We had to run after the companies who were running the side trips to give us detailed, confirmed information. In the end we mailed a separate info pack as the newsletter lead time had also increased plus we are now using 3rd class mail and we were afraid that members would not be able to book in time if we left informing you until the 2nd quarter newsletter.

We received a great deal from Cyprus Airways – positive space reduced rate (ID90) tickets – the best deal we have ever been given. But a certain New York employee made life difficult for many of our members who had to deal with that office. Both Natasa and the Cyprus Airways home office sent faxes to try and sort the situation out but only to limited avail. Other Cyprus Airways offices were really helpful.

The situation in Kosovo seems to have occupied many members thoughts and several let us know that this was the reason they were not coming or had to cancel their registrations. Those members who are on email will have received a

message from me trying to put your minds at rest but I guess that this didn't convince many of those who felt that it was unsafe to travel to Europe.

As a result we had a somewhat smaller convention than the last couple of years with about 65 members and an additional 60 guests. Actually a couple of you actually mentioned the smaller group size as a plus on your evaluation forms since you felt that it was easier to socialise with the smaller numbers. Quite a few of you took advantage

a change). Having smaller numbers and the hard work put in by Natasa's friends Despo Philippidou, Katia & Marius Elpidophorou made all the difference.

The Cocktail Party was held at Paphos Fort – or rather in the courtyard of the Fort. I must apologise for those who suffered from goose bumps as it **was** rather chilly. I hadn't made it clear that the event would be held outside but also I myself was surprised as I was at the location the evening before at 9 p.m. but with no wind and it was quite pleasant. I would like to thank

ISA+21 would like to offer special thanks to the following businesses that made donations to this year's silent auction and raffle:

- | | |
|---|--|
| •Sheraton Maria Isabel
Mexico City, Mexico | •Steph Air/Flights of Fancy
Tyler, TX |
| •Strater Hotel
Durango, Colorado | •Music City Record Distributors
Nashville, TN |
| •Foxwoods Resort Casino
Mashantucket, CT | •Carolyn's Flight Academy
Greenville, S.C |
| •The Crystal Palace Casino
Nassau, Bahamas | •Alaska Airlines
Seattle, WA |
| •The Waikoloa Beach Resort
Waikoloa, Hawaii | •Midwest Express
Oak Creek, WI |
| •The Global Nomad
Jacksonville, Florida | •U.S. Airways
Arlington, VA |
| •S & V Enterprises/Lyons Studio
Kennesaw, GA | •United Parcel Service Co
Louisville, KY |
| •Saffron Jewelry
Dallas, TX | |

of email to register. This does seem to be catching on as a really easy and efficient manner to keep in touch. If you have recently acquired email do make sure that ISA knows your address -it helps. Especially now with the newsletter being distributed by 3rd class mail email gives us a simple and fast manner to advise you of changes or get in touch with any breaking news.

Most people seemed to get to Cyprus with few problems – of course a dozen or so arrived early and went off to Egypt & the Holy Land the weekend before convention. The hotel filled up really quickly – there were a few glitches with Sea View rooms but by day 2 all was sorted out. Registration went quite calmly (for

again the Deputy Mayor of Paphos and the Cyprus Board of Tourism for the wonderful welcome they gave our group. There was a fair bit of media coverage of the convention both on the radio and TV as well as the local papers. (A Transavia steward whose family comes from Greece mentioned that he saw me with various female colleagues on the Greek evening news while he was in Athens on vacation!). There was a variety of local snacks provided plus beer and local wine. We watched displays of traditional dancing and a Cypriot with an amazing sense of balance danced with a 5 layer tower of glasses on his head! Despite the glasses on his head! Despite the distant site of the convention and
(Continued on p. 14)

Convention Chair Report, con't.

(continued from p. 13)

the smaller group Susan Gillett did a great job with the Silent Auction.

We had to send out runners to gather members for the Business meeting the next morning – I think that the extravagant breakfast was at least partially responsible. The meeting agenda was very full and even with written reports from a number of absent Board members we could not keep to schedule. ISA has become involved in so many areas that a half-day annually is no longer sufficient time to discuss or even report on the various committees. Then there was also the discussion on Associate membership that you will read of elsewhere. Finally in the half-hour before lunch Mr. Ibrahim Muhanna gave us an interesting thought-provoking presentation on the rationale behind Loss of Licence insurance. Several members were seen later quizzing him for more details.

The group pictures were held this year in amazingly bright sunshine in the hotel's very own Amphitheatre. Then we had our luncheon (Courtesy of the Coral Beach Hotel) al fresco under grapevines – Captain's Plaques were awarded and Patty Barrera made a very poignant (and funny) speech about her own recent transition to the left seat. The Press conference was not that well attended by members which was a pity. There were a couple teams present from both TV and radio and Michelle Burt from Northwest Airlines presented their generous financial donation to the scholarship fund. Susan Gillett also presented on behalf of UPS.

The rest of the day was devoted to fun and games as you can read in Stephanie Padden's eyewitness account. First we cruised along the

coast and admired the sunset then we changed into our togas and had a sumptuous meal with Greek drama as entertainment. The following morning we all settled into 3 luxurious coaches and set off for a comprehensive tour of Cyprus masterminded by Natasa and partially sponsored by the Cyprus Tourist Office. When the coaches returned late at night yet another ISA convention was over.

Natasa and I received quite a high proportion of convention critiques. Thank you very much if you were one of those who took time to fill one in. Many members are now asking for a more educational element to be included in our gatherings. We shall certainly be looking into that starting next year. Others commented on the fact that some members seem to feel that the rules laid down by ISA somehow do not pertain to them. In particular we received complaints about members not attending the business meeting in uniform and children/infants being brought to functions where they should not have been. I would like to ask all members to stick in future to the rules given in the pre-convention information.

Finally, this is my last year on the Board and thus my last year as Convention Chair. Convention 2000 is being held in San Jose Costa Rica and our Local Liaison is Helena DeAndreis. I made a request at the Business meeting would like to repeat it here. Would someone *please* consider volunteering as the next Convention Chair. I think it would be really beneficial if that person could shadow me as I prepare the Costa Rica convention. This is a demanding job but **very** rewarding. Please give it some thought and contact me by email fax, phone or snail mail. Thanks!! ➔



To the Board of Directors:

Thank you for your kind words. It's nice to know that people enjoyed their stay here. Thank you personally for trusting this convention to me and for all the help and support I had from you and the rest of the Board Members.

Keep in touch.
Best Regards,
Natasa



Cyprus, 1999. Great job, Natasa, Despo, Katia and Marius!

General Business Meeting Minutes

May 12, 1999
Paphos, Cyprus, Greece

OPENING STATEMENT

The meeting was called to order by Chairwoman Ginger Cutter in Paphos, Cyprus. The members introduced themselves and identified their airplane type, position and base, introduced charter member Maggie Rose. Activities our organization was involved in during the past year included hosting a booth and seminar during the Women in Aviation Conference. Another successful scholarship program that included interviews, completed training and a fund that is growing wonderfully. If you are willing to interview a scholarship applicant this year, please take the time to sign-up. A network program was started up by June Viviano at Federal Express - a great way to get the word out about ISA at your airline and share information (about company policies, medical questions, etc.). The vision is to expand this program to each airline. Establishment of a Printing and Publications Chair that reports directly to the Chairwoman. The purpose is to reduce printing costs and improve the consistency of our product. Passed a motion that a board member may be refunded for monies spent for travel to a board meeting outside her country. Hopefully this will encourage members to consider serving on the Board. Upcoming in the Aviation Week & Space Technology magazine will be a special supplement on Women in Aviation. ISA will be receiving 500 copies to distribute to our members as a sponsor of this supplement. A resolution was passed to do an editorial change to the names of our different membership categories. Another resolution that will be discussed in greater depth today will be the associate membership category. Recognized those who have done volunteer work for ISA.

BOARD OF DIRECTOR REPORTS

Secretary - (Tiana Daugherty by written report) Motion to accept minutes as printed in the August 1998 publication. Passed. New stationery is available upon request.

Treasurer - (Janet Coté by written report) Reviewed the highlights of the report including that the scholarship fund is now valued at over \$180,000.

Convention - (Liz Jennings Clark) A large thank you to Natasa Papadapoulou for all her hard work as the local liaison. Compared conventions of the past, present and future. Recognized the sponsors of this year's convention. The year 2000 will find us in San Jose, Costa Rica during the second week of May. A video was presented by Helena to entice us to attend. A convention site for 2001 is needed. Please send your presentation to the

board to vote on during the August Board Meeting. The guidelines can be found in the April Newsletter. I have only one more Convention left to organize. If any member is interested in this position, it would ease the transition if they wanted to shadow my activities during the Costa Rica Convention. Please take the time to complete the critique of the Convention. We can't make it better if you don't tell us.

Corporate Communications - (Susan Gillett) Sandra Stephens was recognized for her fund-raising efforts. Trying to build a database of contacts at airlines and organizations that have or could be potential sponsors. I am seeking a member at each airline to serve as the fund-raising liaison (scholarship, silent auction, raffle, etc.). Am trying to put together a team of four (to include an international member) to over-see the fund-raising activities. Nancy Novaes coordinated the update of our Operations Manual. ISA has been approached by an American artist to support a Beryl Markham Memorial. Still working on the details of this project.

Human Performance & Resources - (Patty León) Trying to get a copy of the pregnancy policy from EVERY airline. During the past year, sent out 15 pregnancy policy packets. News regarding family status changes (marriages, babies, etc.) and up-grades should be sent to me.

Eeducation - (Diane Casavant by written report) Reviewed the highlights of the report. The 99's Museum Grand Opening with our exhibit will be in July. Encourage all available members to attend in uniform. Please contact the incoming Education Chair, Nanci-Elisha Briot for details.

Membership - (Patty Barrera incoming Chair for Denise Mowat) Denise is sorry she could not attend, but she gave birth to a new son just a few short weeks ago. Presented some general statistics. Over 600 members for the first time with 100 being non-U.S. Our newest member is Joelle Lustig of ISRAIR - welcome. There are only three women airline pilots in Israel. Reminder, membership dues are due by December 31st each year. Automatic renewal was suggested. It has been discussed and researched by the Board during several previous meetings. At this time, we do not have the resources to make it happen, but the Board will continue to monitor the situation. Ask each member's help in contacting non-renewing members and encourage them to rejoin, handing out applications to non-

members and just take the time to spread the word about ISA. Updated membership applications have been printed. New and improved Directories have been sent out. Please send corrections to names and addresses to the membership chair in a timely manner. Due to 3rd class mailing of the Newsletter, it is not forwarded if you moved. As the incoming Chairwoman, I encourage you to send me your ideas and suggestions.

Newsletter (Ginger Cutter) Thyra Stevenson is the incoming Newsletter Editor. June 1st is the deadline for articles. ALL members are encouraged to contribute articles and pictures to the Newsletter. During the past year ISA saved over \$2100 in mailing costs by using 3rd class bulk mail vs 1st class. Discussed costs versus timely delivery of Newsletter. A supplemental Convention mailing that will cost only a few hundred dollars is planned for next year, if we stay with 3rd class. After discussion, it was decided to stay with 3rd class for another year.

Scholarship/Financial - (Luan Meredith by written report) Highlights of the report include the Winston/Salem Air Show, that Lori and George Cline were instrumental in putting together, netted the ISA scholarship fund \$4000. The Grace Harris foundation has bestowed an annual \$10,000 donation to our scholarship fund. Discussion from the floor that since 1/6th of our membership are non-U.S. members that 1/6th of the scholarships be held in reserve for non-U.S. members. Ideas, discussions and a motion should be forwarded to Luan to present to the Board.

