



# ISA News

International Society of Women Airline Pilots

April 2000  
Volume 21, No. 4

## ISA+21 22nd Annual Convention

San Jose, Costa Rica

May 9-11, 2000

See Pages 9-15

## Meet Your New Board Members

See Page 16

## Convention 2001: Alyeska Resort

\*\*\*\*\*

See Page 18



*Westin Alyeska Prince Hotel, Anchorage, Alaska*

*See page 18 for local history and more photos.*

## Board of Directors Meets, Previews Convention 2001 Site

by Liz Jennings Clark

The Spring Board of Directors Meeting was held in Anchorage, Alaska, at the proposed Convention 2001 site, the famed Alyeska Resort.

Nanc Briot (Education) outlined the various enquiries for information that she had responded to in the last quarter. She has purchased water resistant tube containers to ship the ISA banners in. Hopefully this will help preserve them for future years.

Liz Jennings Clark (Convention) gave a rundown of the current year's convention activities as well as introducing Chris Grohs who will be running Convention 2001 in Anchorage. Up to the meeting time there had been no sponsoring forthcoming though Helena De Andreis was hoping to persuade LACSA to contribute. Susan Gillett had found a member (Debby Harvey) prepared to run the Silent Auction.

We then discussed ways to improve Board communication and attendance at meetings. Nanc suggested holding all meetings in a year in the same (central) city and setting the dates at the May board meeting. Patricia Barrera had already suggested that guidelines for hosting meetings be included in the Operations Manual. We also discussed how to ensure that information, discussions and decisions are handed on from one period to another. In recent years there has been a high turnover of directors and information often seems to disappear as we delete emails, resulting in having to re-invent the wheel every couple of years. We resolved to try and keep better records as a group.

As the written reports from Membership and Treasurer were not available and no other reports had been forthcoming, this concluded the meeting. The next Board meeting will be Monday 8th May in Costa Rica. ➔

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

## ISA PLANNING CALENDAR

### 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 Thursday, June 1st

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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**International Society of  
Women Airline Pilots**

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

### BOARD OF DIRECTORS

Liz Jennings-Clark (Term expiring)

CHAIRWOMAN OF THE BOARD  
CONVENTION CHAIR

Transavia Airlines  
Fax: +31-842-126-995  
lizjc@worldonline.nl

(Open)

### CORPORATE COMMUNICATIONS

Volunteer needed here!

Seema Kapur

### SECRETARY

Indian Airlines  
650-969-2235  
seema\_kapur@yahoo.com

Janet Coté

### TREASURER

United Airlines  
925-829-5067  
janet@compuserve.com

Nanc-elisha Briot

### VICE-CHAIRWOMAN EDUCATION

National Airlines  
702-293-0070  
got2laugh@aol.com

Patricia León

### HUMAN PERFORMANCE & RESOURCES

Alaska Airlines  
206-285-0936  
70772.574@compuserve.com

Patricia Barrera

### MEMBERSHIP

United Airlines  
925-606-7506  
JPJBarrera@compuserve.com

Thyra Stevenson

### NEWSLETTER MANAGING EDITOR

SkyTrek International Airlines  
408-988-0317  
Capt727tks@aol.com

Luan Meredith (Term expiring)

### SCHOLARSHIP CHAIR

Air Wisconsin  
314-845-7282  
WAME@compuserve.com

## Chair's Letter

by Liz Jennings Clark



Dear members,

As I write another ISA year is drawing to a close. I hope to see many of you in San José, Costa Rica, for our convention. We hope especially to encourage our South and Central American colleagues to join us. If you fly to any destination in this area please do your best to get in contact with possible members – hand out brochures or hang up the Convention flyer in an airport crew room.

The deadline for Board of Directors elections has come and gone. We are glad to welcome Chris Grohs who is going to run Convention after me and Terri Bartolero who is assuming the Human Performance responsibilities from Patricia León. Last but not least we are also pleased to announce that Melissa Monahan has agreed to step in and complete Patricia Barrera's term at Membership. Member Pat Kessler will be helping Melissa with some of the computer data management tasks that come with the

membership workload. Thank you all. Unfortunately the Corporate Communications chair has still not been filled and as I write it is unclear if we will have a Scholarship chair as of May. I am afraid that if this situation continues ISA will not even exist in a few years time!

