



ISA News

International Society of Women Airline Pilots

February 2000
Volume 21, No. 3

ISA+21 22nd Annual Convention

Join us in San Jose,
Costa Rica
May 9-11, 2000

See Pages 9-14

ISA Board of Directors NEEDS YOU!

See Page 7 and
Centerfold

ISA Ski Days
February 7-10

Details
See Page 16

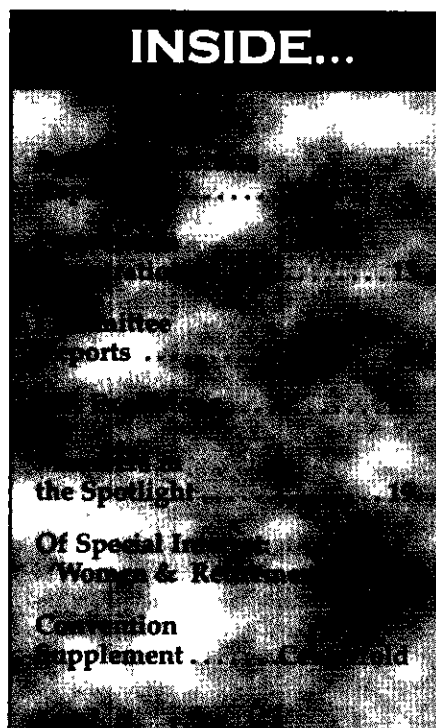
COSTARICA

NATURALLY WITH US...



- Two coasts
- Miles of beaches
- Tropical rain forests
- Dense cloud forests
- Active volcanoes

INSIDE...



Costa Rica - Here We Come

The Hotel:
Camino Real InterContinental
San Jose, Costa Rica

The weather:
Mild and Warm!

The details:
Majestic Views and World-famous Hospitality!

*These and more details are inside. Make your
plans NOW to join us in San Jose, Costa Rica!*

ISA+21 22nd Annual Convention
May 9-11, 2000

ISA PLANNING CALENDAR

January 2000

- 15 *ISA News* mailing of February issue.

February 2000

- 7-10 ISA Ski Days, Keystone, Colorado, USA. Contact Cindy Shonk (email: cindyshonk@compuserve.com).
17-18 ISA Board of Directors Meeting. Contact any Board Member.
28 *ISA News* articles due.
Board of Director nominations due.
Contact Managing Editor.

March 2000

- 9-10 Women in Aviation Conference, Memphis, TN, USA.
15 *ISA News* mailing of April issue.
Board of Director 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 Convention Hotel Reservations due.
25 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).

June 2000

- 1 Scholarship Interviewers assigned to Applicants.
1 *ISA News* articles due.
15 Scholarship Applicant interview dates set.

July 2000

- 15 *ISA News* mailing of August issue.

August 2000

- 1 2002 Convention bids due.
- Board of Directors meeting. Contact any Board member for place and time

September 2000

- 1 Scholarship awards notification
1 *ISA News* articles due.

October 2000

- 15 *ISA News* mailing of November issue.

Next Newsletter Deadline Monday, February 28

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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Women Airline Pilots**

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Chair's Letter

by Liz Jennings Clark



Dear Members,

As I sit down to write this I realise that I can unfortunately almost just copy and paste my last Chair's letter. Up to the time of writing we have not had a single volunteer offering to join the Board in the position of Corporate Communications (CC) chair – despite several appeals including my email to all members with email addresses. This is very disappointing as ISA sinks or swims in direct proportion to the amount of effort put in by members. I am proud to say that we do indeed have a number of dedicated and sometimes seemingly tireless volunteers both in committees and on the Board as well as regular members who help in various ways but unfortunately that number always seems to be short one or two.

I believe that I have asked for volunteers in each article I have written as Chair as have Ginger and Mary Ana before me. It is now also the time of year that we ask for new Board members. As usual approximately half of the Directors come to the end of their terms in May (including myself). Luckily, in my case, a member has stepped forward who is interested in taking over the responsibility of running Convention – Chris Grohs who

works for United out of Los Angeles. I know that as of our Board meeting last month (November) two of the other Directors also had potential successors – please read their articles for the most up to date information. "Election" nominations close on February 10th. I have put the word election in inverted commas as we have – to my knowledge not actually been able to have an election in the last 9 years! Usually the sitting board just barely manages to scrape up sufficient volunteers to cover the 4 or 5 vacancies. This year not even that has been the case as the CC chair remains vacant and we are still searching for potential members of the Fundraising committee. I sincerely hope that I am mistaken in my pessimism and that some of you will accept the challenge and come forward to serve ISA. I similarly hope that my next (and last) letter as Chair will end on a more positive note.

On to other business. The November Board meeting (graciously hosted by Seema Kapur) was very successful and well attended. An unavoidable absentee was Patricia Barrera who shortly afterwards gave birth to a beautiful daughter – congrats and best wishes from all of us. A highlight of the meeting was a presentation by Janine Oros Amon of the Anchorage visitors and convention center which resulted in the board overwhelmingly voting for Anchorage as the location of Convention 2001. Val Thal-Slocum was the proposing member and we on the board are all looking forward to visiting this beautiful city.

As you read this – the first ISA newsletter in the new century – please again consider what you can

do for our organization. I hope to hear from you.

My best wishes to each of you,

Liz Jennings Clark

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Netherlands →



**San Jose, Costa Rica
Convention 2000**

May 9 - 11, 2000

Mark your Calendars!

Membership

by Patty Barrera



This quarter we welcome 11 new members and 7 returning members. ISA membership now totals 570 members. Two new airlines are represented: Istanbul Airlines and Air One (Italy), and we now have our first member ever from Turkey.

In early November, I sent all members a dues reminder post card. I also sent the postcards to 1999's "lost members." Thanks to all of you who responded with your payments and update information so promptly! In just the month of November, I received over 150 renewals. In addition, I was happy to see many "lost members" renew as well. Welcome back! Some of you may be wondering why your update information is not listed in this newsletter's roster update. The reason is that the deadline for this newsletter is December 1, and I just haven't processed all of your dues renewals yet. (In addition, my new baby girl, Sofía, born November 23rd, is demanding a lot of my time!) I assure you that your updates will be included in the next newsletter. I want to thank ISA member Terri Bartolero for the many hours of help she has given me in preparing the renewal cards for mailing and for processing the renewals. For those who still haven't renewed, please do so as soon as possible so you can continue to receive the ISA newsletter.

For those of you who have volunteered to be airline liaisons at their airline/domicile, I thank you. This program is not formally established yet, which is due to lack of time on my part. I ask the volunteers to help me by being proactive in contacting me for applications, suggestions, and whatever else they need to help recruit

new members. The Board is planning to print new ISA "business cards", like we had in the past, where a member can add her name and phone number in order for the potential new member to contact her locally with questions. These cards should be available soon. Please contact me if you want some.

A few new things are in the works that I'd like to tell all of you about. Soon, we will be assigning a membership number to every member. This will be your number for as long as you maintain continuous membership with ISA. The number will be conveyed to you via your mailing label, probably in the next newsletter issue. There are many potential uses for this number in the future, but initially we are creating it as a secure method for you to access a "members only" section of ISA's web site, which is currently under development by ISA's web master, Ginger Cutter. Another use of these numbers would be for the silent auction at the convention.

Another new development is that we will be issuing all members a membership badge. These badges will be issued initially to all members who attend the convention in Costa Rica, and they will replace the temporary badges that are made every year by the convention chair. They are intended to be used for all future conventions, and any activity that ISA participates in where it is appropriate to wear a badge. Please note: the name you see on your mailing label on this newsletter is the name that will appear on your badge. IF YOU DESIRE A DIFFERENT NAME

ON YOUR BADGE, PLEASE LET ME KNOW. Also, for those of you who appear to have two last names (without a hyphen), I would appreciate a clarification if the middle word is your middle name or part of your last name. Ginger Cutter, ISA Printing and Publishing, will produce the initial batch of badges next year before the convention. For those of you who do not attend the convention, your badges will be sent to you in June after the convention.

Finally, the Board has approved some changes to the annual ISA directory. First, the new cycle for directories will be from June to June, so hold on to your 1999 directories for use in the first half of 2000. The reasons for this change are many. Primarily, June (just after the convention) is when the membership database, Captains' Club list, and Board of Directors list are most accurate. Another change you will see in 2000 is the format of the annual directory. We are creating a binder concept which will include all of the sections currently in the directory, as well as a tab to place ISA's bylaws and standing rules (which will also be reprinted soon, in this new format). The roster updates that are published in each newsletter will be formatted to allow the member to place the update into the update section of their binder. In future years, ISA will send members the replacement contents of their binders in June (which will save ISA a lot of money in binding costs). To save on the organization's expenses and stay within budget, ISA will make special ISA binders available for sale through the ISA store. (These binders

(Continued on page 5)

ANNUAL MEMBERSHIP CONTRIBUTION TIME

It's time again to renew our annual ISA membership. Contributions are \$45 USD active / \$15 USD inactive, and are requested to be in by January 1, 2000. Please send or e-mail your credit card information (MasterCard or VISA only), or mail your US check, directly to my home address. Please include any changes in address, phone number, e-mail, or name, etc. You can use the form in the center pull-out section of this newsletter titled, "Moving?..Change of Address/Phone/E-mail?", or use the ISA Membership Application/Renewal Form on the back cover of this newsletter. Non-US members may renew at the convention next May in Costa Rica.