Scholarship/Airline - (Keith Johnson by written report) Listed the the applicants who have successfully completed their ratings during the year. Thanked the liasons/mentors at each airline for helping the trainees. ISA will be able to offer several ratings again this year. Please take the time to volunteer to interview an applicant or serve as an airline liason.

STANDING COMMITTEES

IFALPA - (Liz Jennings Clark) Last meeting was held in Bangkok. JAA attempting to prohibit women flying while pregnant.

GIC - (Nancy Novaes) Developed tools to deal with issues that come up at work. At Continental up to 15 months off at the option of the mother when it starts. Pregnancy discrimination act of 1978 - one Doctor says you are no longer able to work, then your pregnancy becomes a disability and it must be covered as such.

(Continued on p. 16)

General Meeting Minutes

(Continued from p. 15)

CIRP - (Lucy Young) Refer to list in center of Newsletter for CIRP trained ISA members. 80% of people that get help right away return to work. Recognized CIRP teammates who are at the Convention.

Website/Firsts - (Ginger Cutter) Receiving 3000 hits/month. Has been some dispute as to whether Helen Richey was the first female airline pilot in 1934. There was a possible woman for Lufthansa in 1927 and another lady in California in 1930. This additional information will be available on our website. Plan on upgrading the website this summer.

Captain's Club - (Patty Barrera) 31 new Captains this year representing 18 airlines

NEW BUSINESS

Motion to change the by-laws to reclassify membership categories. Life to Charter and adding a lifetime membership category for those who want to pay a one-time membership fee. The amount to be determined. Motion passed.

Bicycle Days July 29-31 in Keystone hosted by Cindy Shonk.

Discussed a Change to the Bylaws to reflect a new membership category - Associate Membership. An Associate Member will be any person who wishes to support ISA in its scholarship and education endeavors. They need not be a woman nor a pilot. Membership will only entitle an Associate Member to the quarterly ISA News. They will not be entitled to Convention admission except as a guest of a current ISA member. They will not receive the annual Membership roster or center pages of the ISA News. The dues will be \$25.00 per year. Benefits to ISA - increased dues monies, potential scholarship donations, a bigger volunteer base, etc. Discussion on the matter followed. Quorum not available at this Convention. A pro and con article will be published in the next four Newsletters. Proxies will be sent prior to the Convention next year and a vote will be held at that time.

Outgoing officers Diane Casavant, Ginger Cutter, Tiana Daugherty and Denise Mowat were thanked for all their hard work. Incoming officers were introduced. Thyra Stevenson - Newsletter, Patty Barrera - Membership, Nanc-Elisha Briot - Education, Liz Jennings Clark - Chairwoman and Susan Gillett-Vice-Chairwoman/Corporate Communications, Secretary to be announced

Meeting adjourned at 12:00. ➔

Airline Scholarship

(Continued from p. 12)

liaison ranks in the coming year. Lisa Ash is currently in new-hire training at American Airlines and will be based in Miami. Penny Price and Valerie Thal-Slocum have graciously offered to assume Lisa's role at Federal Express. Angie Smith will be assisting Luan Meredith with the Financial Scholarships next year. Carol Cansdale and Karen Ruth have agreed to take over the liaison duties at Northwest. There will be no scholarship at US Airways next year, so we will not need a liaison there.

For the second year in a row, ISA + 21 hosted a booth at the Women in Aviation conference in Orlando, FL on March 18 - 20, 1999 to promote the ISA Scholarship program. We were overwhelmed with questions from the more than 2000 conference attendees. We generated a lot of interest in our scholarship program, which was evident from the essays submitted with the current crop of scholarship applications. Over half of the applicants indicated that they had heard about our scholarships at the Women in Aviation conference. The Women in Aviation conference has been a great vehicle for getting the word out to our potential applicants and our continued participation in future conferences is vital to the success of our scholarship program. My sincere thanks to the many volunteers who sacrificed their free time to work at the ISA + 21 booth!

I hope to see more members turn out for next year's conference in Memphis, TN on March 9 - 11, 2000. That's home turf for me, so the party's at my house! ➔



Convention 2000

San Jose, Costa Rica
Make your plans now!

Would You Like to Propose Your City as a Future ISA Convention Site? Here's How

In recent years we have been selecting convention sites well in advance, with the Board of Directors voting on proposals at the August Board Meeting 18 months before the convention concerned.

This has become necessary as our group has grown and many large hotels' convention facilities are booked several years in advance, and we didn't want to find ourselves with limited choices. Plus the convention chair and local liaison then have a reasonable length of time to get everything in place (However as any past convention organizers can tell you - you can never start early enough - it always catches up with you!).

To date we have tended to stay away from professional convention planners and arrange everything ourselves as we felt that we then achieved a unique convention rather than a "cookie cutter" standard plan. Of course, with our group growing, this is becoming more difficult to accomplish, and the Board is not opposed to using the help of a professional - as long as it is cost effective.

Now let's get down to the nitty gritty.

The proposed hotel(s) should be four or five star and able to accommodate our business meeting. We need space for 150 members with classroom setup (i.e. with tables in front of each row). If this is impossible we have on

occasion accepted theater seating (e.g. in Amsterdam) but classroom is preferable.

We ask for a room rate based on 2 sharing per room with some type of breakfast included (in the US this is often only a continental breakfast) for a rate in the order of US \$100 - \$120. We would then also try to get a low extra charge for a third (or 4th) person sharing the same room. Of course the rates have varied quite a bit over the last few years and this is not the prime deciding factor.

We need approximately 100 rooms for the Tuesday and Wednesday nights with about 20 for the Monday and (depending on the extra tours arranged etc.) maybe 40 for the Thursday. This is an initial guideline only - numbers will need to be adjusted later. The hotel should also have a suitable venue for our Welcome Cocktail Party where we will need tables set up for the Silent Auction and a microphone.

Similarly on the Wednesday when we have the Awards Luncheon, we need a dining area suitable for 250 members and guests where a podium can be set up in view of all attendees so that the Captains' Club awardees can be followed by all present.

Then, if possible, information should be included as to possible side trips (general itinerary and price range). Another important factor is the accessibility of the chosen city. It

should be served by several airlines so that members have a good chance of getting there relatively easily. It would certainly be a plus if the proposer can persuade her (or any locally operating) airline to give concessions to ISA members. Last but not least if the proposer can come up with (possible) sponsors to share in the financial burden of hosting a convention, this relieves the workload considerably and certainly wins brownie points for that proposal!

All in all, the Board is looking for a well-rounded package. If you would like to propose your city, we suggest you gather as much information as possible (using the above guidelines as a minimum required). Bear in mind that it was decided last year that the Convention may be held at another time than the traditional second week of May if necessary.

Once the decision has been made and a city selected there is more detailed information available as to our requirements or recommendations. Many areas change from year to year - the local liaison can use her discretion to a large extent (though in consultation with the Convention Chair and the Board) to adjust to the local situation.

So, if you have enjoyed the Conventions put on for you over the years, why not make it your turn to give something back to ISA and propose your city as our next convention site!! I'll be glad to hear from you! →

Convention Fun

by Stephanie Padden
United F/O

I was surprised when Liz asked me to write an article about the convention in Cyprus. Perhaps she asked me because I had the best time! Now, the problem... how to include it all in a few pages. After 6 weeks of training (I just got my 747-400 type rating) and an 8 day I.O.E. trip, I had 2 days at home with my 2 little boys before I had to pack up and leave on Mother's Day for Cyprus. That was tough, but nothing would stop me from Cyprus. I've been looking forward to it ever since seeing Natasa's proposal two years ago in Amsterdam.

The loads to Europe were light so there were no problems non-rev'ing, especially with the help of the positive space passes on Cyprus Airways. The most difficult part was deciding which European gateway to fly through. I chose Frankfurt and even got to sit first class on United's 777. On the Cyprus Airways flight to Larnaka, I met up with two other ISA members (Carolyn Pilaar and Carola Moeller-Pfisterer). We were

invited up to the cockpit in flight to meet Captain Petros and F/O Estavos. They were very gracious and asked us many questions about U.S. flying. Upon returning to our seats we were greeted with an unending supply of wine re-fills!

Upon our arrival in Cyprus we took a taxi (with a pre-arranged special convention price) to our resort hotel in Paphos. It was almost a two-hour drive. So, while Carolyn, Carola and Felix (Carola's 8-month-old son and youngest convention attendee) slept, I chatted with our driver. He spoke very good English and was talkative. He happened to be one of the refugees from the Occupied Territory, so it was an interesting conversation. We arrived at the Coral Beach Hotel close to midnight. After getting to my room and waking my roommate (Suzanne Skeeters), we chatted briefly then went to sleep anticipating the start of the convention the next day.

I awoke to a fabulous morning and a complimentary breakfast, which was delivered, to our room. We dined on our patio balcony

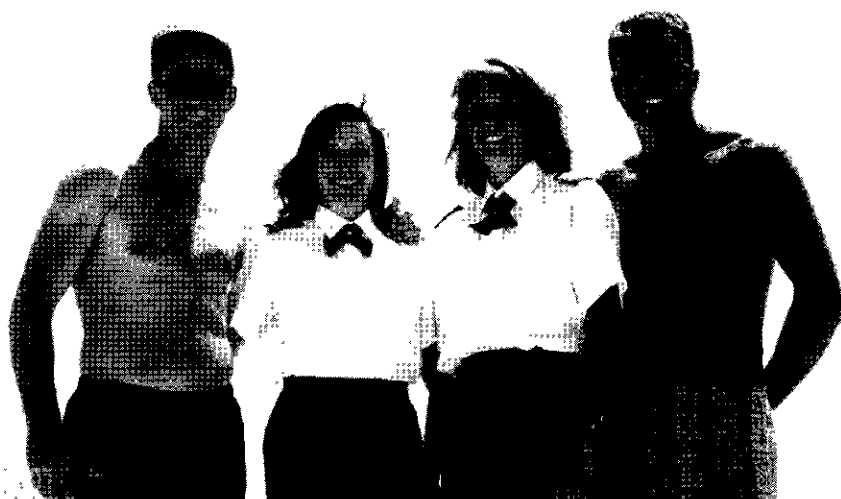
overlooking the Mediterranean Sea and the beautiful resort. After breakfast we headed down to the pool/ocean for swimming, water aerobics, para sailing, topless sun bathing (which I think the HALPS enjoyed most) or to enjoy the many things the resort had to offer. After a poolside lunch, it was up to the hospitality suite to register, pick up our Togas and to buy the all important raffle tickets. The hospitality suite was virtually empty due to the extremely gorgeous conditions outside. Next it was up to the room to "flood and Poof" for the glamorous cocktail party.

Tuesday evening we were taken by busses to the Paphos Fort at the fishing harbor. Paphos was the capital of Cyprus in Roman times. It is teeming with history and is a living museum in itself. The Paphos municipality hosted the party. The Mayor; the Minister of Commerce, Industry and Tourism; and the President of the B.O.D. of Cyprus Airways warmly welcomed us. We were also greeted with unlimited beer, wine, and appetizers and even a red rose for each ISA member. As the sun set over the water, the music, dancing, and our silent auction took place. There was a slight chill in the air but it mostly went unnoticed as our hearts were so warmed by the beauty of our surroundings, the friendly welcome we received, and the joy of being together again. The busses returned us to the hotel around 10pm. Many (perhaps suffering from jet lag, or maybe preparing for the next day's 8:30 a.m. Business meeting) went to bed. Some of us went downstairs to the bar to sample Cypriot after dinner drinks and for some dancing.