You will also find that there are no formal minutes from the February board meeting contained in this newsletter. Nanc-elisha Briot and I were the only Directors present. Other Directors could not attend for a variety of reasons – a very disappointing state of affairs considering the good turnout at the previous meeting and the enthusiastic vote taken at that time to hold the February meeting in Anchorage. Due to further mix-ups we did not even have the written reports from the other members available. Nanc and I discussed our areas of responsibility and discussed a few ideas to streamline and simplify Board tasks. An outline is included elsewhere in this newsletter. I would like to thank 2001 convention hostess Val Thal-Slocum and incoming Convention Chair Christine Grohs for making the trek up to Alaska. I would also like to thank Janine Oros-Amon of the ANC convention center for setting up meetings for Chris, Val & me.

This is the last issue that will contain your letters and comments on the Associate membership issue.

Time will be made available in San José to discuss this matter and if a motion is proposed, a postal ballot of all members will take place in the second half of this year. Please make your opinions known either in person or by proxy at the next Annual General Meeting.

See you in Costa Rica,

Liz Jennings Clark

[lizjc@worldonline.nl](mailto:lizjc@worldonline.nl)  
Fax: +31 842-126-995 ➔

### We Need You!

- ➔ Corporate Communications
- ➔ Scholarship
- ➔ Chairwoman



Costa Rica

## Membership

by Patty Barrera



Once again ISA's membership has surpassed the 600-member mark with 604 members total, representing 31 countries and 99 airlines. We have 102 non-US members. This year, 60% of the membership paid their dues on time, which is a marked improvement over past years. Thank you! In addition, many past members have re-joined ISA. They are listed below. Welcome back!

The annual ISA **directory** will be published just after the convention and sent to your homes in June. So, please hold on to your 1999 directory until that time.

Something new is in the works. We have begun to issue **member ID numbers**. This is your exclusive number as long as you remain a continuous member with ISA. It will soon be useful for you to access a secure, members-only section of our website. Also, it will have additional uses in the future. Your number is now on your mailing label. You will see a series of numbers after your name, for example: 0266-2000. The first four numbers are your member ID number, and the second four digits represent the year for which your dues are paid. For those of you who still haven't paid your dues yet this year, your label will look like this: 0266-99 pd. The access to the website will be announced by the webmaster, Ginger Cutter, when it is available.

ISA **business cards** are now available for members who want to use them to solicit new members at their airlines. They include a space for the ISA member to put her name and phone number so that the person she gives the card to can contact her with questions about ISA. An idea would be to attach one of these cards to an application and give it to a potential member. If anyone would like some of these cards and/or applications, please let me know.

As many of you know, I will be resigning from my position (one year early) as Membership Chair by the convention in Costa Rica. This is for personal reasons. An email was sent to those with email addresses asking for a volunteer to replace me. At this writing, I have already had three members indicate their interest in the position. I want to thank them, and all of you, for considering to volunteer and help ISA out. There are many other positions that still need to be filled. Please think about giving a bit of your time for this great organization.

### New Members (18):

DeAnne Ackley  
TWA MD-80 F/O STL  
DOH 8-96

Tracy Barrett  
Air Canada  
CL-65 CAP Toronto  
DOH 10-97

Maria Luiza Cancio Padilha  
Varig B727 F/O  
DOH 6-4-98

Angela Hubbard  
Northwest DC-9 F/O MEM  
DOH 3-2-98

Tracy Leonard  
US Airways B737-200 F/O BWI  
DOH 6-21-99

Melissa Monahan  
US Airways A319/320 F/O PHL  
DOH 5-24-99

Jennifer Neal  
United B737-300 F/O DEN  
DOH 8-23-99

Lise-Lotte Olsen  
Maersk Air  
B737 CAP Copenhagen  
DOH 11-1-90

Kelli Robison  
American MD-80 F/O SFO  
DOH 6-4-97

Christine Rupert  
American B727 S/O MIA  
DOH 6-29-98

Indrani Singh  
Indian Airlines A300 CAP  
DOH 4-6-87

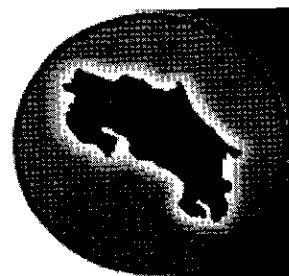
Kimberly Sivertson  
Airborne Express  
DC-9 F/O ILN  
DOH 9-23-98