As a further reminder that your contribution is due, I will be sending reminder postcards. While you are thinking about it, why not send your dues now? ➔

Don't Forget. Do it now.

● BOARD OF DIRECTORS REPORTS ●

(Continued from page 4)

would also make great trip kit binders for our flight bags.) Or, a member is welcome to use their own binder. Again, Ginger Cutter is to be commended for her extensive research on this project. If any one has any comments or suggestions, please don't hesitate to contact me.

Welcome new and returning members!

NEW MEMBERS:

Shirley Autry
United B727 CAP SFO
DOH 4-3-89

Michelle Bigham Helms
Delta B727 S/O DFW
DOH 10-23-97

Alisa Browne
American MD-80 F/O DFW
DOH 6-29-98

Jill Eanes
United B737 F/O SFO
DOH 3-15-99

Dilek Karabagli
Istanbul Airlines F/O
DOH 1-18-94

Heather Meyers
USAirways newhire
DOH 10-25-99

Barbara Plantulli Lambert
Air One F/O Rome
DOH 11-16-98

Laura Pomerleau
USAirways B737 F/O IAD
DOH 4-19-99

Ana Maria Scott
Federal Express B727 CAP MEM
DOH 2-80

Trina Sprecher
Northwest DC-9 F/O MSP
DOH 8-1-99

Tiffany Tokar-Vlasek
TWA MD-80 F/O STL
DOH 8-26-99

RETURNING MEMBERS:

Daniela Camporesi
Alitalia MD-80 F/O Rome
DOH 10-30-95

Anne Falandes
United B737 CAP SFO
DOH 8-29-88

Karen Marchbanks
Atlas Air B747 CAP

Susan Maule
USAirways B737 F/O BWI

Lucy Tardrew
Virgin Atlantic Airways
B747-400 F/O
DOH 8-14-95

Carol Timmons
United B767 F/O JFK
DOH 6-93

Carolyn Williams
UPS B757/767 CAP SDF →

We Need You!

- Corporate Communications
- Membership
- Fundraisers

Human Performance & Resources

by Patricia León



Thank you for giving me the opportunity to work with you. I have enjoyed these last two years working for Human Performance and Resources. My

term expires in May 2000 and I have decided not to extend it at this time. I look forward to volunteering my time again in the future. If you are interested in this Committee, please contact me with any questions.

UPGRADES/TRANSITIONS

Anja M. Kraegenow is no longer a Capt. on the BAE 146 for Lufthansa City Line. She now is a F/O for Lufthansa Cargo flying the MD-11.

Gretchen Quasebarth is now a B727 F/E for UPS and is based in Louisville.

Jenny Beatty and Sally Weichert formerly Reno Air, are now flying for AA as of 8/31/99.

Jane DeLisle, USAirways, upgraded to the B757/67 and is based in PHL.

Eliska Wysocki, United, transitioned to the B777 and is based in SEA.

WEDDING BELLS

Suzie Brenny, United Capt, is engaged to John Morgan, Alaska Capt.

Cindy Shonk, Continental F/O B777 IAH, married Jim Ernst on 7/31/99 in Keystone.

Joelle Lustig married Noam on 9/2/99 and is now Joelle Ben-Perets.

NURSERY NEWS

In keeping with the "on time" machine philosophy at AA, her employer, Jane Saddler announces the early arrival of Grace Ashley Farwell on 9/27/99. Big brother Robbie, and dad Bruce Farwell are also beaming with pride.



"ISA Moms" - (l to r): Patty Barrera (United) w/ daughter Sofia, 5 wks; Lynn Austin (NWA) w/ son Hunter, 6 mos; Tiana Daugherty (United) w/ daughter Briana, 1 yr

At the November Board meeting, Patty Leon announced she will be leaving her position as Human Performance & Resources Board Member at the end of her term in May. I am a new member this year and am very interested in getting involved with ISA. This position sounds like a great start.

I fly for Evergreen International Airlines as a DC-9 F/O based in Oakland, CA. I started my career flight instructing in San Diego, then flew cargo for Ameriflight, a Part 135 cargo company. I lived in Maryland flying a Dash-8 for Piedmont Airlines and in Missouri flying a BE 1900 for Trans States before getting hired with Evergreen.

This Board position would give me an opportunity to learn about a subject that interests me. I am currently the only woman at Evergreen and there is no maternity policy for pilots. Should the need arise, I would like to have the necessary information to develop a fair comprehensive policy.

Most important, I want to have some fun and get to know other women in aviation.

Terri Bartolero



BOD Meeting November 18-19, 1999 San Mateo, California.

by Seema Kapur

OPENING STATEMENT

The meeting was called to order by Chairwoman, Liz Jennings Clark, at 1030 PST on 18th November 1999 at the Villa Hotel, San Mateo, CA. It was adjourned at 1745 PST on 18th November 1999. On 19th November 1999, the meeting was called to order at 1000 PST and was finally adjourned at 1100 PST. Members present were: Nanc-elisha Briot, Terry, Liz Jennings Clark, Janet Coté, Ginger Cutter, Seema Kapur, Patty León, and Thyra Stevenson.

BOARD OF DIRECTOR REPORTS

APPROVAL OF MINUTES: (Seema Kapur) Minutes from Kansas Board meeting were approved. Proposed by Janet, seconded by Nanc.

Two issues would be voted on at the next convention:

1. Inactive member changes
2. Addition of Charter member category

CHAIRWOMAN: (Liz Jennings Clark)

IFALPA: At IFALPA's convention at Seattle, which was attended by Liz, there was discussion on Cosmic radiation & Fatigue.

CONVENTION: Janine Oros Amon of the Anchorage Convention & Visitors Bureau gave a presentation on Anchorage for 2001 Convention venue. The presentation was well received by all members present. It was announced that hospitality professionals, as a part of the Convention package, would handle Convention 2000 registration. For convention 2000 seminar speakers, contact Liz.

EDUCATION: (Nanc-elisha Briot) ISA Video: ISA video needs updating and Nanc will be working on it. Tips booklet: Nanc has been unable to secure Prof. Vogel's help in the reprinting of the booklet and she would be looking at alternative sources of funding for the project.

Nanc has requested that everybody should send out e-mail by topic, as it is easier to file it that way.

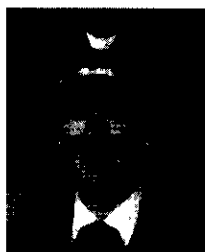
Nanc would be organizing a career seminar in Boston.

WEB MASTER: (Ginger Cutter) Web-master will be putting out an

(Continued on page 18)

Financial Scholarship Report

by Luan Meredith



I hope the past holiday season has been a blessed time for all ISA members, especially those who contributed either time from busy lives or money to assist in furthering the airline pilot careers of our very deserving scholarship recipients. I wish to share with you some thank yous that I received. I hope the following excerpts give you the same "warm fuzzies" they gave me.

These three respondents represent only a small percentage of the aspiring pilots to whom we have contributed a total of over \$62,000.00 so far. Some of these women have come full circle from recipient to participating member! Let's remember this as we start a new millenium. Bravo to all of us who have and will continue to "do one thing" for ISA which is what makes it happen!

From Sylvie Demoulin of Canada (a card and flowers):

'To all the members of the Board of Directors of ISA+21 & to all the members of ISA+21 who made this scholarship program possible...and to Luan Meredith for her patience, kindness and her help in my case...Thank You so much! Your help made my dream come true'

"No wonder there's such warmth behind
the thanks this brings your way-
Your special kindness brought such joy
it really made the day,
And when any group of people does
the thoughtful things you do,
It's hard to find words warm enough
to thank each of you!"

From Nancy Immaura:

A phone message in late September: 'I've just got my ATP! I'm so excited and so thankful to ISA for providing me with this opportunity! Thank You!'

Another phone message from Nancy in November: 'I've got an interview with Horizon.'

Another phone message 'I've got the job! Thank you so much! I couldn't have done it without the help from ISA.'