Up bright and early Wednesday morning and downstairs to the complimentary "break-fast" (a full buffet) enjoyed outside on the terrace. The business meeting
(Continued on p. 23)



PAPHOS, CYPRUS, GREECE 1999 CONVENTION PHOTO EXTRA!



PAPHOS, CYPRUS, GREECE 1999



**CONVENTION
PHOTO EXTRA**



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August 1999 Roster Update

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Forward to Special Supplement

by Ginger Cutter

Dear ISA Members,

During the 1999 Convention in Cyprus, your ISA Board put forth to the members present a motion that was passed by the Board earlier in the year. (The Board motion is spelled out in full in the sidebar).

As Chairwoman, I did just that at the General Meeting. Please remember that this was a BOARD motion, not one that was put to the membership. It was to bring up discussion and vote only if a NEW motion was drawn from the floor of the General Meeting. It was a spirited debate, one that ALL members really need to hear. It basically broke down into two separate issues: Do we allow just anyone to join as an Associate? If not, do we allow commuter and express pilots to join?

Trying to be as fair as possible to both sides, I couched my remarks to include the facts that new Associate Members would give us a better volunteer base and only slightly more income, but also a ready supply of new active members when they qualified for such. Out of over 600 members, it's a shame that we have to go outside our group to be able to man (woman!) the booths and events that we put on. Volunteerism is at an all-time low.

There were many comments, both pro and con, and good questions that came out of the discussion. However, there were no motions from the floor for a vote and there was general agreement that more discussion is needed and with ALL members of ISA involved.

Therefore, I decided to hold this discussion is a Special Supplement of the Newsletter for the next 4 issues. This will take us up to the 2000 Convention in Costa Rica, where there WILL be a vote by all members at the Convention. Proxy votes will be accepted at that time for those of you who are unable to attend.

So for the next 4 newsletters, PLEASE send in all your comments, good and bad, to Thyra, our Managing Editor. She will try to find space for all. There were many of you who have been quite passionate about this issue in the past and in Cyprus. Please let us hear from you now! Be assured that this Special Supplement will NOT be sent to anyone who is not in good standing with ISA and will not be sent to sponsors or guests who request these issues. This is a private discussion only to be among ISA members.

Let your voices be heard!
Ginger Cutter
Past Chair 1998-1999

Motion: Associate Member

.....

The Chairwoman shall bring to a vote at the General Meeting in 1999 in Cyprus the following:

Change the Bylaws to reflect a new membership category - Associate Membership

The Associate Member will be any person who wishes to support ISA in its scholarship and education endeavors. They need not be a woman nor a pilot. Membership will only entitle an Associate Member to quarterly ISA News. They will not be entitled to Convention admission except as a guest of a current ISA Member.

Change Standing Rules, as necessary, to include Associate Membership with contributions of \$25.00 per year.

**Voting on this
motion will take place
at the Convention in
Costa Rica**

Editor,

Just to add my opinion about accepting the regional carrier lady pilots into ISA+21:

I think it's a "good thing" I happen to work for a regional carrier for the past 15 years. I choose to work there for several reasons. I'm sure there are other ladies such as myself who could and would be an asset to ISA. I was just lucky my little airline

owned and operated an airplane over 90,000 lbs gross weight. In fact, my initial application to ISA was returned because the membership chair at that time did not know Air Wisconsin operated any aircraft that would qualify me to be a member. I was really disappointed to get that rejection letter.

On the other hand, I was really pleased when that was rescinded and I was accepted into this

organization that I've enjoyed so much being a part of. So, you can guess that I would certainly like to see us accept our regional airline pilots. Most of them work much harder and get paid much less than the major airline pilots. They are also generally younger and more available to work as volunteers than some of us. (Ha!..no insult intended....just that we are getting older and have more responsibility).

Luan Meredith

This ISA News centerfold is for the use of ISA members only.

Dear Editor:

I have been asked to provide a perspective regarding the latest proposed membership category for ISA which, if approved, would allow anyone the ability to gain membership to our organization. While one might be honored to be asked to share their 'opinion,' two realities actually prevail. First, It only really means that I've been around so long that I can remember back far enough to be able to render a meaningful perspective (in other words, I'm an old fart), and second when you get right down to it, 'opinions are like posterior ends - everybody has one!'

Having just attended by 15th consecutive Convention, I reflect on the uncanny timing of this membership debate as it seems nearly every 4-5 years this discussion is raised. Usually it is by someone who has not been involved in the organization long enough to have been exposed to all the factors that ultimately drive the inevitable conclusion, and that is that the membership must be reserved for "Women Airline Pilots." In the interim we educate the newcomers, the vote is taken, and in the end, we're right back where we started: with an organization whose members have earned the right to belong.



For fear of throwing a chock under the wheels of progress, I am not so short-sighted to realize that our organization will not continue to evolve. I'm simply not confident there are enough compelling reasons to allow men and pilots from express carriers to join at this time.

Points to ponder:

1. The main focus of the argument from those in favor of allowing men and pilots from commuter airlines to join ISA is the need for additional volunteerism and monetary support. Of some 600 ISA members we must continually scrape for volunteers to conduct scholarship interviews and man booths such as the one we occupy at the Women in Aviation Exhibition. While these endeavors are rewarding, we must never lose sight of the fact that we are a "social" organization. An organization created by 21 women who wanted the exclusive ability to congregate and share unique line, and life, experiences. The philanthropic endeavors we have established, including mentoring and scholarship opportunities are merely an outgrowth of the very principles on which the organization was founded and should not be the driving force behind altering the membership. According to figures shared at the Convention, the scholarship monies are close to reaching a self-perpetuating point where the interest we earn will ensure our scholarship interests are protected as time goes on. Armed with this knowledge, it doesn't seem logical that our coffers are in grave need of the \$25.00 Associate Member dues, most of which would go to printing and

postage of the newsletters they will receive. In addition, does it seem logical that we would allow Associate Members (express gals) to conduct our scholarship interviews?

2. The Newsletter. Much discussion was raised concerning the content of what material these Associate Members would get for their annual \$25.00 dues. All agreed that there was confidential information contained in the newsletter, like names, addresses, phone numbers, dates and times of gatherings, etc., none of which we would feel comfortable having in the hands of the masses. All it would take is for one unprincipled person to join with a separate agenda to make our lives miserable. And in fact, that has already happened once. Many of us "do-gooders," myself included, fell prey to a gentleman who wrote the organization ten years ago. He was recovering from a heart attack and was collecting airline memorabilia and encouraged us to help. Those of who did, found we had become targets in his pursuit for more than a year before one of us finally threatened legal action before he would stop. I can tell you this is exactly the type of individual who would have applied, and would have been granted membership to our organization. This should be a major concern for all of us.

3. How many of us recall the time period we did accept Associate Members only to find that we all became targets during the Convention when the women came, as if to a networking camp, to pass out resumes and win personal recom-

mendations. There are some members to this day who have never attended another Convention since that experience. Those who do, devote personal time to participate in Career Days, Girl Scout events, Airshows and other mentoring activities take offense to this and feel there are enough opportunities to be supportive and encouraging to these women coming through the ranks without having to sacrifice the one event per year (the Convention), which is strictly reserved for women airline pilots. They feel the Convention is clearly "off limits." Surely we would all agree that enough opportunities for information and interface are offered on our website, which ALL individuals interested in learning about our profession can see.

4. For all of us who continually check the "5 Star Hotel" box on the Convention critique, just how would we expect the commuter gals to afford the Convention? We could expect to eventually be outnumbered in our airline pilot category which either means we'd have to create some fund for members who couldn't afford the Westin rates, or be relegated to Ramada Inns for future Conventions.

5. Where will we draw the line for membership? If we are to have commuter pilots join, what about corporate pilots? What about charter pilots? What about pipeline patrol pilots flying a C172? Perhaps the members who feel these folks should qualify for membership status would be better served by devoting their

time to assisting them in the creation of their own organization.

6. For anyone believing we are perpetuating the very discrimination we strive to eliminate by endorsing the "all-female", or "all-airline" membership, the reality is in our lifetime we will not see the percentage of women airline pilots rise much beyond the 5% mark, maybe even less considering military recruitment has slowed considerably. Even the U.S. government recognizes minority groups and allows them exclusive assembly rights. And just how many of these women who say they won't join because we don't allow men in would actually be beating down our doors once we made the change? My guess would be zero.

7. For most of our members, the pinnacle of joining the airline ranks meant a right of passage that afforded membership into ISA. A final achievement for a long road in pursuit of their goals. Many of us continue to give the gift of membership to new women airline pilots as a reward for their accomplishment. It should be looked upon not as an exclusive membership, but instead as an achievement whose significance will be diminished if we reduce entrance qualifiers.

In conclusion, I can think of nothing that would threaten this organization faster than allowing men and commuter pilots access to membership. I can promise you it would

divide our women in less time than it took the Titanic to sink! Hopefully, I've provided enough insight as to the number of considerations that must be made before coming to the obvious conclusion: **"If it ain't broke, don't fix it!"** Drop the proposed motion for Associate membership status and I'll save this perspective so we can dust it off and use it again five years from now!

Respectfully submitted,
Lori Cline

Editorials featured in this pull-out are comments from ISA members.

Let's hear your opinion.
Send to:

Thyra Stevenson,
Managing Editor,
ISA News

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Dear Editor,

I would like to comment on the proposed addition of associate members into ISA, as discussed at the Cyprus convention. The primary question is, does ISA need to change? I don't believe we do.

ISA was founded as a social group for women airline pilots, not a professional networking group. The Women in Aviation organization fulfills the need for networking for those who do not fly for a major jet airline. One of the arguments for allowing regional airline pilots to become members is that we need more volunteers. The history of our group does not support this argument: indeed, the larger we have become, the fewer volunteers we have. Does anyone remember back in the 1980's when we actually had elections for board members? Ballots were sent out to the membership as we had two or more volunteers for each position. That is no longer the case. The bigger we have become, the more time it takes to operate the board.

Another argument in favor was that we need more scholarship applicants, so by allowing those from smaller airlines to join, we would have more of an applicant pool. Who would conduct these interviews? We always have to beg for interviewers. Perhaps we would pick up a few more volunteers, but the fact remains that only one person can enter membership data in the computer, only one person can write checks & pay bills and only one person can edit the newsletter. As our organization grows, we would be piling more work on each of the board members. The day would come when we would have to have professional, paid directors.

Do we really want conventions with over 2500 in attendance as the Women in Aviation had this year? Is ISA not fulfilling the destiny our founding 21 envisioned?

Sincerely,
Carolyn Pasqualino
Former Membership Director

Editor,

It seems that the women who work for regional airlines are very interested in offering their time to participate in the ISA-sponsored activities and encouraging other women to pursue careers in aviation. Out of the 600+ members in ISA + 21, only a handful are willing to donate their time to staff the events that require volunteers. I think this is a good reason to open our membership to the women who fly for Part 121 regional carriers. They are the ones who make the time to promote our organization and its projects. The Scholarship committee is hoping to increase our presence at future airshows in order to increase awareness among women about the aviation career options that are open to them. We can not participate in these events without adequate staffing by volunteers. If our workers are going to come from regional airlines, then I believe they should enjoy the benefits of ISA membership. This issue will be explored further in future newsletters.