Karen Smith  
Frontier B737 F/O DEN  
DOH 12-13-99

Susan Steele  
American Trans Air  
CAP L1011 SFO  
DOH 11-15-93

Cherie Marie Szetela  
America West B757 F/O PHX  
DOH 8-9-99

*(Continued on page 5)*



**Convention 2000  
San Jose,  
Costa Rica**

## ◆ BOARD OF DIRECTORS REPORTS ◆

(Continued from page 4)

Tracy Venturini  
America West B737 F/O PHX  
DOH 8-9-99

Corinne Woodcock  
Northwest DC-9 F/O MEM  
DOH 3-2-98

Elena Wrana Trautmann  
Iberia DC-10 F/O Madrid  
DOH 6-7-98

### Returning Members (16):

Carmela Atwood  
Continental B737 F/O ATL

Angela Augustine  
United B737 F/O ORD

Marina Deluqui  
Varig B737 F/O

Rosemary Dye  
UPS

Nora Ellis (formerly Vick)  
American MD80 F/O DFW

Sydney Hale  
Northwest CAP A320

Marjo Koskinen  
Finnair MD80 F/O

Michele L'Hoir  
United B737 F/O LAX

Heather Ogburn  
Kiwi (furloughed)

Anitra Ruth  
Pan Am (furloughed)

Cindy Sims  
UPS B727 F/O

Elizabeth Smekar  
Delta B727 S/O CVG

Shelly Trefes  
UPS DC8 F/O

Viki Wade  
Federal Express A300 F/O

Dorothy C. Westby  
Miami Air Int'l (retired)

Suzana Westmaas  
KLM B767 F/O →

## Human Performance & Resources

by Patricia León



### UPGRADES/TRANSITIONS

Stephanie Gray (AA) just returned to work after her third child (3 girls). She has transitioned to the MD-80 as a F/O in NY.

Michelle Hill (UAL) upgraded to Captain on the 737-300, and is based in ORD.

Cynthia Axell (UAL) transitioned to the 757/767 as a F/O, based in SFO.

Evelyn Anderson Kennedy (FedEx) is now manager, 727 Pilot Instruction.

Stephanie Padden (UAL) has transitioned to the 747 as a F/O.

Lois Haines (Swissair) gave birth to her second daughter, Alexandra Rhian on February 24, 1999.

Esther Huber left Crossair and is now flying for Swissair on the A319/320/321.

Lisa Revou Goss (NWA) upgraded in December to 727 Captain, based in MSP.

Janie Keown Blackburn is now flying for Spirit Airlines. She had been the first female Captain at Kiwi, but was never able to sign a release.

Sydney Hale (NWA) upgraded to Captain on the A320 in March 1999.

Deborah Henderson (NWA) transitioned to 757 F/O, based in MSP.

Lisa Ash left FedEx and is now flying for American as a 727 S/O in MIA.

Jerye Motschman (Delta) upgraded to Captain on September 3, 1999. She is flying the 737-300 based in SLC.

Margaret Lehn (AA) upgraded to Captain on the 757/767.

Barbara Garwood (AA) is now flying as a F/O on the S-80, based in SFO.

Johanna Ashley-Nye (TWA) is now flying the 757/767, based in LAX.

Toni Combs (Continental) upgraded to 737-800 Captain, based in Guam.

Nancy Richardson now flies for America West as an A320 F/O, based in PHX.

As of March 18, 2000 Melissa Laska will be Melissa Brumby. She now flies for USAirways as a F/O on the A319/320 based in PHL.

Elizabeth Thompson-Locke (USAirways Shuttle) transitioned to A320 as F/O.

Candy Christmas left Kitty Hawk Air Cargo and is now flying for NWA as a DC-9 F/O.

Linda Morrison left Kitty Hawk Air Cargo and is now flying for Northwest as a 747 S/O in ANC.

Gail Grieshaber (USAirways) has transitioned to Captain on the A319/320 and is based in PHL.

Amy Carson Bond (AA) is now a 777 F/O in LAX.

Marilyn Koon is now a Senior Check Airman on the 737-200 in PIT with USAirways.

Ayla Konstantinou (Continental) has upgraded to Captain on the 737 and is based in IAH.

Laurie Reeves (UAL) is now a 767 captain and is based in JFK.

Helen Erskine (UAL) upgraded from 767 F/O to 777 F/O in May, 1999, and is still based in LAX.

Gulshin Gilbert (AA) upgraded to 727 F/O and is still based in MIA.