From Brandi Bertrand:

'I so much appreciate the privilege of having the opportunity to achieve my Airline Transport Pilot rating while at recurrent training for the Lear 35! Your scholarship made it possible for me to complete these two tasks at the same time. The financial assistance provided through ISA + 21 Scholarship Fund enabled me to afford this endeavor, which was a necessary step in my career.....Thank you very much for selecting me. Your assistance makes many things possible for those of us who need financial assistance in continuing our training in aviation. I hope to make you proud with my future accomplishments in this industry.' ✈

International Women in Aviation Conference

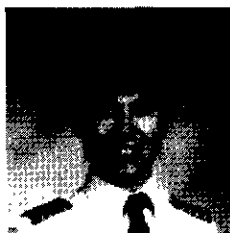
March 9 - 11, 2000
Memphis, TN



**San Jose, Costa Rica
Convention 2000**

Education Report

by Nanc-elisha Briot



The last few months have been productive in educating people of all ages on the career opportunities in aviation. Many of you have either gotten a phone call or an email from me regarding various events in need of ISA member's participation. Even when members could not assist themselves, they have helped me find someone who could. Case in point, when the EDGE-UP school-to-work program in ORD needed a quest speaker at one of their participating High Schools it was a group effort to find someone who was in the area and available on that particular day. In the end, I have to thank AA pilots **Jan Patton** and **Michelle Turner** who gave me the name of an AA's Fokker 100 F/O **Joanne Norbutt**. Joanne is not an ISA member, actually she didn't know exactly what ISA was, but she is enthusiastic about encouraging young people. I hope our AA members will join me in thanking Joanne for her help.

Try as I may sometimes I just cannot find someone to speak on a particular day. One event I failed to find someone for was the Women Working in Science and Technology workshop in Cranbrook, BC, Canada. If you are a Canadian pilot willing to help out next year, please contact me.

Sometimes you don't have to travel far to find someone who needs information or encouragement regarding a career as a pilot. You might have a neighbor who you didn't realize was interested in aviation, like AA pilot **Stephanie Gray**. She loaned the teenager one

of our ISA videos and her uniform for a school presentation. (I wish I had such cool neighbors—way to go Stephanie).

The ISA VIDEO is a short but informative video and is a great addition to any presentation. I also have copies of last year's *Aviation Week and Space Technology* supplement called 'Woman in Aerospace'—call or email me and I will send them to you for you or your neighbor's next presentation.

I would also like to thank Delta pilot **Jean Combs**. When I was emailed by a Utah college student who was interesting in encouraging woman into aviation at her school I called Jean, a Utah resident, for help. She didn't hesitate to email the student with her assistance. There is a unanimous positive feeling felt by our members that participate in a career talk but sometimes the impact on the audience can be quite dramatic. For instance, as a result of last fall's career talk in OAK—in cooperation with WAI—we were emailed by a woman in her 30's who was encouraged to "give it a

go" and pursue her dream of being a pilot—What a thrill. Thanks to all who participated!

If you are interested in encouraging young people to reach for their dreams but don't know where to start, email me and I will help you find a school or organization and help you gather other speakers. We have found that several pilots from various backgrounds results in quite a nice perspective for aspiring pilots. If you are in the BOS area (NH, MA, CT), AA pilot **Jessie Brightman** has shown interest in organizing an event there. Contact Jessie or me at got2laugh@aol.com, if you are interested in participating.

One of my new duties is to be the caretaker of the ISA banner. In the future it will be shipping and stored in a protective container. The result of constantly being folded and knocked around the world is prematurely aging it. Contact me if you need the banner on display at an event.

Until next time: Good health and much laughter. ➔

ISA Board of Directors Elections

Term: May 2000-2002

Deadline: February, 2000

As you reflect on the passing year and settle in to your winter and summer activities, your thoughts turn toward the new year. Perhaps you've been a member for a few years now, attended some of ISA's activities, and would like to contribute by giving your time and expertise. Terrific! Share your valuable experience! New member excited about becoming involved? No problem! Fresh ideas and enthusiasm welcome.

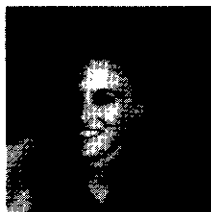
ISA's governing body consists of officers (Chair, Vice-Chair, Secretary, Treasurer), and Directors. Each officer chairs a standing committee and is elected for a two-year term. Your seat on the Board awaits for the following positions: Chairwoman, Convention, Corp. Communications, Membership, Human Performance, Scholarship, and Treasurer. Four quarterly Board meetings are held throughout the year at locations designated by the Board. Besides conducting ISA business, these meetings are fun and provide a terrific opportunity to get acquainted with fellow Board members.

In the centerfold, you'll find an application form to use to introduce yourself to the membership. We'll publish your biography and photo in the April newsletter to allow the membership to get to know you before election ballots are distributed. Winners are announced at the May Convention in Costa Rica.

Your greatest qualification is a sincere desire to serve. We're confident that you'll find your time spent in service to ISA a truly rewarding experience. ➔

Airline Scholarship Report

by Keith Johnson



Congratulations to two of our ISA Scholarship winners who have joined ISA+21 as a result of their new employment. **Heather Meyers**, 1999 Northwest

Airlines winner, started class at **US Airways** on October 25. She joins Melany Dennis and Christine Condon, two of our 1998 scholarship winners, at US Airways. **Karen Smith**, 1998 United Airlines winner, has a class date at **Frontier Airlines** on December 13, 1999 - a great Christmas present for her! Karen completed her B-737 type rating at United on July 31, 1999, and interviewed at Frontier shortly afterward. The possession of the 737 type rating directly correlated with her job offer from Frontier. The Scholarship program works! I believe that Frontier is a new airline for ISA, so we'll have to put Karen to work recruiting the other women pilot at Frontier (all four of them)!

Lee Gaw, 1999 Federal Express Flight Engineer winner, is completing her training at **Mesa Airlines** in Phoenix. A former flight instructor, Lee has obtained her first regional airline position on her march to the major airlines. We are so proud of all these women who exemplify the best of our scholarship program!

For the past two years, ISA +21 has hosted a booth at the Women in Aviation conference in the Exhibit Hall. In 1999 over 2500 participants attended this conference. We also offered a one hour seminar on the second day of the conference to explain the details of our scholarship program to interested applicants. In 1998 and 1999 the majority of our scholarship applicants heard about the ISA scholarships at this presentation. This is our major promotional effort of the year to raise awareness for our scholarship program. It is very impressive to these aspiring pilots to see the ISA volunteers working at our booth in their uniforms emulating the goals they hope to achieve!

The Women in Aviation conference will be held in Memphis, TN, on March 9-11, 2000 at the Convention Center. The

Exhibit Hall opens at noon on Thursday until 2 p.m. Saturday. We will need many ISA volunteers to help staff the booth in three to four-hour shifts during that time period. Angie Smith is the 2000 ISA coordinator for this conference. Anyone who is interested in working at the booth should contact Angie at 901-327-6728. We will offer one hotel room to house out-of-town workers and we have many Memphis ISA members who can also assist with lodging for volunteers. Not having a place to stay will not be an excuse to miss this conference. Please help make a difference to at least one future pilot who is looking for a little guidance and advice! We were all in their shoes at one time in our lives.

Memphis is known for its music, especially the Blues. Beale Street is lined with music clubs and impromptu street musicians. It is located near the Convention Center and can be easily reached by the Main Street trolley. You will also want to try some of that famous Memphis Barbecue which is not duplicated anywhere else in the country. I routinely ship Memphis ribs to my friends in New York in exchange for New York bagels! If any of you are Elvis fans, Memphis is the home of Graceland, with its collection of Elvis-owned cars and planes. Lots of extracurricular enticements are available to lure you to this conference! I hope to see many of you in March.



Karen Smith successfully completed the United Airlines B-737 Type Rating in July, 1999. She received her ISA scholarship in 1998. Karen has been hired by Frontier Airlines. Good Luck, Karen!

ISA News Managing Editor

by Thyra Stevenson



No doubt about it, the upcoming Convention in San Jose, Costa Rica, is the main topic for this *ISA News* issue. Read Liz's coverage in the Convention column. It sounds like a terrific trip, and you won't want to miss the upcoming registration deadlines. This year you can register for the Convention, the Hotel and all the Tours and Expeditions through one professional management company, Fantasy Tours. Check out the details on the Registration Worksheet following Liz's article.

We're looking for Board member volunteers. Terms of some of the current members are up. Turn in your name, join us on the Board. It's rewarding. There is a sample nomination form in the Centerfold.

This month you'll find the regular informative reports by the Board and Committee Chairs, plus an article featuring information of special interest to some ISA members: retirement.

Thanks to all of you who have sent letters regarding the upcoming proposed membership category change. Due to space requirements for the Convention details this issue, we needed to hold a few letters, but we'll include your comments again next issue.

Keep the photos and cards coming!