Keith Johnson

Dear Editor,

by
*Stephanie
Padden*

In regards to creating a new "associate member" position within ISA: I feel that if this position is created, it would have to be very specific, delineated position. One that would allow only women who are in a position to become future ISA members (i.e., current commuter, Part 135, or charter pilots) to hold. I think this could be mutually beneficial in several ways.

We as a group could benefit from the high level of volunteerism and participation that these young, energetic women possess. I also feel that if our mission and purpose is to help these women obtain their ultimate career goals, we could do this more effectively if they were associate members of our group.

They would have better and easier access to all of the valuable tools and information we possess, such as scholarship information.. Also, much of our other information is very pertinent to the jobs they are already performing.

I am, however, opposed to the idea of a broader base of membership, such as 'friends of ISA.' I don't feel the benefits of this idea (possible donations) would outweigh the negative impact it could have. The idea of having them receive our newsletter is unacceptable. I think this would dilute the quality / content of the newsletter to the point that it would no longer be a useful forum for the members. Many interesting viewpoints on this subject were discussed at the meeting. Let's hear everyone's thoughts on the matter.

Moving? . . . Change of Address/Phone/E-mail?

Please let us know right away so we'll know where
to send your next newsletter!

Name _____ Email _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to: Patricia Barrera, 34 Daisyfield Dr., Livermore, CA 94550 USA Fax: 925-606-7506 Email: JPJBarrera@compuserve.com

Family News? Any special news to tell us about? New baby? Upgrade? New Spouse/Partner? New Aircraft Type? New Airline? Special Achievements?

Name _____ Phone _____ Email _____

(include both family and married names)

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

New News _____

(continue on separate sheet of paper as required)

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CALLING ALL CAPTAINS!!

For inclusion in the ISA+21 Captains' Club

Name _____ Email _____

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

Date First Signed Release* _____ Aircraft Type _____

*(*After Initial Operating Experience, OK to solo, or whatever your company may call it)*

Send to: Cammy McHenry, 5498 Falcon Lane, West Chester, OH 45069 USA Email: 73634.206@compuserve.com

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. The deadline for each issue is 45 days prior to the mailing date. Articles that are not time-sensitive may be held for future issues.

PLEASE SUBMIT YOUR ARTICLE IN ELECTRONIC FORMAT IF AT ALL POSSIBLE. A simple text file (.txt) or Rich Text Format (.rtf) is preferred, however, you may send in Word for Windows, WordPerfect, or Works for Windows. Please indicate what format your file is saved in.

If the article is small enough, you may also just send it as e-mail.

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

1) File transfer or e-mail to: Thyra Stevenson, Capt727tks@aol.com.

2) Mail computer diskette to Editor, 4261 Dry Bed Ct., Santa Clara, CA 95054, USA.

3) Mail typed articles to above address.

Unless written instructions to the contrary are received by ISA from the author, all submissions become the property of ISA and may be reproduced and disseminated at the sole discretion of ISA. Photographs may be mailed to the Editor, they MAY be trimmed for spacing. Please identify the people and event on the back of each photo. After publication, photos will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the photo.

20th Anniversary ISA Video

produced by Beverley Bass and Stephanie Wallach

Spanning 20 years of their aviation careers, a "then and now" scenario with candid interviews of 17 of the original ISA 21 charter members.

"We hoped to spark all emotions. Happy, sad, and funny, but most of all just a historical reminder of how it (ISA) all began." — Beverley Bass

This 30-minute long video* can be yours for only \$25.00, which includes Postage and Handling. There are only a limited number available. **GET YOURS NOW!**

Send your check in U.S. Funds to:

Beverley Bass
4609 Dartmoore Lane
Colleyville, TX 76034

**currently this video is only available in NTSC format.*

ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send the following ISA items:

	Price	Quantity	Color/Size	Shipping	Total
ISA Lapel Pin (gold logo on black background)	\$4.00	_____		\$2.00	\$ _____
ISA Notecards & Envelopes	\$5.00/15	_____		\$2.00	\$ _____
ISA Thermal Travelers Mug	\$10.00	_____		\$3.00	\$ _____
ISA Luggage Tag	\$3.00	_____		\$.50	\$ _____
ISA Decals (blue and gray on glossy white, 2.5")	\$1.00/ea	_____		none	\$ _____

ISA Clothing:

ISA 20th Anniversary T-Shirt (L or XL)	\$10.00	_____		\$3.00	\$ _____
ISA Logo Polo Shirt (white or navy in S, M, L or XL)	\$27.00	_____		\$3.00	\$ _____
ISA T-Shirt (white w/gray logo only in L or XL)	\$15.00	_____		\$2.50	\$ _____

Career Booklet: "Tips on Becoming an Airline Pilot"	\$1.00	_____		\$.50	\$ _____
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TOTAL \$ _____

Please make checks payable to "ISA" and send to:
Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA

PAPHOS, CYPRUS, GREECE 1999

CONVENTION PHOTO EXTRA



*Thanks to Molly Barr, Lori
Cline, Val Thal-Slocum for
sending photos.*



PAPHOS, CYPRUS, GREECE 1999 CONVENTION PHOTO EXTRA!



Convention Fun, con't.

(Continued from p. 18)

began at 8:30. You can read the details in the Minutes of the meeting. Some of the highlights included a discussion over creating a new "associate member" position. Look for more details in future newsletters on this subject. It is an important issue that could really change our organization, so stay informed and vote when it is time. We also listened to a presentation by Omni-life Insurance - one of our sponsors. We saw a video of Costa Rica, which is the sight of convention 2000. It looks like a very beautiful and enticing place, I can't wait!

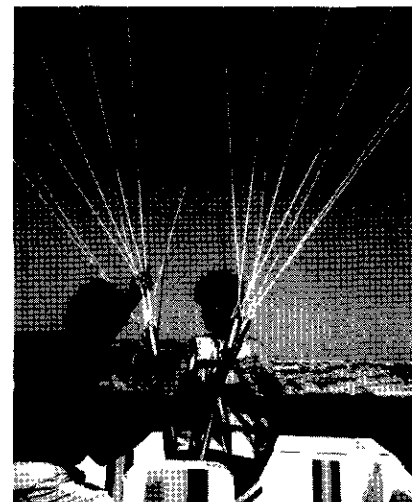
After the business meeting, we walked outside to the outdoor amphitheater for our group photo. It was a relatively small group (about 65 members present) so things went fairly quickly. However, we were out there long enough to see the "moon" - thanks to a certain HALP! The Photographs turned out beautifully, common phenomena in Cyprus. Our Luncheon was another grand buffet. I was fortunate to go through the line next to Despo. Despo is a Cyprus Airways flight attendant, and was a huge promoter, organizer, and excellent hostess of this convention - Natasa's right hand lady! Despo not only told me what I was eating, but what was best. It was all delicious. After lunch, Patty Barrera presented all of the awards to the new members of the Captain's Club. She had to compete against the sound of a gurgling waterfall we were seated next to. The press conference following the convention was fairly brief. Natasa made a statement to the press in Greek about what ISA is, and what we do. Susan Gillett made a similar statement in English, and not many questions

were asked. There were only a couple of hours of free time in the late afternoon. It was enough for another visit to the pool, but it was hard to leave. All to get ready to go and have some more fun!

At 5:15 p.m. we took the busses back to the harbor in Paphos where we boarded the "Jolly Roger" sailing boat for a champagne sunset cruise along the Akamas coast. It was a lovely evening - in fact, the weather was perfect the entire time we were in Cyprus. Natasa told me she prayed really hard for good weather... someone listened! I think everyone really enjoyed the ride. Members were seen talking, dancing, climbing up to the crow's nest, even sword fighting on deck, but I don't think anyone walked the plank! After returning to shore, we took the busses back to our hotel for our Gala dinner/Toga party.

We all donned our Togas and sandals and headed outside to the amphitheater area, which was decorated in traditional Grecian style. Under the starlit skies, we were treated to a theatrical presentation to evoke three Greek Gods (Zeus, Eros, and Dionysus). It was a moving performance and I could definitely feel the presence of the Gods. I don't know which was more dramatic...the actor and dancers, or me when I won the "primo" raffle prize (a pearl necklace from Pam Mitchel's Global Nomad Company). Our dinner was a sumptuous four course meal, billed as offerings to the God's of Olympus: Demetra - salad bar; Poseidon - octopus, kalamari, swordfish; Pan - pork, chicken, lamb; and Aphrodite - delicious desserts, fruits and cheeses. After dinner and the raffle, we went to bed content with our full bellies, "sea legs," and our night with the Gods.

(Continued on p. 24)



Relaxing at Coral Beach Resort, standing in front of Aphrodite's Rock, scuba diving and parasailing...this Convention had it all!

Convention Fun, *con't.*

(Continued from p. 23)

Thursday morning we boarded the busses for our full day tour of the island of Cyprus. Our first stop as we drove along the coast was "Petra Tou Romiou" (the Venus rock and legendary birthplace of Aphrodite). We were told there is a belief that if you swim around the rock 3 times it will take 20 years off your life. I think what really made us feel young was experiencing the almost 9000 years of history of Cyprus. The next stop was Kourion, which was an ancient city by the sea founded around 1200 B.C. Here we saw an ancient theatre, ruins and intricate mosaics. From there we continued on our scenic drive which passed by orchards of grapes, olives, lemon and orange trees. May is the month the flower festival is celebrated and the landscape was blanketed with anemone, poppy, daisies and flowers of all colors. At the business meeting, we were all given a special gift from Natasa. It was a ceramic plaque with an anemone flower and the ISA logo on it.

After a brief coffee stop, we were on to the walled city of Nicosia - the island's capital and Europe's last "divided" city. Turkey, including 1/2 of the city of Nicosia presently occupies approximately 1/3 of Cyprus. We stopped in a folk neighborhood with narrow cobblestone streets to shop and lunch. We next went to the Cyprus Museum, where we viewed artifacts (pottery, jewelry, coins and some interesting figurines) reflecting the various influences of Greek, Roman, Egyptian, and Ottoman cultures in Cyprus history. Our next stop would be a lesson in more modern Cypriot history. We drove to the Green Line, which refers to the borderline that divides the Republic from the illegally occupied area to the north. It was not only politically educational for us all, but also a very sad and powerful experience.

After leaving Nicosia, we traveled through the Troodos Mountains enjoying the picturesque view of timeless villages nestled among the pine trees. We reached the little wine-producing village of Omodos by early evening, where our first stop was a traditional tavern. Here we sampled complimentary Zivannia (a Cyprus whiskey made of grape skins). At 46% alcohol, we were told it had many purposes besides drinking - like washing windows! I found it much easier to drink as a straight shot rather than sip it.

From there we walked to the stone paved central square where our Cyprus traditional dinner would occur. We again dined under the stars, enjoying a fabulous "Meze" which consisted of all of the delicious traditional cuisine - including souvlakia kebabs on giant 4-foot skewers. I was honored to dine with Natasa and Liz, and one of Cyprus Airways A310 Captains who told me what a great job Natasa does in the cockpit - as their only female pilot! After dinner, we were treated to a lively evening of

traditional Cypriot dancing and music. I don't know if it was the wine or the stone streets, but I found it much more difficult than locals made it look. I was lucky enough to have a dance with one of the local men (a 75-year-old shopkeeper who managed to sell me several bottles of local spirits before I left)!