(More on next page)

(Continued from page 5)

Julie Chapelau left Kitty Hawk Air Cargo for Champion Air, based in LAS.

Anne marie Weaver Worster (UAL) transitioned from a 727 F/O to 747 F/O in SFO. Husband Ward is a 777 F/O in SFO.

Linda Morley-Wells (UAL) transitioned from 737-300 Captain to 777 Captain and is based in SFO. (See page 19).

## NURSERY NEWS

Jodi Dever (FedEx) and husband Tim gave birth to their first child Garrett Andrew on October 24, 1999. He weighed in at 8 lbs, 6 1/2 oz.

Cheryl Kelly (UAL) gave birth to a girl, Sarah, on September 2, 1998

Alicia Kubida (AA) gave birth to a boy, Jay Robert on October 9, 1999 and weighed in at 9 lbs, 3 oz.

Karen Ruth (NWA) gave birth to a girl, Kate Rose, on June 16, 1999. She weighed in at 8 lbs. They sent Baby Ruth bars as a birth announcement.

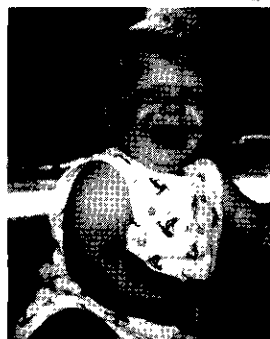
Roberta Stanford (UAL) and husband are expecting their first child in June.

Linda (NWA) and Neil Morrison had their first child, Maria Jean, on October 26, 1999.

Suzana Westmaas (KLM) and husband Ronald gave birth to son Terry on November 18, 1999.



Morgen Reeb (AA) and husband Frank gave birth to Jenny Morgen Reeb, left, January 12, 2000.



William Cox, July '99. 10 mos.

## Financial Scholarship Report

by Luan Meredith



I hope the past holiday season has been a blessed time for all ISA members. The past three months have been a relatively quiet time for ISA Scholarship. The major task was to revise the ISA Scholarship Application to reflect a few important changes:

1. New due date for ISA Scholarship applications: April 15th, instead of April 1, allowing more time for applicants from the WIA Conference to submit applications.
2. Minimum flight time: now 250 hours, down from 500 hours.
3. Scholarship list: expanded to include the Grace Harris Foundation award.

Scholarship applications and information sheets are downloadable from the ISA website: <http://www.iswap.org>. Webmaster Ginger Cutter does an excellent job. Thanks Ginger!

The Costa Rica Convention is coming up soon! Each year there are sign-up sheets for those members interested in interviewing scholarship applicants. We need two interviewers per applicant. If you can't make the Convention but would like to do an interview, please contact me or Keith Johnson. We can always use an extra interviewer! Applicants are always so appreciative of the time spent with our interviewers. It's a great opportunity to mentor an aspiring airline pilot who wants to be just like you! Look for that sign-up book. The interviews are fun. Try it. You'll like it.

Also, we are always actively seeking donations to the scholarship fund. Why not solicit a donation from your airline or flight school? If you have obtained a commitment from your airline for a donation, please let us know so we can properly thank them.

Serving as Scholarship Chair has made a very interesting and rewarding two years for me. I enjoyed the opportunity to work with some very special ladies and hope to continue my involvement assisting a new Chairwoman. Is that you? If so, speak up! Nominations are open. This position includes serving on the Board of Directors, an opportunity to be really involved with the inner workings of this wonderful organization.

Call me if this sounds interesting to you!

Luan Meredith (314) 845-7282

e-mail: [wame@compuserve.com](mailto:wame@compuserve.com) →



ISA+21

## WEDDING BELLS

Hedvig Grip (Premair) has married and is now Hedvig Lyseving.

Nora Vick (AA) married Dave Ellis on April 17, 1999 and is now Nora Ellis.

Lisa Root (American Trans Air) married Scott Martin and is now Lisa Martin. Both are 727 Captains.

Helen Erskine married Dave Hopkins on June 25, 1999, in Napa Valley. Dave is English by origin, works in the aviation business, and is a commercial multi-engine rated pilot.