Email: Capt727tks@aol.com
4261 Dry Bed Ct.
Santa Clara, CA 95054 ➔

Convention Chair Report

by Liz Jennings Clark



The countdown has begun... *we are on our way to San José - Costa Rica that is!* ISA's 22nd Annual

Convention is drawing near. Mark the dates of the 9th 10th and 11th of May 2000 on your calendar with a big red pen! Costa Rica is a magnificent country; my Moon Travel handbook describes it as "one of the world's best-kept travel secrets". Despite its small size (about the same as West Virginia) it is home to 5 percent of all known species on earth!! With both a Pacific and a Caribbean coast, cloud forest, rain forest, lagoons and estuaries you can travel as it were from the Amazon to a Swiss alpine forest simply by starting in a valley and walking uphill. This Central American country has managed to escape many of the problems that have been experienced by its neighbors - remaining peaceful (there is no army) and avoiding the extremes of wealth and poverty often found in Latin America.

GETTING THERE: San José (Juan Santamaria International Airport, SJO) is easy to get to. LACSA, the national airline, is part of Grupo Taca which serves all of Central and South America. LACSA flies to San Francisco, Los Angeles, Dallas FTW, Miami, Orlando, Washington and New York as well as Toronto. At the time of going to press we are trying to arrange a special deal with LACSA for all ISA members and guests but please check with your own pass bureau as to whether you already have an interline agreement with LACSA. Otherwise United has daily flights to SJO from Los Angeles and Washington; Continental flies (also daily) from Houston and American from Miami and Dallas. Air Canada flies from Toronto several times a week. LTU flies from

Germany and Martinair from Holland. Fantasy Tours will be meeting all incoming flights - their representatives are easily recognizable (with Fantasy Tours t-shirts and badges) and will facilitate your passage through immigration and customs and then bring you to the Camino Real hotel. This transfer service will cost US\$5 (in and out) and will be charged at registration.

THE HOTEL: The Camino Real Intercontinental San Jose will certainly be one of the most deluxe if not *the* most deluxe hotel that ISA has used. It is situated just 15 minutes from the airport and is located amid tropical gardens facing the modern Multiplaza Mall. 260 tastefully decorated rooms offer unparalleled views of the Central Valley. Each room features 24-hour room service, air conditioning, cable television, voice mail, laundry and valet services. Guests also have access to a complete fitness facility, tennis court and pool in the hotel with a golf course only five minutes away. You can take a photo tour of this hotel through Intercontinental's web site www.interconti.com. The hotel is wonderfully decorated with items from all over the world - marble, artwork, mirrors - even some of the walls are hand painted. The chandeliers in our meeting rooms have to be seen to be believed! The Camino Real has friendly multilingual staff - if my recent visit on a site inspection is anything to go by we will be extremely well treated. The rates agreed on are as follows single, double and triple occupancy will be **US\$ 105** including continental breakfast and tax. Four people per room are not accepted, except for children under 12. Children under 12 years in the same room as their parents are free. The rate also applies directly before and after the convention. The deadline for hotel reservations is April 15th 2000 any late bookings will be subject to availability and last minute surcharges (i.e. not at convention rate). Reservations can be cancelled up to 48 hours prior to arrival at no charge, within 48 hours a \$75 no-

show charge will be applied. Your hotel booking this year will be done through Fantasy Tours - as will registration.

FANTASY TOURS: This is the first year that we are using a professional destination management company. Fantasy Tours is a well-known company in Costa Rica and has been building experience in the tourism sector since 1977. They are handling the nuts and bolts of our registration process (for both the hotel and convention itself) as well as offering transfers and tours for our whole group. For those of you with some extra time before or after the main tours and convention, Fantasy offers a wide range of sightseeing adventures - from one day up to a full week. You will be receiving a separate mailing from them with details, as we do not have the space to do them all justice here. Our contact person with Fantasy is **Mrs Ileana Riotte**. You can reach her by email at fantasy@sol.racsa.co.cr or through the toll free numbers 1-800-272-6654 (US) 1-800-463-6654 (Canada). Otherwise the regular phone number if you are calling from elsewhere is + 506 220 2126 and fax + 506 220 2393.

REGISTRATION: Here's how to register and make your hotel reservations for Costa Rica. This will be a combined process this year with Fantasy Tours being our intermediary. Fill in the registration form found elsewhere in this newsletter and either fax it to Ileana Riotte at the number above or email ALL the information requested to her email address. Alternatively you can call (1-800 or otherwise) and do your booking over the phone. The registration fee is \$120 for adults (members and guests) \$60 for children (4-12 years old) the under fours are free.

PRICING AND CANCELLATION POLICY: Up to April 30th the standard fee applies. From May 1st a \$25 surcharge will apply and for those registering at the convention a \$50 surcharge will be levied. The

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refund policy is as follows: If you cancel up to April 30th you receive a full refund. From May 1st you receive a 75% refund. After May 20th no refunds will be made. ALL notification of cancellations must be in writing – email fax or letter.

A major credit card number and expiration date will be required to book your hotel reservation and tours. Your convention registration payments can preferably be made by US check or otherwise also by credit card. When booking the airport transfers please indicate intended date and flight of arrival. **Closing date** for both hotel reservations and convention registration is **April 15th, 2000**.

Preliminary Itinerary. Our Local Liaison, Helena DeAndreis, has unfortunately been laid low for several weeks after hurting her neck. This means that some of our preparations are not as far along as we had hoped that they would be at this stage. Nonetheless I shall try to give you an overview of the events we have planned. Tuesday the 9th of May will see **Registration** taking place, we will have a spacious room with facilities for relaxation and visiting with friends as well as completing the normal administrative process. A TV/video will be provided so if you have an interesting video you would like to share with the rest of us feel free to bring it along. Of course the ISA Store will also be present as well as the sign-up books for those willing to interview scholarship candidates.

We are recommending that those of you who are in a day or so early take advantage of a highlights of San José tour or, if you are available for an early morning pickup, I can personally recommend the **Canopy Adventure** – zipping from tree to tree in the tops of the rainforest. The canopy operation we selected is the closest to San José, run by a family of German descent who were looking for a way to utilize their extensive lands without damaging

the existing forest. It is quite amazing to be standing in between the tops of the trees looking out at the foliage, orchids, bromeliads and birds and getting a real bird's eye view while hanging safely in harnesses designed for professional climbers. The platforms are 15 - 25 meters above the forest floor and the cables range from 20 - 95 meters in length. Cost \$50.

Our **Welcome Party** on Tuesday evening is planned to be held in the Tiquicia village square in an authentic turn of the century traditional "Tico" atmosphere. Costa Ricans call themselves "Ticos" and follow the creed of "Pura Vida" i.e. don't worry- be happy! This will be a great atmosphere in which to get reacquainted, with music and dance in the background. Wednesday will of course have the normal early morning start as the **Annual Business Meeting** promises to be as busy as ever. Coffee will be available throughout as we are experimenting with a "no coffee break" format in order to allow more time for necessary discussions. Next will be the **group photographs**.

While we are working guests and HALPs (husbands of airline pilots) can enjoy a morning trip to the **Izaru Volcano and Orosi Valley**. I recently took this trip and also looked into the Irazú volcanic crater with its green lake – walking (just a bit dizzy) up near the clouds above an altitude of 11,000ft (without supplementary oxygen)!. The top of the volcano has often been described as the only surface on earth that so closely resemble a lunar landscape - on one occasion by no less an authority than Neil Armstrong! On a clear day, one can catch a glimpse of both the Pacific and Atlantic coasts from this imposing height. This tour offers an unique combination of Irazú, Costa Rica's highest volcano, the old capital city of Cartago and the picturesque Orosi Valley, home of

the first Spanish settlers and rich in colonial history. This is a half day tour that will leave from the hotel at 7 am (Price \$34). It will return at 1230 in time for everyone to join us for the **Captain's Plaque Presentation Luncheon**. This will be combined with a short ceremony where any scholarship checks will also be presented.

We are looking into a couple of aviation related **seminars** that we hope to present on Wednesday afternoon. These are not yet finalized and will be included in the extra mailing. Similarly Wednesday evening plans are still being negotiated. The information will be given to you when fully developed.

On Thursday we have an excursion planned that will show you the amazing beauty of Costa Rica. As we travel northwest of San José along the Cordillera de Tilarán we will stop at a village where artisans still construct amazingly brightly painted oxcarts. We then descend toward the Northern lowlands first stopping for lunch and then on to the village of Fortuna. From here it is a short drive in the shadow of the **Arenal volcano** to our destination - the **Tabacon Resort**. The huge mass of the (active) Arenal volcano dominates the scenery for miles around. I was also lucky to see it on a fairly cloudless day when the smoke and fumes were easily visible. But if I thought I was impressed *then*, that all changed after sunset – the volcano's activity, a fairly constantly reoccurring "spitting out" of orange magma was entrancing! Every neck was craned to get the best view with "oohs!" and "aahs!" echoing all around.