Sadly, we were "dragged" back to the busses around 10pm. for the drive back to the hotel. From there each of us would go our separate ways - some home, some to sail the Greek Isles, some to Egypt and Israel, and some to travel other parts of Europe. Many members brought friends and family members, and this was a great convention to turn into a real vacation. I've been to seven now, and this was the best yet. Thanks Natasa for inviting us to your beautiful country and for being such a wonderful hostess. We really missed those of you who couldn't make it, and look forward to seeing you in Costa Rica! →

Mounted Police at the Great Pyramids, right.. Coral Beach Resort, below.

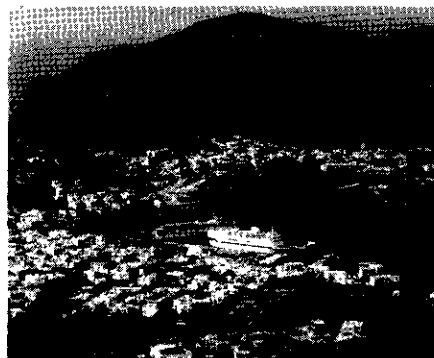


Three Hour Cruise

by Val Tahl-Slocum

We just returned from the ISA Convention in Cyprus, where we also went on the Greek Island Cruise, afterwards dubbed the "Three Hour Cruise." Here is a jingle we created, based on the Gilligan Island theme song, which reflected the adventure.

I've also enclosed photos from the Convention and our events. ➔



First stop, Greek Isle Cruise, Patmos.

A Three Hour Tour

(sung to the Gilligan Island theme song)

Just sit right back and you'll hear a tale
A tale of an ISA trip,
that started from Limassol aboard a Cypria ship
The fourteen Americans were ISA type, four members brave and sure
All set sail that day, for a Greek Island Tour . . . A six day tour.
The accommodations were quite rough, "Floating Motel 6."
If not for the humor of the ISA crew,
the holiday would be a mess . . . the holiday a mess!
The ship's first stop, wonderful Patmos Isle,
dinner on a colored pebble beach
Princesa Cypria sailed on to Lesbos, not our favorite stop.
Men only on Mount Athos, no procreation there.
We were reunited at Salonica, for a panoramic city tour,
Nightlife and dinner at the dock.
Upon reaching Tinos, a gusty gale did roar,
and the landing was real rough.
Simi was the final stop, the best destination on the cruise
With Ellen and the mister, too, Jimbo and his wife,
The Saddler, Parents and Sandra Ann
Aboard the ISA side trip Cruise!



Aboard the 'Princesa Victoria,' cruise to Israel and Egypt, standing (left to right), crew, Sandy Gitter, crew, Molly Barr, Adrian Slats, Patty León, Connie Tobias, Suzanne Skeeters, Lori Cline; kneeling, Cammy McHenry, Diane Walker, Sue Neilsen, Maggie Rose.

ISA Captains' Club

by Patty Barrera

We finished up the year with 33 new captains inducted into the Captains' Club, which ties the record set last year for most captains ever inducted in a single year. They represent 20 airlines, from 11 countries. Ten captains were present to receive their plaques at the convention in Cyprus. Below is a list of the 12 captains inducted this year who sent me their information after the last newsletter. (For reference to the other 21 captains inducted in the Captains' Club this year, please refer to the April newsletter.)

I have really enjoyed volunteering in this position this past year. It has been a great way to "get my feet wet," and get to know more members of this wonderful organization. Since I have now taken on the Membership position, I find it necessary to step down from heading this committee. Thank you to Cammy McHenry for answering the call to volunteer for this position. I know she will do an excellent job, as she has always done for ISA. ✈

CELLETTI, Antonella February 2, 1999	Alitalia	A-320/321
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De ANDREIS, Helena August 12, 1997	LACSA	A-320
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DORA, Trina Jarish November 29, 1998	United Airlines	B-757/767
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FERGUSON, Cidney June, 1996	UPS	DC-8
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FISCHBACHER, Susanne January 21, 1999	Hapag-Lloyd	B-737
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KUGLIN, Vernie March 3, 1996	Federal Express	DC-10
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McENDREE, Deborah L. April 8, 1999	United Airlines	B-737-300
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MUSY, Gabrielle January 7, 1999	Swissair	A-320
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SIKES, Alicia March 26, 1999	TWA	B-727
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TZVETKOVA, Valentina October 16, 1997	Air Sofia	AN-26
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WAINGROW, Debora M. May 6, 1997	Alaska Airlines	MD-80
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WOOD, Julia April 8, 1999	United Airlines	B-727
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Captains' Club

Cammy McHenry

I have taken over the job as the keeper of the Captains' Club information from Patty Barrera. I can only say "Thank you, Patty, for handing over such a well organized committee!" Since the committee just changed hands at the convention in Cyprus nothing has made it's way to me in the form of new captain information. However, should you become qualified as a first time captain (or you've been qualified for a while and never turned in your information) please send the information to me so you can be included in this group. It's a group that's growing by leaps and bounds every year so I want to try and make sure every member who deserves to be on the roster is on it. You can use the cut out that's in the center of the newsletter, e-mail me, use snail mail, or (hopefully) use the phone number which should have a FAX on it before too much longer. I should definitely have the FAX by the next newsletter. My info is:

Cammy McHenry
5498 Falcon Lane
West Chester, OH 45069-1000
(513)777-6554
Cammy McHenry@compuserve.com

I hope to be hearing from lots of you real soon.



(L to R) Ann Bennett - Qantas, Helena de Andreis - LACSA, Susan Fischbacher - Hapag Lloyd, Pam Mitchell - Northwest, Suzanne Skeeters - Northwest, Lucy Young - US Airways, Antonella Celletti - Alitalia, Cidney Ferguson - UPS, Patty Barrera - United

Fast Track

by Luan Meredith

FASTTRACK seems to be evolving into a mentorship file. I currently have nine mentors on file:

Airborne: Maurene Ramsey;
Alaska Airline: Patricia León;
America West: Paula Vail and Lisa Richardson;
Federal Express: June Viviano
Kitty Hawk: Bernadette Hayward;
Northwest Airline: Angie Smith;
Southwest: Judy Gasparis; and
US Airways: Carol Dishart.

These ladies are all to be applauded for making their names available to work with a lady who is interested in working for her airline. Thank You to each of you. Anyone who did not hear her airline mentioned

in this list please feel free to just pick up the phone and add your name and airline to this list. If your airline is not listed, consider becoming a mentor for us! It can be so rewarding to talk and encourage a young aspiring woman to be just like you...a future airline pilot!

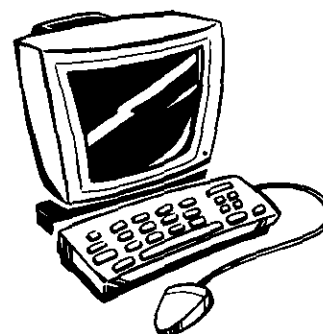
So far I've had only a handful of requests for information. However, if we accept the regional carriers lady pilots as members, I would expect this position to become more active.

We continue to receive the "Pilot Job Monthly" from Kit Darby at "Air Inc" each month. This is information that is made available to any lady

who calls me to ask for information. Thank you Kit!

If anyone is interested in being a part of FastTrack, I'd be happy to have you on board...or even just let you take it over. It requires very little time, but can be very enjoyable via the contact with other members and participants.

Thanks to all of you for listening! ➔



ISA On-Line

Visit the ISA Website at:

www.iswap.org

- Current ISA events
- Informative articles reprinted from the *ISA News*
- ISA activities and more!

Ginger Cutter
Webmaster



1999 Convention, Cyprus, Greece

Bids Now Being
Accepted for

Convention 2001!

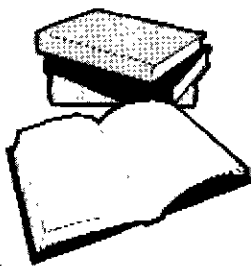
See page 17 for details about
how to propose your favorite city!

ISA Library

The following items are available to members for checkout from the ISA Library:

Aircraft Videos

- BAe-146 systems review
- A-300 systems review
- A-320 pre-oral review
- B-727 systems review
- B737-200 systems review
- B737-300 systems review
- B-747 pre-oral review
- B757/767 systems review
- DC-8 cockpit review
- DC-9/MD-80 systems review
- DC-9 systems review
- MD-80 pre-oral review
- Introduction to Glass Cockpit (video/workbook)



Aircraft Systems Software

(diskettes not Windows 95 compatible unless stated)

- A-320 systems review (3.5" disk)
- B-727 systems review (3.5" disk)
- B-747 systems review (3.5" disk)
- B-757 systems review (3.5" disk & CD-ROM, two different programs)
- B-757/767 systems review - Windows 95 compatible (3.5" disk)
- DC-9 systems review (3.5" disk)
- DC-10 systems review (3.5" disk)
- CFIT Education and Training CD-ROM

Videos

- Several videos about women airline pilots
- ISA video
- Meeting the Challenge: Women in Aviation
- Menopause
- Complete Jeppesen Chart Review

Books & Pamphlets

- B-757/767 aircraft study guide
- *That's Not What I Meant! How Conversational Style Makes or Breaks Relationships*, by Deborah Tannen, Ph.D.
- *You Just Don't Understand! Women and Men in Conversation*, by Deborah Tannen, Ph.D.
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim, Ph.D.
- *The Invisible Passenger: Radiation Risks for People Who Fly*, by Robert J. Barish, Ph.D.
- *Pregnancy and the Female Pilot: History and Review of Current Administrative Policies and Procedures*, report by Dr. Jacqueline B. Boyd, Ph.D.
- "In-Flight Radiation" medical bulletin
- "Radiation Protection 85-Exposure of Air Crew to Cosmic Radiation" by the European Committee Directorate General.
- *Airbus-Europe's High Flyer*
- *IFALPA-50 Years 1948-1998*
- *What to Expect When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *What to Eat When You're Expecting*, by Eisenberg, Murkoff, and Hathaway
- *The Girlfriends Guide to Pregnancy*, by Vicki Iovine
- *The New Well Pregnancy Book*, by Mike Samuels, M.D. and Nancy Samuels
- *Trimester-A Healthy Pregnancy Guide*, by Thomas J. Garite, M.D., etc.
- *Excited, Exhausted, Expecting-The Emotional Life of Mothers-to-Be*, by Arlene Modica Matthews
- *Baby Bargains Secrets*, by Denise and Alan Fields
- *The Womanly Art of Breastfeeding*, by LaLeche League International →

ISA Peer Support Team

CIRP Trained Specialists

by Lucy Young

CIRP Update

This is an overview of the update given at the Cyprus convention on May 12, 1999 at the Coral Beach Hotel in Paphos. The ISA peer support team continues to compliment the teams that have been set up by ALPA, IACP, APA, and other unions and corporations to assist pilots who have been involved in a traumatic incident or are experiencing any kind of stress response in their lives. The ISA News centerfold lists members who may be contacted any time by ISA members for peer support and stress management information following a traumatic incident. This may help members who do not have a formal structure in place at their company,

or just wish to discuss their situation with another female pilot. By mutual agreement, this assistance can include a personal advocate for women called in for arbitration hearings or any other possibly traumatic situations. All contacts are confidential and no records are kept.

Critical Incident Stress Management is predicated on the Mitchell Model, developed by Dr. Jeffrey Mitchell, which uses interventions by peers to stabilize a person after a traumatic incident. Peers have been shown to be invaluable in this process, which often is one on one due to the flight schedules of airline crew members, but may also include a mental health professional in small group sessions. Examples of incidents are flight attendant injury, flight control malfunction, engine shutdown or passenger death. Untreated, stress can be debilitating and ALPA

aeromedical personnel have stated that 80% of crew members who get intervention and assistance in dealing with stress are able to go back to flying duties in a reasonable time period. Conversely, 80% of crew members who receive no assistance after a traumatic event suffer from long term disability and some never return to flying duties.