## OTHER NEWS

Eden Ardales Alegre (Phillippine Airlines) is a 747-400 F/O. She is the first Phillippine female pilot to fly a widebody jet, multi-engine plane, and 747. →

## Treasurer's Report

by Janet Coté



### Scholarship Fund:

In February, scholarship donations totaling \$2,421, collected from July through December 1999, were deposited into the Paine Webber account. I recently spoke with our PW representative regarding the PACE investment performance for 1999. You will be pleased to hear that in the 2.5 year period ISA has been in the PACE portfolio, investment earnings alone have totaled \$33,000. Annual return has been 12.4% compared to an index of 11.9% for the period. 1999 was definitely a great year for stocks, however the same is not true for the first half of 2000. ISA's portfolio is diversified enough that it should withstand any market slump this year. It was also decided that instead of investing in a declining market, the \$21,791 in cash would not be invested until the market improves. This money will still be earning interest at approximately 5.48%.

**Current Account Balances:** (as of February 29th, 2000)

#### Bank of America

Business Checking (General Acct.):  
\$17,768.70

Money Fund     \$34,452.90 (\$17,140  
designated for convention)  
\$52,221.60

#### Paine Webber

Cash Fund:     \$ 21,791.46  
Investments:    \$152,150.33  
(current investment value)  
\$173,941.79

**Total ISA Assets: \$226,163.39**

### Convention Finances:

Credit card account balance = \$0.00. Account under Natasa's name was closed. Will open new account if necessary for Costa Rica convention.

### Budget:

Budget 2000 will be voted on at a later date.

### Expense Reports:

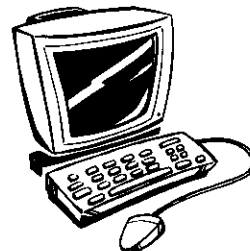
Expense reports help determine ISA's budget. No matter how small the amount, please submit expenses at the end of each quarter (March, June, Sept, and Dec).

### Misc.:

- The BOD approved a \$3,500 contribution to Forum Pictures to help sponsor their documentary film called "High Flying Women".
- Tax form 990 will be filed with the IRS prior to the Costa Rica convention, due to the May 15<sup>th</sup> filing deadline being so close.
- \$10,000 from ISA's checking account will be moved into the Money Fund account (Bank of America) to earn interest of 5.13%.

### 501(c)3 Review:

Sylvia Paoli is completing IRS paperwork which will determine if ISA is supported publicly or privately. The forms will be sent to the IRS by March 31<sup>st</sup>. This is the last step in ISA's final determination process. ➔



### ISA On-Line

Visit the ISA Website at:

**[www.iswap.org](http://www.iswap.org)**

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

Ginger Cutter  
Webmaster

## Seeking Three ISA Board of Director Members

Term:     May 2000-2002

As you reflect on the passing year and settle in to your spring and summer activities, your thoughts turn toward what's next. Perhaps you've been a member for a few years, 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 seated for a two-year term. Your seat on the Board awaits for the following positions: **Chairwoman, Corp. Communications, and Scholarship**. The Board meets quarterly 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** is a form to use to introduce yourself to the membership. We'll publish your biography and photo in the next newsletter. New Directors are introduced at the May Convention.

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



Airline Scholarship has had a busy quarter with our scholarship winners. **Kara Stinson** completed her B-737 type rating at **United Airlines** on

February 25 and **Lee Gaw** successfully passed her B-727 Flight Engineer checkride at **Federal Express** on February 28. **Karen Smith**, our 1999 scholarship winner who earned her B-737 type rating from **United Airlines** last July was completing her IOE at **Frontier Airlines** during this same time period, where she was hired shortly after receiving her 737 type rating. **Karen Bland**, our longtime ISA+21 liaison at **United Airlines**, who has housed and coached numerous past scholarship winners, was going through training herself at the end of February. She successfully transitioned to captain on the B-767, with the able assistance of her IOE check airman **Krisan Wismer**. It seems that the old training house was really grinding its gears during February! Congratulations to all of our trainees who worked so hard and did such a great job! We're very proud of all of you!

The Women in Aviation Conference was held in Memphis, TN on March 9 -11. Although I am writing this article before the Conference actually takes place, I'm sure we will repeat our past experience and gain the majority of our scholarship applicants from this Conference. Many of our scholarship applicants attend the seminar held on Friday afternoon during the conference to learn the mechanics of the scholarship program and listen to the experiences related by two of our past scholarship winners. **Brandi Bertrand**, 1999 Financial scholarship winner who obtained her ATP last summer, and **Lee Gaw** are slated to speak at the March 10 seminar. I would like to express my great appreciation to all the volunteers who offered to work at the ISA+21 booth to answer questions from the 2500+ Conference attendees about our scholarship program. I will publish your names in the next newsletter at the conclusion of the Conference. I also want to acknowledge the great

organizational efforts of **Angie Smith**, who was in charge of our ISA booth and recruited all of our volunteers to staff the booth for three days. Thanks, **Angie**!