In the meanwhile I had been relaxing in the resort's naturally heated pools – geo-thermally heated water flowing down from near the volcano is guided between beautifully landscaped gardens over waterfalls and "rapids" into pools where the most weary of travelers will be rejuvenated. For

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● BOARD OF DIRECTORS REPORTS ●

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those into serious rejuvenation there are also (volcanic) mudpacks and mud baths available on request. After soaking in the steamy pools and marveling at the volcano's pyrotechnics, we will then tuck in to a sumptuous buffet eaten on a balcony where we can still catch a glimpse of the magma rolling down the mountainside. To get an idea of what awaits us you can visit the resort's site at www.tabacon.com. All this will set you back a mere \$65 per person including both lunch and dinner. It will be an experience you will never forget.

This brings us to the end of the normal convention program but we also have two exciting **SIDE TRIPS** on offer. These will both be offered either before or after the convention so as to accommodate as many members as possible. I have personally had the chance to experience both of these trips (although in a shorter one day format) and can't even *begin* to tell you how amazing they both were (though you could check with my friends and colleagues who have had to put up with me going on (and on) about what a great time I had. I also hope to redo both trips at a more leisurely pace.

First of all we have **Pacuare River White Water Rafting**. This is a **two day** all inclusive trip that will take you to Costa Rica's most beautiful river to experience world class rafting with class 3 and class 4 rapids in scenery that is unsurpassable. The first day starts with the journey from San José bringing you to the starting point a shallow, quiet stretch where, after you don helmets and lifejackets professional guides explain the safety drills and what you need to do to keep the raft under control. A safety kayak accompanies rafts to aid any rescue efforts but on the day I went (with a lot of first-timers) only one person fell out & she was back onboard in less than a minute! The course offers many thrills as you begin to navigate down the Pacuare River until you

reach the Pacuare Lodge where you disembark, have lunch and stow your stuff. In the afternoon you will be able to hike into the rain forest and admire the natural waterfalls. As dusk settles you can listen to the noises of the forest, enjoy your supper and pretend to be Indiana Jones!

The next day after a hearty breakfast you will be ready for even more rapids and the more challenging parts of the river. At the same time you will be travelling through some of the most unspoiled scenery in the country - Helena and I saw the amazing neon blue morphos butterfly as well as a gigantic iguana basking on a branch. Later on you will stop by the riverside for a picnic lunch then continue down the last stretch. You then leave the river near the town of Siquirres and return to San Jose via the spectacular Braulio Carrillo National Park. Rate per

person based on Single, Double or Triple US\$ 224. If you missed the chance to raft the Grand Canyon or you want to exercise your rafting skills this is the trip for you. I had never rafted before and was impressed by the well-run operation with a strong emphasis on safety but also guides who are delighted to be able to show you such a beautiful part of their country.

Our second offering is a **three day/ two night journey** to the unspoiled Caribbean coast and the **Toruguero National Park and Canal System**. On the first day an early morning departure will take you through cloud forest and rain forest in one of Costa Rica's most scenic parks, the Braulio Carrillo, then onwards to the lowlands of the province of Limon where you will stop for breakfast then continue on through acres of

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Registration Information

All Registrations Handled by:



FANTASY TOURS

Telephone: 1-800-272-6654 USA

1-800-453-6654 Canada

(506) 220-2126 Costa Rica

Fax: (506) 220-2393 Costa Rica

Email: fantasy@sol.rasca.co.cr

Convention:

- * \$120 adults & guests
- * \$ 60 children 4-12 yrs.
(under 4 free)

Hotel:

- * \$105 single, double, triple
- * includes continental breakfast & tax

Airport Transfers:

- * \$5 in and out
- * notify Fantasy with arr/dep times

Tours & Expeditions:

During Convention:

- * Canopy Adventure
- * (HALPS) Volcano & Orosi Valley
- * Arenal Volcano/Tabacon Resort

Before/After:

- * Pacuare River Whitewater Rafting
- * Tortuguero National Park

(Note: Tour prices may vary depending upon availability. Check with Fantasy Tours for specific pricing).

See Pricing, Refund and Cancellation Policy on Page 14

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acres of banana plantations. A boat will be waiting for you on the coffee colored river to take you into the heart of Tortuguero National Park. On the way to the lodges where you will spend the next two nights you will get your first glimpses of herons, kingfishers, crocodiles and the exotic flora usually only seen in expensive bouquets. The arrival route travels through two rivers, one manmade canal and then several natural canals and waterways. The lodges we are using are very comfortable with showers, ceiling fans and mosquito netting to give you an undisturbed stay. In a central complex you will find the reception office and a large dining room where all meals will be served.

On the 2nd day your naturalist tour guide will to give you the chance to explore more of the canals in this lush rain forest region, travelling on a smaller boat that can fit in narrower waterways that intertwine in this area. You will also get the chance to be real "up close and personal" with the wildlife while walking through the trails of the park. Brightly colored frogs, various breeds of monkey as well as iguanas and sloths are waiting for you. In the afternoon you will visit the little village of Tortuguero where hundreds of green turtles return to nest each year. Although our convention lies outside the nesting period there is an interesting information center including a presentation covering the work of an American researcher who initiated the tagging of turtles many years ago in an effort to learn more about these little understood animals. You can also adopt your own personal turtle hatchling, receive its photo and be notified if it turns up again! (great idea for kids of all ages!). Then take a stroll on the nesting beach and walk through a primitive village before being taken by boat on the 5 minute trip across the waterway back to the hotel.

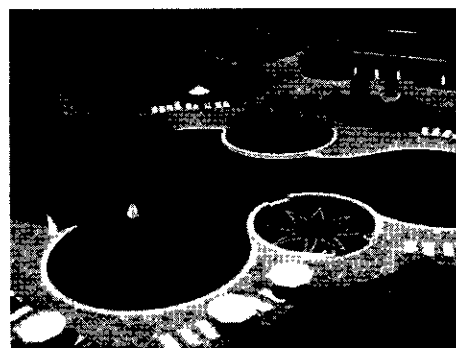
On the last morning you can laze around a bit enjoying the peace and



San Jose, Costa Rica Convention 2000

tranquility of these green surroundings, enjoy your breakfast and then head back to the Camino Real, first by boat and then on a luxury coach, stopping off for a hearty lunch before climbing the hills to San José. Rate per person: Single US\$ 285 Double or Triple US\$ 244. While not physically the Amazon this trip does give you a real "Amazon" feeling, the lushness of your surroundings seems overwhelming, the silence only broken by birds, monkey calls and the occasional boat engine. It seemed to me to be the perfect way to unwind physically and mentally before hustling back to our busy lives.

These trips are being offered departing Saturday the 6th



(Tortugero) or Sunday the 7th (Pacquare). Also leaving post convention Saturday the 13th (both). I was in Costa Rica six weeks ago carrying out a site inspection. I was very impressed – by the beautiful countryside, by the number of fun and exciting things to do and by the almost spiritual peace of the "Amazon" areas. There are really too many options to go into here – if you can get extra time off I would certainly advise that you make the most of it and do a number of expeditions. There is certainly something to do for everyone and something to impress anyone, no matter how well travelled.

Let's all get together in 2000 in Costa Rica and launch ISA well and truly into the next century!! ✈

● ISA COMMITTEES AND RESOURCES ●

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November 1999 Roster Update

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ATTENTION WOMEN AIRLINE PILOTS

International Society of Women Airline Pilots

ISA+21

invites you to the
22nd Annual Convention
in
San Jose, Costa Rica



Tuesday May 9 - Thursday May 11, 2000

Registration Fee: \$120 USD

For more information about the
Convention, Contact:

Includes:

- Welcome Party
- Wednesday Morning Breakfast
- Wednesday Business Meeting
- Luncheon with Captain's Club Presentations

Liz Jennings Clark

Email: lizjc@worldonline.nl

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Hotel Registration Deadline: April 15th, 2000

Camino Real Intercontinental, San Jose, Costa Rica

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Convention attendance limited to ISA members
and their guests.

ISA welcomes as members women flight crew working for airlines having 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 herself to qualify for membership. ISA was founded in 1978 and has over 600 members from 100 airlines in 35 countries worldwide.

Please JOIN US!

Visit us at www.iswap.org

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 Daisyfield Drive, Livermore, CA 94550 USA

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 Phone: 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)

Send to: Patricia León, 563 1/2 Highland Drive, Seattle, WA 98109 USA Email: 70772.574@compuserve.com

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.

Application to Run for Board of Directors

Term: May 2000-May2002

Name: _____

Airline _____ Position: _____

Address: _____

City/State/Zip/Country: _____

Email: _____

Phone: _____

Fax: _____

Please attach a head and shoulder photograph of yourself to be published along with your biography in the April newsletter. Your signature on this application declares your willingness and eligibility to serve on the Board of Directors of ISA+21 from May 2000 to May 2002. Thank you for your interest!