Four ISA team members participated in the International Critical Incident Stress Foundation World Congress in Baltimore, MD where international speakers spoke of their experiences working on CIRP teams. One of particular note was the team leader from Delta Air Lines who responded to New York for the Swissair 110 accident. Attending were Charlene Sammis, Deb Giese and Lucy Young. Capt. Mimi Tompkins was coordinator of the Aviation Day. →

IFALPA Report

by IFALPA Observer
Lia Jennings Clark

The annual IFALPA Conference was held in Pattaya Thailand from the 15th to the 20th of April. Attendance broke all previous records with over 300 delegates representing 50 countries - with observers and guests total attendance was 560. Canadian Captain Rob McInnis stepped down as President and is succeeded by Aer Lingus (Ireland) Captain Ted Murphy. The other five Principal Officers come from all over the globe - Mexico, USA, Britain, Holland and Pakistan. This year's recurring theme was the present and future effect of globalization of the airline industry with seminars on "preserving the Profession" in the face of increasingly far-reaching alliances between many of our employers. Representative of both WINGS and Star Alliance pilot groups met and discussed common concerns and the Conference issued a press release outlining their position on such alliances. (See the web page at www.ifalpa.org for more details).

IFALPA is raising its profile as the global voice of pilots representing over 120,000 in 93 countries. Only 26 of these member associations have more than 600 member pilots with USAALPA the largest with 50,000. Thirty-two associations have less than 100 members with the smallest having just nine. The needs and resources of such a mix of member associations are complex and disparate. One of IFALPA's strengths is the way smaller associations are supported and given the opportunity to participate in policy and decision-making processes that they could never attempt alone.

Of course there was the usual heavy schedule of committee meetings with delegates having the last chance to change proposed papers and policies that were to be voted on in the plenary sessions. These policies cover a wide range of technical, safety and industrial issues. I mainly sat in on Committee A/B which deals with Human Performance, Security and Industrial items. I was honored to be asked by the Committee Chairman Capt. Mark Roman if I would like to address the committee during their last day of deliberations and outline ISA's purpose - what we could do for them and what they could do for us. This resulted in several inquiries from delegates whose women pilots may wish to join our society or who had questions about our various committees. Indeed through Captain Roman we added another new airline and country when Israil pilot Joelle Lustig joined us at the Cyprus Convention.

Less pleasant news came when committee A/B was discussing proposed Radiation policy. There is legislation in place in Europe that will come into effect in May 2000. This legislation takes the form of EU Directive 96/29 that states that for female aircrew (cabin & cockpit) "the protection of the child to be born shall be comparable with that provided for members of the public. The conditions for the pregnant women in the context of her employment shall therefore be such that the equivalent dose to the child to be born will be as low as reasonably achievable and that it will be unlikely that this dose will exceed 1.Sv during at least the remainder of the pregnancy." It goes on to say "As soon as a nursing woman informs the undertaking (her employer) of her condition she shall

not be employed in work involving a significant risk of bodily radioactive contamination." The general opinion at conference was that this will preclude crew flying AT ALL while pregnant. Several delegates were concerned as to the lack of uncontroversial evidence on the effects of cosmic radiation in general. In the case of pregnant crew it does seem that laws have been passed "just in case."

My personal concern is the lack of options being to the pilot to opt to fly different routes or equipment at least often enough to maintain her 3 landings in 90 days. Not being able to maintain basic currency will make women expensive employees. If the foetus of a pilot needs to be protected in such a drastic manner what about the foetus of a frequent-flyer - a business woman who travels transatlantic or transpolar a couple of times during her pregnancy will probably be exposed to more radiation than a pilot for my company who flies a couple of trips a month North-South from 50N to 25N just to keep her license.

Once this comes into effect in Europe I wouldn't be surprised if the US follows suit especially considering the usual corporate level of anxiety as to being sued for endangering employees in any way. Similarly conservative groups who have in the past had women prosecuted for foetal abuse for drinking a beer or glass of wine while pregnant may well apply the same reasoning to exposing the foetus to an increased level of cosmic radiation (however small). If any of you have contacts in the medical or legal fields that could advise us as to the options available, do get in touch! ➔

Women in Aviation, (continued from p. 30)

out. At the Winston-Salem Airshow last September, Lynn Zapico, 1998 ISA Scholarship runner-up, made up 25% of the staff for the ISA + 21 booth.

My sincere thanks go to all of you who do make the effort to support our projects and volunteer your time! Your participation is indispensable and I am very grateful for your contribution.

Women in Aviation Conference

by Keith Johnson

The women in Aviation Conference was held in Orlando FL March 18-20, 1999. The exhibit Hall contained 145 booths featuring everything from job opportunities to flight schools, to aviation products for sale. ISA+21 was proud to host a booth promoting our scholarship program which displayed a 6 ft banner with the logos of all our airline sponsors: Federal Express, NWA, United, UPS and US Airways.

The Exhibit Hall was open to the more than 2000 conference attendees for 3 days and our booth was staffed by 21 ISA volunteers to answer the myriad questions that were asked. I would like to thank the following workers who generously offered their time to come to Orlando to help us out: Lisa Ash, Jenny Beatty, Candy Christmas, Alison Devereaux-Naumann, Gulshin Gilbert, Kim Grimes, Michelle Hatch, Becky Howell, Shannon Jipsen, Karen Kahn, Vickie McLendon, Luan Meredith, Francie Simon, Angie Smith, Karen Smith, Kara Stinson, Jessica Stearns, Valerie Thal-Slocum, Connie Tobias, Eliska Wysocki and Lucy Young. Candy Christmas was working at the booth on Saturday morning when she found out that she had been furloughed from Kitty Hawk Airlines. I am happy to

report that she has since been hired by Northwest Airlines to give the story a happy ending!

If you have never worked at one of these conferences before, you are missing out on a very rewarding experience. The conference attendees are so hungry for information about airline careers and how to attain one, their enthusiasm is contagious. It makes you recall your own memories about your path to your current job. Top kudos go to Mary Ana Gilbert and Sandra Stephens !!! Mary Ana did all of the advance legwork in gathering the materials to be distributed at the booth and making hotel and conference reservations. Sandra was the on-the-spot organizer who set up the booth and scheduled the volunteers to staff the booth for 3 days. The booth looked terrific and we were well-received by the crowds of attendees waiting to speak to our volunteers. We sold 52 copies of the booklet written by Gail Redden-Jones, "Tips on Becoming an Airline Pilot". We handed out hundreds of Scholarship Information sheets and many Scholarship applications to qualified candidates.

On the second day of the conference, we gave a seminar outlining the details of the Scholarship process. ISA Scholarship chair, Luan Meredith, gave an introduction about ISA + 21 to describe our organization. I explained

the 8 steps of the scholarship cycle illustrated by a great photo poster made by Krisan Wismer, beginning with the donation of the scholarship by our airline sponsors, through the scholarship interview and winner selection, to the conclusion of the training and reaching the goal of a new type rating certificate. Two of our former Scholarship winners, Michelle Hatch, 1996 Fed Ex Flight Engineer winner and Vickie McLendon, 1997 Financial Scholarship winner, each spoke about their experiences with the ISA Scholarship program. Michelle is



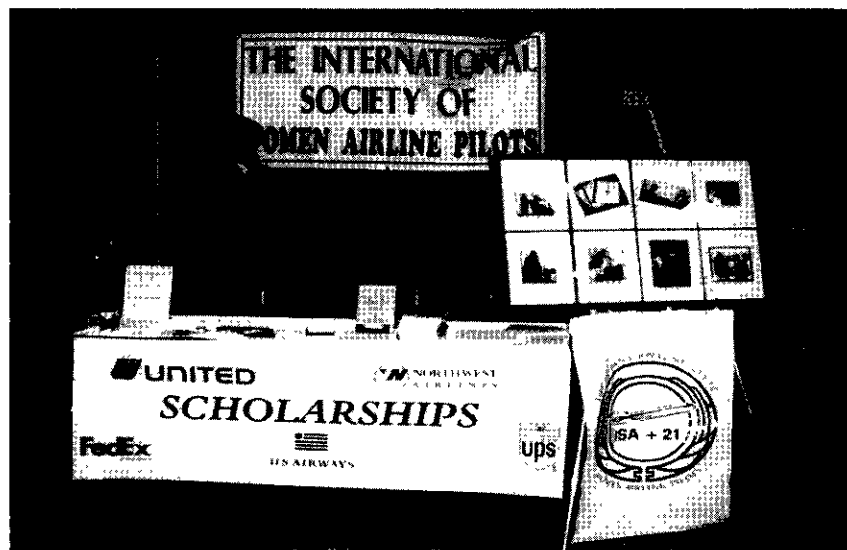
From left, Angie Smith, Vickie McLendon, Kara Stinson, ISA+21 Booth workers at WIA Conference, Orlando

currently on maternity leave from her Line Check Airman position at Skyway Airlines.

A month after the Women in Aviation conference, Michelle was called for an interview at Northwest Airlines. In her eighth month of pregnancy, she successfully passed her sim check and interview and will be starting class at Northwest in September. Another new ISA member joins our ranks. Congratulations, Michelle! Vickie McLendon is flying for Business Express as a SA-340 First Officer. She was thrilled to be the recipient of an A-320 Type rating scholarship from Airbus Industrie at the Saturday night banquet in Orlando.

We were very fortunate to have so many volunteers working at the ISA booth this year. It was interesting to observe that over 25% of the volunteers were not even ISA members. They were former scholarship winners and their friends who fly for regional airlines who were willing to come and help us

(Continued on p. 29)



Sandra Stephens, ISA+21 Booth, at the Women in Aviation Conference, Orlando, March 18-20, 1999

News Around the Ramp

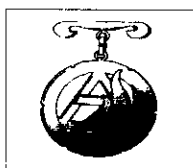
UAL Captain Carolyn Pasqualino and UAL Line Check Airman Captain Sue Neilsen on Carolyn's IOE, B767-300. Flt 781 DEN-LAX, March 15, 1999.



UAL Captain Jean Haley Harper, shown right, B757 ORD-LAX, named recently as college sorority Delta Zeta 1998 Woman of the Year. She was also selected as a 1999 Woman of Distinction by the Mile Hi Council of Girl Scouts.

'In addition to flying, Jean is a skilled artist, a keynote speaker, a trainer for United Airlines and the Girl Scouts of America, and an author. She has published three books and over thirty articles on a variety of topics ranging from air safety to women's leadership in the airline industry.'

Jean's accomplishments exemplify the saying that there are no limits to what we can accomplish if we do not limit ourselves.' (excerpts from the Lamp of Delta Zeta, winter '99).



Don't Forget:

- Check out the center Supplement of this issue for membership category suggestions
- Nominate your Convention 2001 city



WASPS' 'Fifinella'

WASP 'Fly Girls'

Recently PBS aired a program about the WASP, called 'Fly Girls.'

Would anyone who saw it care to write us a review?