The deadline for submitting scholarship applications has been moved from April 1 to April 15. Also, the total flight time requirement for financial scholarship applicants has been lowered to 250 hours. If you know anyone who would like to apply for one of our scholarships, they now have a little longer to get their application together. We are in the process of printing new scholarship applications to reflect these changes. Applications can be obtained from me, **Luan Meredith** or downloaded from our website.

I will be in the hospitality suite at our upcoming Convention in Costa Rica soliciting volunteers to interview our scholarship applicants. We try to have two ISA+21 members interview each applicant to obtain two opinions of each candidate's abilities and assets. I will have the Scholarship Interview Sign-up book divided into states and countries, if necessary, to facilitate geographical proximity between interviewers and applicants. Please look for me in the hospitality suite at San Jose and try to help me out with the scholarship interviews. The scholarship applicants need to be contacted by their interviewers by June 15 and interviews must be completed by July 25. The Scholarship Selection committee will meet in early August to review the applications and select the winners. Many of our past interviewers have befriended applicants whom they have interviewed and stayed in contact with them to help mentor them through their career path. This can be a very rewarding experience for both the interviewer and the applicant.

I hope to see all of you in San Jose!



## ISA News Managing Editor

by Thyra Stevenson



In order to accommodate a couple of last minute photo arrivals (which are always fun to receive), I'll keep this column short this issue.

Features for April include:

- Convention Registration details, pages 9-15.
- It's hard to think about it so early, but you'll also find details on Convention 2001. The site is the Alyeska Resort, near Anchorage, Alaska.
- Your new Board of Director members

Thanks again to all who have sent letters, articles and photos. Keep them coming!

Email: [Capt727tks@aol.com](mailto:Capt727tks@aol.com)  
4261 Dry Bed Ct.  
Santa Clara, CA 95054 ➔



Above, **Kara Stinson** completes B737 type rating training at UAL, Denver, Feb 18, 2000. From left, **Larry Franton**, B737-200 Fleet Capt. and Check Airman, **Kara Stinson**, Drex Kleber, Instructor.

**Lee Gaw**, photo at left, Flight Engineer rating winner FedEx Scholarship winner. Completed training February 28, 2000. ➔



## Convention Chair Report

by Liz Jennings Clark



I hope that all of you have been busy getting the time off and registering for Costa Rica! When you get this there will not be much time left as the hotel and convention registration closes on **April 15<sup>th</sup>**. Costa Rica is a beautiful country and Helena De Andreis has been busy putting together a taste of many of the wonderful things her country has to offer.

This quarter's report will be brief as most of the information was contained in your last newsletter. As you will have read in the last newsletter, we have a company handling both the registration and hotel bookings for us – Fantasy Tours. First a few corrections. There was a typo in the last newsletter Fantasy Tour's email is [fantasy@sol.racsa.co.cr](mailto:fantasy@sol.racsa.co.cr) (i.e. not [rasca](mailto:rasca)). Unfortunately our Local Liaison Helena De Andreis has had an attack of the Melissa virus on her computer so if you are having trouble reaching her at [helena@intercentro.net](mailto:helena@intercentro.net) you could also try [agustin@racsa.co.cr](mailto:agustin@racsa.co.cr). Hopefully she should be fully back online by the time you read this.

The 1-800 numbers quoted for Fantasy are in operation Monday to Friday 0800 to 1700 and Saturday 0800 to 1200 (US Central Standard Time). These numbers are 1-800-272-6654 in the US and 1-800-463 6654 for Canada. Fantasy's fax number is +506 220 2393 and their regular telephone number is +506 220 2126. You need to speak to Ileana Riotte or Randy Alvarez.

Fantasy is providing a meet & transfer service to the hotel. This costs just \$5 return – all you need to do is provide your flight number and expected arrival time. You will be met on disembarkation and assisted through customs and immigration, then brought to the hotel.

At the time of writing I have just heard from Helena that her employer LACSA - the Costa Rican national airline - is willing to give us a deal on tickets to San José. Unfortunately I have been unable to get the details as yet – you will have to call/fax/email Helena or myself. By the time you are reading we should have all the information. We will also give Fantasy the details once we have them.