Date: _____

Signature: _____

Submit completed application to:

Seema Kapur, Secretary

325 Whisman Station Dr.

Mountain View, CA 94043 USA

Email: seema_kapur@yahoo.com

Write a brief biography about yourself. Include a statement describing why you would like to be a Board member and the committee you are interested in.

Application Deadline: February

Positions available: Chairwoman, Convention, Corp. Communications,
Human Performance, Membership, Scholarship, Treasurer.

Try it! You'll Like it!

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 Notepads	\$2.00	_____		\$.50	\$ _____
ISA Video (15 min. video about the history of women airline pilots)	\$22.00	_____		\$2.50/ea	\$ _____

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. Sorry, no XL navy and no L white)	\$27.00	_____		\$3.00	\$ _____
ISA T-Shirt (white w/gray logo only in XL)	\$15.00	_____		\$2.50	\$ _____
Career Booklet: "Tips on Becoming an Airline Pilot"	\$1.00	_____		\$.50	\$ _____

TOTAL \$ _____

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



ISA+21

ISA+21 22nd Annual Convention

May 9 - 11, 2000

San Jose, Costa Rica

Registration Worksheet



San Jose, Costa Rica
Convention 2000

ISA MEMBER NAME: _____ \$ 120.00

AIRLINE: _____ Is this your first Convention? _____

ADDRESS: _____

TELEPHONE: _____ FAX: _____

EMAIL _____

NAMES OF GUESTS ATTENDING (\$120 per guest): _____ \$ _____

NAMES AND AGES OF CHILDREN ATTENDING: _____ \$ _____
(\$60 per child ages 4-12; under age 4 free)

How many vegetarian lunches would you like? _____

TOTAL CONVENTION REGISTRATION \$ _____

*Use information from
Page 13 to complete
this section.*

TOTAL NO. OF HOTEL ROOMS _____ AND AMOUNT \$ _____

TOTAL OF TOURS & EXPEDITIONS \$ _____

ARRIVAL DATE & TIME _____

DEPARTURE DATE & TIME _____

If paying with MasterCard/Visa, include:

Card #: _____ Expires: _____

Signature: _____

(Make check payable in US funds to ISA Convention).

(OVER)

IMPORTANT!
PRICING & REFUND POLICY

PRICING:

1. Up to April 30th, standard registration fees.
2. From May 1st, add \$25 surcharge.
3. At Convention, add \$50 surcharge.

REFUNDS:

1. Full refund if cancelled prior to April 30th.
2. From May 1 through May 20th, 75% refund.
3. After May 20th, no refunds.

All notification of cancellations must be in writing, email, fax, or letter.

Streamlined Registration Process:

- ☐ Complete the Convention Worksheet form on the reverse side of this page.
- ☐ Determine number of Hotel rooms, Hotel charges, plus departure and arrival details for Airport Transfers (See page 11).
- ☐ Select and total Tours & Expeditions (See page 11).
- ☐ Have your credit card or other payment information ready, then :

Contact:

Ileana Riotte



FANTASY TOURS

Telephone: 1-800-272-6654 USA
1-800-453-6654 Canada
(506) 220-2126 Costa Rica

- OR -

Fax: (506) 220-2393 Costa Rica

- OR -

Email: fantasy@sol.rasca.co.cr



ISA+21

ISA+21 22nd Annual Convention
May 9 - 11, 2000
San Jose, Costa Rica



Networking - New Millennium Style

by Capt. June Viviano

This month's article comes from a very talented woman who is in the forefront of Internet communications. Her self-taught computer expertise has been put to a selfless benefit for all west Tennessee residents. Michelle Duquette is the "Web-ster" for the Memphis Chapter of Women in Aviation, the Memphis Belles. The website aella.com/WIAI is a masterpiece of aviation resources to enhance the professional and personal lives of women in aviation. Networking through computers is the overall best tool to communicate among ourselves, friends and families.

The proof to me is that I am using a word processor, spell-check, and automatic addressing to send submissions at the very last minute. My day included checking my mail from friends, and numerous sources including the Chapter and 5 different projects we have going, a new pilot looking for a mentor, work email, and checking out new websites. I answered several letters with ease, including forwarding some, or hyperlinking the website information requested. After school hours, the biggest problem I have is prioritizing the use of the Net among myself and 3 teenagers!

'The values of networking, as we all

know, are priceless. The contacts we make can become crucial factors in determining which direction our career paths will go. We, as women, are developing a wide array of professional talent which spans the globe. There are conventions, seminars, and workshops which provide tools specifically for women to excel in their chosen careers. There are thousands of professional women behind these functions who would like nothing more than to be able to tell you all about what they do, how they achieved their success, and put you in contact with those women who helped them along.

But who has the time and/or necessary funding to travel around the world to meet these incredible resources? If you're like me, neither time nor extra money allows for much more than the daily routine. The hours we keep as pilots, the responsibilities of those of us as parents, the extra energy spent on volunteering tend to keep us locked into everyday rituals to make it all work. If we're fortunate, we are able to steal a few minutes each day to regroup and possibly do something special for ourselves.

So how does the networking fit into those stolen minutes? Why, via the Internet, of course! From the confines of a comfortable chair, we can now interact with these professional women from around the globe, take advantage of their wisdom, establish networking relationships, and justifiably shape our own destinies. Most ISP (Internet Service Provider) companies will cost (on the average) \$20-\$45 per month, depending on what type of service you prefer (i.e., cable or phone line). That's about \$240 per year to access more information than you could have possibly retrieved by physically traveling to which ever destinations you could get the time for, and at considerably less expense. Organization websites are springing up in droves, and cyber-

based networking has become a way of life. Just take a look at Women.com, an internet site which has generated so much interest it now boasts thousands of visitors for professionals, entrepreneurs, Moms, as well as social interaction for support or advice from those who have "been there, done that." Seriously consider a PC for yourself and your family if you don't already have one. Quick, nonintrusive communication (no ringing or beeping!) is clearly the tool of choice for this new decade and millennium.' →

IFALPA's Human Performance Committee Meeting

Seattle, WA 13-15th October 1999.

This six-monthly meeting was attended by 33 national delegates from all five continents as well as seven observers from various aviation related organisations including yours truly. This was the first meeting run by the new committee chairman Don Smith (of USALPA), who kindly re-extended ISA's invitation to all HuPer meetings. The agenda was jam packed with dozens of papers being presented on widely varying issues from cross cultural issues in training to the effects of chronic fatigue on pilot life expectancy and of course cosmic radiation.

At the start of the meeting several competing draft radiation policies were tabled representing the varying opinions of individual working group members. This area attracted a large amount of debate and has been continually under discussion for some time now. The cosmic radiation working group decided to withdraw from the main committee proceedings for a period of time on the second day of the meeting and hammered out a joint mutually acceptable proposal, at the same time withdrawing the various individual papers. I was invited to attend this

(Continued on page 16)

Captains' Club

by Cammy McHenry

I'm hoping that things are just slow for the holidays. We only have information on 4 new Captains' Club inductees. We extend our warmest congratulations to them.

Annie Falandes	United	B737-300
Cheryl Stearns	USAirways	B737-200
Theresa Hornbruch	Aloha	B737
Mary Louise Griffin	American	B727

If you should be on this list and are not please contact me. If you have contacted me before November 28th and are not on this or previous newsletter lists let me know so we can update the files. We would like for everyone who is eligible for membership to be on the list. Use the CALLING ALL CAPTAINS form in the pull-out section. If you've been a member for a while or are joining ISA as a Captain and have never been added to the Captains' Club list, join today. If you haven't got any other reason to join you'll at least get a really cool plaque to hang on your wall!

By the time you get this we'll be in 2000. I hope that everything has gone well for you in the big change over and that all of us who were out flying New Year's Eve (probably most of our new Captains) had great times with good stories for the next millennium. ➔

ISA EXCURSIONS

ISA Annual Ski Days - Feb. 7 - 10th, 2000 Keystone Ski Area, Colorado

It's nearly Sept. and our Colorado nights are dipping into the mid 30's. No snow yet, but it will be coming soon. So stretch your thoughts beyond Christmas, and set aside some time for our ISA Ski Days, up here in Winter Wonderland.

It's 3 nights of good food, party and fun, and 4 days of great skiing and the wonder of the Rocky Mountains.



Come alone and stay in an ISA "group condo" or bring your family, all are welcome. We're usually a small group, 15 - 30, and we ski together and have an opportunity to get to know each other. Ski ability is unimportant as we have all levels.

If you'd like to stay in the "group condo", I need to know of your interest immediately, with a firm e-mail reservation, at the time of your airlines "monthly bid award" date.