Submit to: Editor
email: Capt727tks@aol.com
snail mail: 4261 Dry Bed Ct.
Santa Clara, CA 95054 USA

**News Around the Ramp, *con't.***

The *ISA News* Editor recently became a member of the Yankee Air Force, Ypsilanti, MI., site of the Willow Run B-24 Liberator Bomber Plant. YAF members restore, maintain and fly many of the historic aircraft, administer the Yankee Air Force Museum, publish periodic publications, conduct fund-raising events and give museum tours. The Museum consists of aircraft displays and numerous rooms devoted to aviation topics, including WWI aviation, WWII, Korea, Vietnam, Women in Aviation, and the B-24 Liberator Bomber. It's an exciting airfield! ➔



See the Yankee Air Force
on the Web:
www.yankeairmuseum.org



Yankee Air Force B-17, "Yankee Lady." Before I have to hang up the headphones, my goal is to command this airplane. Uncle Harry Kennedy was a B-17 pilot and influenced my future more than he knows. -Editor

**Don't you just hate it when those birds clog up your engines?**

March 1999, huge flock of snow geese ingested into both DC-9 engines at 800' on approach to Kansas City. The *ISA News* Editor and the Captain are lucky to be alive! Pratt & Whitney still can't believe they survived.

'Cockpit Live' From Germany

by Cordula Abromeit

Hi,
My name is Cordula Abromeit and I am ISA member. I wanted to send you an article about a little extra job I am doing for my airline. Normally I am an FO A310 for Lufthansa German Airlines. I do have nice photographs of our "showcockpit" and I will try to send you the pictures. Now the short article explaining what we do:

PILOTS....DOWN TO EARTH

Just a short introduction: My name is Cordula Abromeit and I am a FO A310 for Lufthansa German Airlines. Lufthansa is a schedule airline for domestic and international flights with homebase Frankfurt. One day a pilot started to develop a kind of show simulator for the public. It looks like a cut off flightdeck so that the people can watch what we do. It is an A340 flight deck and one of the "real" pilots sits in the left seat and invites people to fly a pattern in the right seat with the visual from Berlin Tegel with two parallel runways. We have a normal simulator visual and all sounds and

vibrations for powerchanges, gear, etc. are simulated. The real pilots are sitting there connected to a PA system with microphone and do the talking all the time. We talk about our jobs, how you can get there and explain what we are doing. There is always a big crowd watching our "Cockpit Live" and we want, of course, to also show that flying is not that easy...(almost nobody is able to touch down on one of the parallel runways). It is possible to hire "Cockpit Live" worldwide (we have been to airshows, fairs of all kinds, anniversaries, incentives, etc). If you would like to know more about it, you can either contact me or Mr. Willi Schildge via email: Willi.Schildge@dlh.de.

Greetings from Germany
Cordula Abromeit



International Challenge

by Sharon Finch

Here are details about a new scholarship project brought up at the convention that I would like to see ISA members support.

Attention Non-U.S. Members
Many of the aspirations that we initially had for the ISA Scholarship have now come to pass. Our dreams were for a self-perpetuating bank account, corporate contributions, and airlines donating type ratings. Our hopes were to have our scholarship recipients get airline jobs and become ISA members. Eleven years later, we have come full circle. Airlines are hiring our winners before they can get their free type ratings, and some have become co-workers and ISA members. But our work is not done because we still have yet to develop a scholarship fund that can make a meaningful impact in the international arena. Our challenge now is to set aside a

portion of our scholarship funds commiserate with the growing percentage of non- U.S. members and figure out a meaningful way to make a difference to women in an array of different countries who are striving to join our ranks. This scholarship will have to be flexible because the route to becoming an airline pilot in many countries is diverse and requirements are varied. The funds may be needed for living expenses while training, or for initial ratings. We must be flexible from case to case. And above all we must have applicants! Right now our system is not reaching out beyond the American shores. So I need the help of each and every one of our non-U.S. members. First off, to compile a record of what the process of becoming an airline pilot is like in your country, including known obstacles that may affect females only. Then, we need volunteers to interview likely

candidates and a selection committee to sort through the possibilities.

Finally, and most importantly, we need to reach out and find these ambitious young women. This is your organization ladies, and these are your funds to do with as you see fit. Let's all get together and make a difference like we have been doing for the last 21 years of ISA +21.

I am willing to co-ordinate your efforts from the U.S., but it would be ideal if one of you took over this project.

So this is a challenge to all of you to step forward and make our scholarship truly
INTERNATIONAL!!

Sharon Bigelow
(previously known as Sharon Finch) 747girl@compuserve.com
phone (970)870-9815. ➔

Networking News

by Capt. June Viviano

Read a good book lately?

The next millennium poses a challenge for New Year's Resolutions - how to describe objectives worthy of a new beginning. I'd offer an age-old solution - READ.

Dr. Jacque Boyd has offered her preferred list of thought provokers, and they are a great springboard to a new-age awareness.

When Work Doesn't Work Anymore,
Women, Work and Identity
Elizabeth Perle McKenna

Working Women Don't Have Wives,
Terri Apter

Beyond The Double Bind,
Women and Leadership
Kathleen Hall Jamieson

Everything a Working Mother Needs to Know about pregnancy rights, maternity leave, and making her career work for her
Anne Wesiberg and Carol Buckler

Women and Work Family Dilemma
Deborah Swiss and Judith Walker

Breaking with Tradition Women and Work, The New Facts of Life
Felice Schwartz

Reproductive Hazards in the Workplace Mending Jobs, Managing Pregnancies
Regina Kenen

Women's Legal Guide
Barbara Hauser, Editor

Justice, Gender and Affirmative Action
Susan Clayton and Faye Crosby

The Girl's Report: What We Need to Know Research About Growing Up Female
Lynn Phillips

Woman: An Intimate Geography
Natalie Angier



Newsletters

Women's Health Advisor
Weill Medical College of Cornell University
800-847-7131

The Network News
National Women's Health Network
202-347-1140

Women's Health Source
Mayo Clinic
Subscription Services
P.O. Box 56931
Boulder, CO 80328

Harvard Women's Health Watch
Harvard Medical School
P.O. Box 420234
Palm Coast, FL 32142

Health & Nutrition Newsletter
Tufts University
50 Broadway, 15th Floor
New York, NY 10004

Other Recommendations:

Talking from 9 to 5
Women and Men in the Workplace
Language, Sex and Power
Deborah Tannen

The 9 to 5 Guide to Sexual Harassment

7 Habits of Healthy Pilots ➔

Women and Flight Traveling Exhibition

Don't miss it when you're in one of these cities!

Jul 17 - Aug 29, 1999
Owls Head Trans. Museum,
Owls Head, ME

Sept 18 - Oct 31, 1999
Elmhurst Historical Museum
Elmhurst, IL

Nov 20 - Jan 2, 2000
Minnestrista Cultural Center
Muncie, IN

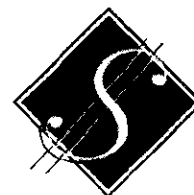
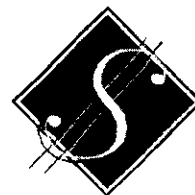
Organized by the National Air and Space Museum and the Smithsonian Institution Traveling Exhibition Service.



ISA+21

"High Finance": New Law Could Save You More Tax Dollars

by Katherine Morris



This is one of a series of financial articles that will be printed in ISA NEWS. The information in this particular column may be most pertinent to our North American members.

Many Americans cheered passage of the IRS Restructuring and Reform Act of 1998 in hopes of getting a tax agency that was more fair and responsive. But did you know that the law also enhances several tax breaks that may help free up more money for your financial goals?

Part of the act, signed into law in July, 1998, provides "technical corrections: to provisions of the Taxpayer Relief Act of 1997. In addition to changes that affect Roth IRA conversions, there are other changes that may affect your finances.

A shorter capital gains holding period. The law shortens the securities holding period required to qualify for the most favorable capital gains tax rate from 18 to 12 months - this essentially reestablishes the holding period that was in force prior to the Taxpayer Relief Act of 1997. The change is retroactive to the beginning of 1998.

Last year's tax relief act lowered the most favorable capital gains rate to 20 percent (10 percent for taxpayers in the 15 percent income tax bracket) but extended the required holding period to 18 months. The result was a complex multi-tiered holding period/tax rate structure that was confusing.

A few mutual fund investors may still be subject to tax at 28 percent or 25 percent. This is due to some of the gains distributed by funds in 1998 could include gains made from securities sales early in 1997 or gains from the fund's sales of other assets, like gold or REITs.

A larger exclusion for some home sellers. For homeowners who sell their residence after living there less than two years, the new law allows a capital gains tax break based on a portion of the maximum exclusion passed in 1997 (\$500,000 for joint-filing couples and \$250,000 for singles who live in their homes at least two years prior to the sale) - provided the move is due to a job change or health reasons or "unforeseen

circumstances." The provision is generally effective for sales after May 6, 1997.

For example, if you live in a home for one year before selling it to move to a new job (one-half of the required period), you'll qualify for one-half of your maximum exclusion (\$250,000 if you're a joint filer.)

Before the Act's clarification, the Taxpayer Relief Act was interpreted to allow people who were selling their houses after less than two years to exclude a fraction of their realized home-sale profit rather than a fraction of the maximum exclusion.

Estate tax changes. The new law also:

- Provides computations that coordinate the increase in the unified credit (from \$600,000 in 1997 to \$1 million in 2006) with a decrease in the family-owned business (exclusion also becomes a deduction in the new law!)

This change will ensure that the total tax on estates with family-owned businesses will either increase or decrease as the unified credit moves up.

- Clarifies that gifts for gift-tax purposes cannot be valued differently for estate tax purposes if a tax return for the gift was filed and the statute of limitations period expired, even if no gift tax was paid on the gift.
- Makes clear that interest in property won't be disallowed as an interest in a family business even if the deceased owner leased it to a family member for use in a business or trade.

How to benefit from the changes. Tax laws have shifted considerably over the last two years, with a range of new opportunities available. To take full advantage of the changes, consider reviewing your situation with a knowledgeable financial advisor and your tax advisor. Together you can create a financial plan that makes the most of current tax laws in achieving your goals.

Katherine Morris is a Certified Financial Planner and Senior Financial Advisor with American Express Financial Advisors. This article should in no way be considered a solicitation of services. It is for your general information only. ➔

Attention ISA Members

Take Charge of Your Financial Future Today

Constantly changing tax laws and your pilot's contract may have a significant effect on your financial, retirement and estate planning.

Serving as a financial advisor to active and retired pilots, it is important I keep you informed of issues you need to consider.

I would like to help understand your options through a complimentary consultation.

Issues to Consider:

- ✓ Tax Savings Strategies
- ✓ Retirement Planning
- ✓ Estate Planning Options
- ✓ Financing College Education
- ✓ Evaluating the Return on your Savings and Investments
- ✓ Reviewing your Employee Benefits: pension, 401(k), L.O.L.



**Financial
Advisors**

To schedule a no-obligation, complimentary consultation, call toll-free: **Katherine R. Morris, CFP**
1-800-300-5678

Lost Members

by Patty Barrera, Membership Chair

This year we had 89 members who did not renew their dues, and unfortunately are now no longer members of ISA. Denise Mowat, previous ISA Membership Chair, sent three rounds of reminder postcards since the beginning of 1999, which were very successful in encouraging many members to pay their annual dues. Unfortunately, we have not heard from the 89 members below. We suspect that many have moved and possibly did not receive the postcards. Others, perhaps, have been busy in their personal lives and do not realize that their dues were due. We would love to have these women continue to be a part of our organization. MEMBERS CAN YOU HELP US? If you see a friend or colleague on this list, could you contact them (by phone, or drop a note in their mailbox at work, for example) and remind them that their membership is not current, and that all they have to do is pay their annual dues to continue to receive the ISA Newsletter and the 1999 Membership Directory? They can send a check to me, Patty Barrera, payable to "ISA", for \$45 (\$15 for Inactive) or e-mail/snail-mail their credit card info (VISA or MC) to me at my home address, or JPJBarrera@compuserve.com. THANK YOU for any help you can give us!