Here's a reminder of the Side Trips on offer. For full details see the January newsletter or check pages 9-14 here.

- **Pacquare River White Water Rafting** (2 day/1 night) \$224 per person
- **Tortugero National Park & Canals** (3 day/2 nights) \$224 per person double or triple, \$285 single.

Both of these trips are being offered pre and post convention. Starting dates are Saturday the 6<sup>th</sup> and Saturday the 13<sup>th</sup>. You also mustn't forget the Arenal Volcano Tour being offered on Thursday at \$65 per person. This a full day excursion with sights you will never forget.

### CONVENTION & ACTIVITIES SUMMARY:

#### GETTING THERE:

San José (Juan Santamaria International Airport, SJO) is easy to get to. LACSA, the national airline, flies to San Francisco, Los Angeles, Dallas FTW, Miami, Orlando, Washington and New York as well as Toronto. 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.

#### THE HOTEL:

The Camino Real Intercontinental San Jose 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. Tour the Intercontinental's web site [www.interconti.com](http://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. Fantasy Tours will book both hotel and registration this year.

*(Continued next page)*

## ◆◆ BOARD OF DIRECTORS REPORTS ◆◆

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### REGISTRATION:

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.

Fill in the registration form found elsewhere in this newsletter and either fax or email ALL the information requested to Ileana Riotte at Fantasy Tours: [fantasy@sol.racsa.co.cr](mailto:fantasy@sol.racsa.co.cr) or through the toll free numbers 1-800-272-6654 (US) 1-800-463-6654 (Canada). The

regular phone number if you are calling from elsewhere is + 506 220 2126 and fax + 506 220 2393. 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 30<sup>th</sup> the standard fee applies. From May 1<sup>st</sup> a \$25 surcharge will apply and for those registering at the convention a \$50 surcharge will be levied. The refund policy is as follows: If you cancel up to April 30<sup>th</sup> you receive a full refund. From May 1<sup>st</sup> you receive a 75% refund. After May 20<sup>th</sup> 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 AGENDA:

Tuesday the 9<sup>th</sup> 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

(Continued next page)

### Registration Information

All Registrations Handled by:



### FANTASY TOURS

**Telephone:** 1-800-272-6654 USA

1-800-463-6654 Canada

(506) 220-2126 Costa Rica

**Fax:** (506) 220-2393 Costa Rica

**Email:** [fantasy@sol.racsa.co.cr](mailto:fantasy@sol.racsa.co.cr)

#### Convention:

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

#### Hotel:

- \* \$105 single, double, triple
- \* includes cont'l breakfast & tax

#### Airport Transfers:

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

(Note: Tour prices vary depending upon availability, double, triple or single. Check with Fantasy Tours for specific pricing).

**See Pricing, Refund and Cancellation Policy on Page 14**

#### Tours & Expeditions:

##### During Convention:

- \* Canopy Adventure, \$50
- \* (HALPS) Izaru Volcano/Orosi Valley, \$34
- \* Arenal Volcano/Tabacon Resort Tour, \$65

##### Side Trips Before/After:

- \* Pacquare River Whitewater Rafting, \$224
- \* Tortugero National Park, \$285 single

(Continued from previous page)

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 Tillarón 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 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. Visit the resort's site at [www.tabacon.com](http://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.

## SIDE TRIPS:

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.

First, we have **Pacquare 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 Pacquare 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

(Continued on page 12)

**COSTARICA**  
NATURALLY WITH US...  
San Jose, Costa Rica  
Convention 2000

## ◆◆ BOARD OF DIRECTORS REPORTS ◆◆

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scenery in the country. 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.

Our second offering is a **three day/ two night journey** to the unspoiled Caribbean coast and the **Tortuguero 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, to the lowlands of Limon where you will stop for breakfast then continue

through acres of banana plantations to a boat on the coffee colored river for a journey 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 include 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.

On the 2<sup>nd</sup> day your naturalist tour guide will 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 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 tranquility of these green surroundings, enjoy your breakfast and then head back to the Camino Real, first by boat and then on a

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Please use the following letter as a guide when you contact merchants for Silent Auction donations, filling in the appropriate areas.