Cindy Shonk
cindyshonk@pobox.com ➔

(Continued from page 15)

discussion. It was interesting to see the process by which those involved reached a joint proposal with a certain amount of "horse trading" taking place until each member could live with the final product. All of this has resulted in Draft Policy which will be presented to the Principal Officers at their next meeting and then to the general plenary at next year's IFALPA annual conference.

While the paper is too long to reprint here I can give you a summary of the main points. (If you would like a copy of the actual document drop me a line or even better an email). It is pointed out that "whereas the annual exposures of ground based radiation workers have been successfully reduced, airline flight crew exposures remain at levels substantially above those of other radiation workers and may be increasing". Cosmic radiation exposure assessment is proposed for all aeroplanes operating above 26000 ft. Flight crew members should be made aware of their increased exposure and be encouraged not to cruise above the economically optimum altitude unless other considerations apply. The working group believes that there is an immediate requirement for comprehensive research into cosmic radiation exposures in airline pilots. Finally it recommends that pregnant flight crew members be warned that radiation exposure above 1mSv during the course of pregnancy may cause an increased risk to the foetus. It further recommends that "operators should have provisions in place to adjust flight duties (low flight altitudes that minimise exposure/ground duties) so that this limit is not exceeded after declaration of pregnancy".

For those of you interested in tracking your personal exposure the CARI 5E computer programme is available for download at www.cami.jccbi.gov/AAM-600/610/600Radio.html. The next IFALPA HuPer committee meeting will be after the annual conference - probably in June next year. ➔

United Airlines/Women Mentoring Women Program

This column contributed by Jennifer Szakach, CAPT., UAL Shuttle and Mentor Coordinator UAL/WMW Program.

The UAL/WMW program is open to all women who have a current flight officer application on file with United Airlines. The mentors are female flight officers who donate their time and energy to counsel future candidates, and are trained by United Airlines Flight Officer Employment. They focus on providing an overview of the interview process, interview success tips, and general career advice. The mentors are not an "interview prep" service. One of the largest frustrations among prospective airline candidates is the misinformation available through a multitude of sources. Many of the

rumors are false, and if followed could even cost a candidate a job offer. The mentors have direct access to the employment office, and can provide an "official" answer to most questions. The mentor will explain the interview process, answer application/paperwork questions, and help guide a candidate in preparation for the interview. While the goal is to ensure a successful interview on the first attempt, the mentor can also provide feedback to unsuccessful candidates on areas to improve for their next interview attempt.

The effectiveness of this program depends largely on the motivation of the candidate to work closely with their volunteer mentor, carefully listening to her suggestions, and aggressively taking any and all steps necessary to achieve their professional goals.

The mentor provides guidance and suggestions, but the ultimate responsibility for making career decisions remains with the candidate. Participation in this program in no way guarantees a flight officer interview or job offer.

Interested candidates may enroll by sending the following information:

- ➔Cover letter including: Name, address, phone/fax, e-mail address and current job
- ➔Copy of current application on file with United
- ➔Copy of most recent Scantron update form

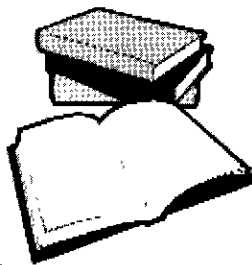
Send to:
United Airlines Flight Officer Employment
Attn: WMW Mentoring Program
3333 Quebec Street, Suite 5000
Denver, CO 80207
303-780-3709
(Information only – no messages) ➔

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 ➔

◆ BOARD OF DIRECTORS REPORTS ◆

(Continued from page 6)

article about Marga, the very 1st woman airline Pilot (1927).

All members would be allocated passwords by February 2000 for accessing the member's only section

Ginger had received a request to give a membership breakup by "race" It was decided not to do that.

All ISA BOD members were issued an ISA Operations Manual binder and would be receiving the revised Ops. Manual pages to file in it with page number and date of revision on each page

MEMBERSHIP: (written report submitted by Patty Barrera) Membership numbers would be completed by the 2000 annual convention. Once completed, the numbers would be put on labels for individual members as: Membership numbers- year that they are paid through

The issues of costs and logistics of Membership Badges were reviewed and it was decided to produce the initial batch of badges by the 2000 convention. Members attending the Convention would receive their badges at the convention check-in and the rest would be mailed out in June 2000, after the Convention

The new directory idea of issuing "Binder with tabs" to all members with periodic inserts provided by ISA, the associated costs and logistics were discussed. It was felt that ISA might not have funds at this point for the project. Therefore it was voted and approved that, for now, some new Directory binders would be ordered and made available for sale to the members.

Lifetime membership was discussed but no consensus could be reached. It was decided to put it on the back burner for now.

It was decided to go ahead and print Business cards for the use of ISA BOD and volunteers

As per United Postal Services, after April 2000, we will have to put PMB before our address, otherwise our mail will not be delivered to our mailboxes. Janet will be looking into it the matter.

TREASURER: (Janet Coté)
Scholarship Fund
\$8,990 (for checking account deposits from Jan-Jun 1999) will be sent to Paine Webber.
Current Account Balances
Bank of America has \$40,587.25 and Paine Webber (current Asset value) \$159,908.72, which brings the total ISA assets to \$200,495.97.

Convention Finances

As of November 18th 1999, convention expenses had been submitted and credit cards returned. Credit card account balance was zero. It was pointed out by Janet that the ISA credit card should not be used for cash as the fees for the cash transactions is very high.

Expense Reports:

Expense reports should be submitted at the end of each quarter.

501(c) 3 review

Copies of past Tax returns were sent to ISA's lawyer, Sylvia Paoli and were found O.K. with some insignificant errors. In November, IRS will send ISA a letter, the filing of which is for the final determination whether ISA is supported publicly or privately.

ISA SCHOLARSHIP (FINANCIAL):

(written report submitted by Luan Meredith)
ISA Scholarship changes

Applicants should have the US or foreign equivalent of the ISA scholarship requirements. "ISA International scholarship" would henceforth be referred to as the "ISA career Scholarship". Grace Harris Scholarship will fund any ISA scholarship if the applicant has demonstrated an exceptionally spirited and ingenious attitude under difficult circumstances in the field of aviation.

ISA Scholarship updates

Till date ISA has awarded 42 scholarships and \$62,000.00

HUMAN RESOURCES: (Patty León)

ISA video

Cost permitting, pregnant pilot pictures were proposed to be added to the Video. Airline Pregnancy Policies

In order to put Pregnancy policies of the various airlines on the web without stirring any liability issues, Patty León would once again contact the airlines and take their approval for putting their policies on our web-site for the general public to view.

OLD BUSINESS

Operations Manual Revisions

Most of the proposed changes to the Operations Manual were approved; some of the salient changes are:

Page 17: Item 8 deletion was approved and was added under Treasurer as "Responsible for renewing ISA's liability insurance"

Education: Item 7 change approved; Item 9 deletion approved, captain's club should report to membership, and Education chair will take care of Museum design committee.

Page 18: Item 10 deletion approved.

Membership: Agreed to all changes.

Scholarship: Page 23, 25- approved

Page 28 and Page 29. Nothing to add
Page 31: "Fund Raising Committee shall consist of members, one of which will be chosen chairwoman" approved; Instead of "Local Liaison", we will use the nomenclature "Airline liaison"

Page 33, 42: All changes approved

Page 43: Under Job description of Operations Manual editor, insert "Revises the Operations manual, By-laws, Standing rules, and other ISA publications".

Changes to the by-laws

It was once again reiterated that 2/3rd members are needed for any by-law approval. The editorial changes to by-laws were approved.

Two issues would be voted on at the next convention:

1. Inactive member category, and 2. Addition of Charter member category.

ISA Banner

ISA banner was located and handed over to Nanc.

Communications Chair Position

We still do not have a volunteer for the Communication's chair position.

Associate members

If a motion to take associate members should come up during the 2000 annual convention, a time slot of 2 hours max. will be provided during the General meeting

NEW BUSINESS

Vice-Chair position

Chris Grohs will be the next Convention Chair.

2001 Convention

Anchorage will be the site of choice for the 2001 convention.

Election Forms

Next newsletter will have election forms and volunteer request for the Chairwoman, Human Resource & Treasurer positions.

Announcements

The November ISA Board meeting will be held at Anchorage on 16th, 17th February 2000.

Meeting Adjournment

The ISA's November quarterly meeting was adjourned on 19th November 1999 at 1100 PST. ➔

COSTARICA
NATURALLY WITH US...

San Jose, Costa Rica
Convention 2000



Family 'Firsts'

Recently, my wife, Joy Klopfer, a United Airlines B767 Captain, decided that it would be really great if she could take our son Glenn on the ultimate "take your child to work day" by taking him along on a flight from JFK-LAX.