Vinokurova, Natalia	Aeroflot
Nassey, Marcia	Air Canada
Walters, Denise	Air Canada
Seale, Nicola	Air New Zealand
Mead, Lucinda	AIR UK
Kochan, Janeen	Airborne Express
Buhl, Gina M	Alaska
Jorgensen, Lori A.	Alaska
Camporesi, Daniela	Alitalia

Lippohs, Annapaola	Alitalia
Mattson, Pamela W	Aloha
Catlin, Pamela	American
Conway, Liane	American
Helland, Jennifer	American
Kenny, Kim	American
Vick, Nora	American
Satterlee, Elaine	Arrow Air
Marchbanks, Karen	Atlas Air
Bethel, Denise B.	Bahamasair
Burrows, Frances	Bahamasair
Moxey, Gwen	Bahamasair
Atwood, Cami	Continental
Smekar, Elizabeth Jane	Delta
Dawson, Monica A.	FedEx
Lambert, Elizabeth	FedEx
Lea, Sharon	FedEx
Mitchell, Michelle	FedEx
Ortega, Sharon	FedEx
Pavletic, Dolores	FedEx
Sclair, Robyn	FedEx
Tomlinson, Sue Mason	FedEx
Urban, Jeanene	FedEx
Wade, Viki	FedEx
Ziebart, Debbie	FedEx
Koskinen, Marjo	Finnair
Guang, Stephanie, ex-Zantop, now Am Eagle	
Graham, Jill	KLM
Westmaas, Suzana	KLM
Westby, Dotie	Miami Air Int'l
Geide, Joy	Midwest Express
Bettencourt, Katherine	NWA
Ensberg, Christine	NWA
Hale, Sydney	NWA
Stephenson, Jill E.	NWA
Ruth, Anitra	Pan Am
Barron, Tammy	Polar Air Cargo
Davies, Cathie	Qantas
Bennison, Edna	Reno Air
Rana, Sonee	Royal Nepal Airlines

Jimenez, Patricia	Ryan Int'l
Moreland, Sara K	Ryan Int'l
Almond, Melody C.	Southwest
Stinson, Katie	Southwest
Vincent, Sue	Southwest
Wingett, Vicky	Southwest
Deira, Astrid	Surinam Airways
Luthi, Christine	Swissair
van Giessel, Cockie	Transavia
Cram, Jane	TWA
Petrash, Ludmila	Ukraine Airlines
Augustine, Angela Sue	United
Duce, Jennifer	United
Griffiths, Nina	United
Kuehl, Lisa	United
L'Hoir, Michelle	United
Malliarakis, Katina	United
Nauta, Heather	United
Netherton, Connie	United
Pawluk, Cindy A	United
Petersen, Amy	United
Poel, Tanya	United
Provow, Leslie	United
Serfozo, Tina	United
Speer, Trisha	United
Stanton, Kristen Lyn	United
Timmons, Carol	United
Travis, Lea	United
Costello, Debra	UPS
Dye, Rosemary	UPS
Moseley, Terri	UPS
Sims, Cindy	UPS
Trefes, Shelly	UPS
Williams, Carolyn	UPS
Eberle, Maria C.	US Airways
Marsh, Pati	US Airways
Reo, Rita	US Airways
Sandoval, Diane F.	US Airways
Deluqui, Marina	Varig Airlines
Tardrew, Lucy	Virgin Atlantic

Member Thoughts - Home, Family, Career

I thought I might share a little something to all my friends at ISA. After giving birth to my first child I breastfed her for three months, weaned her and went back to work. It was very difficult physically and mentally for the both of us. Then I did it again after my second daughter was born. Why? Well, many reasons, but none that were really important.

Now I know better. I'm not weaning my third daughter, Abigail. She'll wean herself. I'm taking an open-ended personal leave for a year. I know I'm losing a lot of money, but I think I've got it right this time. That first year is so important and it is a fact that breastmilk is best. Work will always be there!

There are a few things that bother me about the system that I believe need change. I am fortunate my husband is also an American pilot earning a salary. Many women can't afford to do what is right for their children. I know we deserve what's best for our kids. There are many things that can be changed. I'll save them for another time. Got to go and change a diaper.

Stephanie Gray. Questions? call at 732-873-0429

Just a reminder:

See the centerfold
Special Supplement
regarding a proposed
membership
classification

The ISA Store

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 General Operating Fund. The ISA Logo was developed through the creative efforts of ISA's graphic artist Lisa Kuehl. The following is a brief description of some of the items currently available for purchase.

Thermal Traveller Mug!

The ISA logo Thermal Traveller is a 16 oz. thermal mug designed to fit into most auto AND aircraft beverage wells. It is made in the USA of quality plastic and has a secure 'sip' lid to keep your hot or cold beverage securely in place during take-offs and landings. It features the distinctive ISA logo, is dishwasher safe and fits easily into your flight bag because it is long and slender and has no handle. \$10.00

ISA Luggage Tag

The ever-needed Luggage Tag with ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea.

ISA Logo Polo Shirt

This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. SM, M, LG (white not available), XL (navy not available). \$25.

ISA T-Shirts

The ISA logo is printed in gray ink on a white background on this T-shirt, only available in Large and X-Large for \$15.



Polo Shirt

ISA Notecards

The ISA logo is imprinted on these cards in silver ink on white linen card stock, 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 15 for \$5.

ISA Lapel Pins

We finally have a new shipment of them and for those of you who don't have one yet, they make an excellent tie tack for your uniform. They feature the ISA logo in gold on a black background and sell for just \$4.00.



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 crew luggage sticker, it just may prevent another pilot from mistaking your bag for his! Only \$1 each.

Las Vegas 20th Anniversary Commemorative T-Shirts

If you missed the opportunity to purchase a 20th anniversary T-shirt at the meeting in Las Vegas, we still have a few left in Large and X-Large. \$10 each. Logo is shown below.

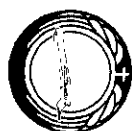


Thank You to Everyone Who Patronizes the ISA Store!

All proceeds go to the ISA General Operating Fund and help promote our organization. Suggestions for new products are ALWAYS welcome!

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424, or 70263.67@compuserve.com; phone 612-906-2833. Please make checks payable to ISA+21. Or see the centerfold for your order form. ✈

See the Centerfold
for ISA Store
Order Form



International Society of Women Airline Pilots

...is PEOPLE AND ACTIVITIES

ISA+21 is an association of women airline pilots from the world over who have joined together to exchange ideas and information regarding their profession. ISA links a wide range of aviation backgrounds and experiences. ISA members assist aspiring women pilots entering the industry through an information bank, networking, scholarship, and service projects.

...is HISTORY

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share common interests. Today, ISA+21 numbers over 580 members worldwide from 96 airlines and 36 countries

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 include Amsterdam, Atlanta, Bangkok, Cancun, Denver, Helsinki, Jamaica, Las Vegas, Maui, Memphis, Rome, San Diego, Seattle, Sydney, Toronto, Vancouver, and Washington, DC. A highlight of the gathering is the Captains' Club presentation, which gives special recognition to members who have completed their left-seat checkout during the previous year.

...is EDUCATION

ISA Speakers' and Information Bank is 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 local schools and colleges, civic clubs, and other community gatherings. A short program can be arranged with prior

notice to ISA. ISA maintains a library of aircraft system review video tapes, software, and other videos and books of interest to pilots. All of the materials have been donated and are available for members free of charge

...is SCHOLARSHIP

ISA has established scholarships for women pilots who have demonstrated their commitment to careers as airline pilots. Awards are used for advanced pilot ratings and type ratings. In addition, funds allowing the Fiorenza DeBernardi Ment Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their professional pilot ratings. Tax-deductible contributions may be made to "ISA + 21". Please send to the address below, Attn. Treasurer

...is ENTERTAINMENT

Husbands of Airline Pilots (HALP), ISA's auxiliary, assists at various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA members

...is FOR YOU

ISA welcomes all women pilots who are employed as flight crew members (Captain, First Officer, Second Officer) or who hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs/41,000 kgs or more. Applicants need not be flying that large an aircraft themselves. If you meet these requirements, we cordially invite you to join us

**ISA membership application
on reverse**

2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA

Looking for that one newsletter you're missing to fill out your collection of ISA News?

Or maybe there's a great article that you'd like to share with your union or airline...

Wrote that perfect article and had it published in the *ISA News* and now you want to share your glory with your grandparents and in-laws...

Now you can get extra copies of past and current newsletters, and also get professional copies of individual articles from your newsletter committee.

Newsletters	USD\$6.00 (US Domestic)
	USD\$7.00 (outside US)
Articles	USD\$2.50 (US Domestic)
	USD\$3.50 (outside US)

To request newsletters or articles, or get additional information, contact Thyra Stevenson, *ISA News* Managing Editor. She can be reached at:

4261 Dry Bed Court
Santa Clara, CA 95054 USA
Phone: 408-988-0317 Fax: 408-356-7092
E-mail: Capt727tks@aol.com

ISA Board of Directors Summer Meeting Kansas City, MO August 17 & 18, 1999



*Kansas City,
City of Fountains*

The August ISA Board of Directors meeting will be held in Kansas City August 17 & 18. Please contact any current Board Member for time and location.

We encourage and we welcome any and all ISA members to join us!

ISA Membership Application/Renewal Form

Membership* USD \$45 Contribution ☐ New Member ☐ Renewal

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____ Fax Number _____

E-mail Address(es) _____

Airline _____ Domicile _____

Position/Equipment _____ Date of Hire _____

*If you are currently on leave, retired, or furloughed, you may be eligible for Inactive Membership (USD \$15 contribution), which will entitle you to full participation at a reduced rate. Please include this information below

Previous airlines/positions/equipment flown (please include employment dates): _____

Certificates and Ratings Held: _____

Background: Military _____ Civilian _____

Do you have other skills, talents or interests you may be willing to share with us? (e.g. writing, public speaking, fund raising?) _____

Children? Names and ages _____

Spouse/Partner name _____

How/from whom did you hear about ISA? _____

Do you wish to be included in an ISA-approved mailing list of products and services? Yes _____ No _____

By your signature on this membership application/renewal, you agree that all photographs, reproductions, articles, software and other properties and information submitted by you to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed upon in writing. Signature _____ Date _____

Please make check or money order payable in US funds to "ISA"

All Members may also use VISA or MasterCard

Name on card _____ Card number: _____

Card Expiration Date: _____ Signature: _____

ISA+21 International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew members (Captain, First Officer, Second Officer, Flight Engineer) or hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs / 41,000 kgs or more. Applicant need not be flying that large an aircraft to qualify for membership.

Mail to: **Patty Barrera, ISA Membership Chair**

34 Daisfield Drive, Livermore, CA 94550 USA

ISA News - August 1999

Paphos, Cyprus, Greece, Convention Photos (See Page 19)
Express Your Opinion: Membership Proposal (See Centerfold)
Convention Site 2001 Information (See Page 17)



**International Society of
Women Airline Pilots**

2250 E. Tropicana Avenue, Suite 19-395
Las Vegas, NV 89119-6594 USA

Bulk Rate
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Half Moon Bay, CA
PERMIT NO. 55