She planned to have him in the cockpit, so she very carefully read all applicable FARs and UAL policies, and learned that there was nothing to prohibit a mother from having a child in the cockpit with her. In fact, in spite what you may feel is a family-unfriendly work environment, both the FAA and UAL insisted that our son occupy a seat on the flight deck.

I went along as a passenger to witness this unusual event, and I can tell you that things were very routine.

Our son, in anticipation of this flight, had tried to learn as much as he could about the Boeing 767. So as a reward for all his studies, my wife even let him fly the airplane. He did very well, including a 'kiss the concrete' landing.

Now I know you are wondering how on earth could this be? It is definitely not April 1st. In fact, it was October 29, 1999, and all of the above is true.

You see, Glenn is a UAL First Officer who had just finished checking out on the 767.

We believe this to be the first time that a mother and child were the pilot and copilot of a commercial airline flight.

Bernd Klopfer
Captain, TWA (retired) ➔

Denver Post Reports On 'Frequent Flyers'

The *Denver Post* Business section of October 10, 1999 featured United Airlines Captain Jolanda Witvliet and crew on a typical UAL Shuttle day.

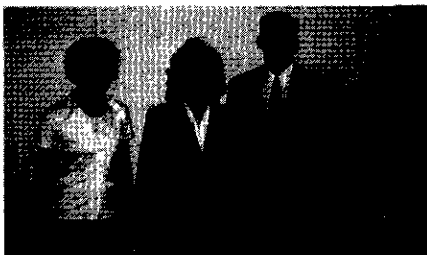


UAL 737 Capt. Jolanda Witvliet inspects her aircraft before departing LAX for OAK, Flight 2538.



Before pushback, Witvliet and FO Robt. Tedstrom review departure procedures. ➔

Shannon L. Jipsen Scholarship at Central Missouri State



Shannon Jipsen (center) at Sept. 8, 1999, presentation of \$500 scholarship awards to Michelle Richards (l) and Kevin Morris (r)

Shannon graduated from Central Missouri State University with a B. S. in Business Administration / Marketing in 1987 and a Masters in Aviation Safety in 1988. She created this scholarship in 1998 for Aviation students at CMSU. The recipient can be an undergraduate or graduate student, but must be flying and able to communicate to the selection committee why there is a need for the scholarship money and what their goals are for the future.

"My goal is to help other young people achieve their dreams just as I have done. I look forward

to seeing this Scholarship help many more students in the years to come," states Shannon.

In July 1991, Shannon was hired by UPS as a B-727 Flight Engineer. She was an FE check airman before upgrading to B727 First Officer in February 1995. She currently is the IPA Accident Investigation Committee Chair and works with many special outside projects such as Aircraft Rescue and Fire Fighters.

Contact the CMSU Office of Development at 660-543-4434 for more information. ➔

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.

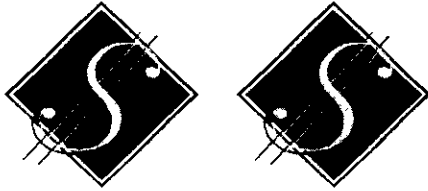
Issues to Consider:

- ✓ 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.



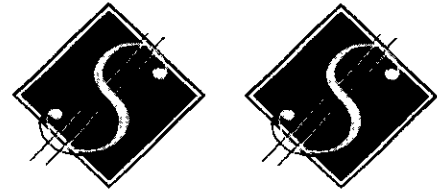
**Financial
Advisors**

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



"Women & Retirement: Myth vs. Reality"

by Katherine Morris



From a series of financial articles prepared specially for ISA NEWS.

Dreaming about life in retirement often conjures up pleasant thoughts like leisurely savoring that second cup of breakfast coffee while reading the morning newspaper. Or maybe a sunrise round of golf is more your speed. If you have a retirement vision, now is the time to dispel some of the common myths about post-work life and guide your dreams with realism.

Historically, retirement hasn't been rosy for many women. In fact, statistics released by the National Center for Women and Retirement Research (NCWRR) show that in 1996, 71 percent of the nation's 4 million elderly poor were women. By avoiding the following myths, you can take control of your financial future and help change this startling statistic.

Myth: Social Security will take care of me in retirement.

The reality, according to NCWRR data, is that in 1995 only 18 percent of single women 65 and older relied on Social Security as their sole source of income. Even if you enjoy retirement as part of a married couple, Social Security figures show the average retired couple receives just over \$15,000 per year in benefits. You can see why it's important to plan for additional income sources when determining your retirement income.

To get an estimate of your projected benefits, call your Social Security office or 1-800-772-1213 and ask for a "Request for Statement of Personal Earnings and Benefits Estimate" card, Form SSA-7004.

Myth: I won't need much money to live on when I retire.

That assumption sounds reasonable when you consider the costs of raising children, upsizing homes and commuting to work each day. On the other hand, should you choose to spend your retirement traveling, that activity comes with a cost. Also, to be on the safe side, it's wise to anticipate higher health care costs in your later years.

A rule of thumb that many people use is that you'll need 60 percent to 80 percent of your current income in retirement (adjusted for inflation) to maintain your current lifestyle. Of course, some people like to spend more, while others tend to be frugal.

You may want to "test" your retirement budget by trying to live on your anticipated retirement income for a few months. If your income and expenses prove unrealistic, consider ways to increase your income or decrease your expenses. You may want to consider a meeting with a financial advisor who can help you plan for retirement.

Myth: If I contribute to my 401(k) plan at work, my retirement will be funded without my involvement.

It's true that contributing to a 401(k) is a painless way to save for retirement with before-tax dollars. And since many employers offer a matching feature, you could get twice the investment power. But, you may get even more benefit from your retirement plan contributions by matching your investments to your time horizon and risk tolerance.

Chances are, your employer's plan offers a range of investment options - from conservative bond funds to more aggressive stock funds. If you have several years until retirement, you may want to consider putting some of the money in more aggressive mutual funds to take advantage of the market potential over time.

The most important thing to remember is to review your choices regularly to make sure that your investment selection is still in line with your goals and risk tolerance.

Myth: My husband's pension will provide a comfortable retirement income.

If your spouse is eligible for an employer-provided pension and life goes as planned, the pension may provide you with a livable retirement benefit. However, if some unforeseen circumstance (like divorce or the untimely death of your spouse) happens, your pension income may be substantially decreased. So even if your spouse is in good health today and your marriage is thriving, it's best to be informed should the unexpected occur.

If your husband dies, you may receive half of his vested company or union pension when you reach retirement age. There may be different rules if he is a federal or state employee, so be sure to inquire about pension guidelines if he is covered by a government plan.

Since an employee pension is frequently one of a couple's largest assets, it is often a negotiating chip in divorce proceedings. Make sure that your attorney negotiates a divorce settlement that sets an agreed-upon portion of your husband's pension benefits to be paid either to you or to your children when he reaches retirement age (or provides similar value in a fair and equitable manner.)

Seek professional help. As you go through the retirement planning process, don't be afraid to seek professional help. By establishing relationships with professionals who can help you at critical times, you can be better prepared for whatever tomorrow brings. That way, either alone or with your spouse, your retirement can live up to your dreams

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. ➔

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, or XL. Sorry, we are out of LG in white and XL in navy. \$25

ISA T-Shirts

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

ISA Notepads

A new addition to the ISA Store, these notepads measure 8.5 in. by 5.5 in. and carry the ISA logo on a sky-blue header background. They have 50 sheets and are handy for grocery lists or copying clearances! Order more than one so you don't run out! They are available now for the introductory rate of \$2.00 each.



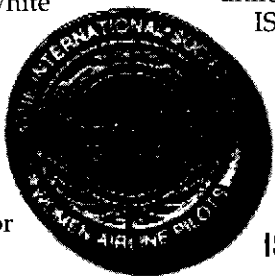
Polo Shirt

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 Video

This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom or buy one to donate to your local library! \$22.00.

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 Merit 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...

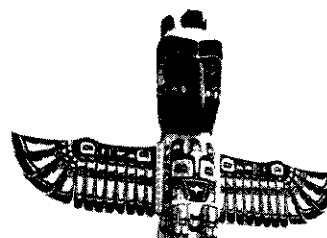
Now you can get extra copies of past and current newsletters, and also get professional copies of individual articles from your newsletter committee.

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
E-mail: Capt727tks@aol.com

**ISA
Board of Directors
Winter Meeting
Anchorage, Alaska
February 17-18, 2000**



*Anchorage, Alaska
"Star of the North"*

The February ISA Board of Directors meeting will be held in Anchorage, Alaska, February 17-18. Please contact any current Board Member for time and location. All ISA members welcome 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+21 February 2011
Conversion of ISA+21 to ISA+21
Board of Directors Meeting - See Page 7 and Calendar
ISA+21 Days February 7-10 (See Page 10)



**International Society of
Women Airline Pilots**

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