Date \*\*/\*\*/\*\*

Dear \*\*\*\*\*,

I am writing to you on behalf of the International Society of Women Airline Pilots (also known as ISA+21). Our organization has about 600 members from 99 airlines in 30 countries. We are holding our 22<sup>nd</sup> annual meeting in San Jose, Costa Rica on May 9 – 11, 2000. We expect about 200 members and their families and guests to attend.

Two of the highlights of our annual meeting are a silent auction and raffle of items donated by businesses from around the world. The money goes into our Scholarship Fund. From this fund we award flight-training scholarships to women who aspire to be airline pilots. These scholarships are made available to women all over the world.

I would like the opportunity to introduce your *product/service/company/hotel* (insert appropriate word) to my colleagues, their family and friends. Would you be willing to donate a *gift certificate/merchandise/stay at your hotel or resort* for our auction or raffle this year? Our organization is a charitable and educational organization under Section 501(c)(3) of the U.S. Internal Revenue Code, so your donation is fully tax-deductible under U.S. tax laws. (It may also be deductible under some foreign tax codes.) Our U.S. Tax ID number is 52-1465669. We will gladly display any brochures about your *products/hotel/services* at our auction. We can also include them in our registration packets. Your business will also be mentioned in our quarterly newsletter that is mailed to over 30 countries.

If you are able to donate, please send me a letter describing the donation and the estimated retail value. If you have any questions, please call me at 999-999-9999. Thank you for your consideration.

Sincerely yours,

I.M. Pilot  
Captain, Speedbird Airlines



 **COSTARICA**  
NATURALLY WITH US...

## ● ISA COMMITTEES AND RESOURCES ●

International Society of Women Airline Pilots, 2250 E. Tropicana Ave, Suite 19-395, Las Vegas, NV 89119 USA

### Aeromedical / Loss of License

Carole Litten, Chairwomen  
941-437-9750  
70774.1354@compuserve.com  
Susie Arthurs, 816-747-2516  
sarthurs@socket.net  
Ginger Cutter, 650-728-0854  
gmcutter@coastside.net  
Sherry Harriman, 303-777-6882

### Captains' Club

#### Recognition of Captain Upgrade

Cammy McHenry  
5498 Falcon Lane  
West Chester, OH 45069 USA  
513-777-6554  
CammyMcHenry@compuserve.com

### Convention

Liz Jennings Clark  
lizjc@worldonline.nl  
Fax: 31 842 126995

### Convention Liaison - 2000

Helena De Andreis  
6245 Bristol Parkway 337  
Culver City, CA 90230  
506-232-6811  
augustin@sol.rasca.com

### Corporate Communications

OPEN

### Education

Nanc-elisha Briot  
892 Fire Agate Dr.  
Boulder City, NV 89005 USA  
702-293-0070  
got2laugh@aol.com

### Fast Track

#### News for ISA Job Seekers

Luan Meredith  
314-845-7282  
76221.2731@compuserve.com

### FIRSTS Project

Ginger Cutter  
650-728-0854  
gmcutter@coastside.net

### Gender Issues

Nancy Novaes, 212-535-9865  
skyelement@csi.com  
skyelement@usa.net  
Lucy Young, 404-892-2607  
JuiceYoung@csi.com

### Human Performance & Resources

#### Family News?

Patricia León  
563 1/2 Highland Drive  
Seattle, WA 98109 USA  
206-285-0936  
70772.574@compuserve.com

### IFALPA Representative

Liz Jennings Clark  
lizjc@worldonline.nl  
Fax: 31-842 -126-995

### International Fund

Donna Beering  
618 Maplewood Drive  
Wheaton, IL 60187 USA  
630-665-1027  
76637.676@compuserve.com

### ISA Peer Support Team

#### CIRP-Trained Specialists

Eva Brock, 916-753-4612  
72753.305@compuserve.com  
Deborah Giese  
Grllpt146@aol.com  
Carolyn Gubb  
cjgubb@extra.co.nz  
Karen Kahn, 805-687-5859  
KarenKahn@compuserve.com  
Pam Krueger, 703-330-7178  
Nancy Novaes, 212-535-9865  
skyelement@usa.net  
Charlene Sammis, 305-852-0193  
2char@reefnet.com  
Connie Tobias  
ConnieTobias@compuserve.com  
Mimi Tompkins, 808-988-7102  
MLTompkins@compuserve.com  
June Viviano, 901-854-9382  
waldotoo@aol.com  
Linda Wright, 281-362-0748  
76147.2434@compuserve.com  
Lucy Young, 404-892-2607  
JuiceYoung@csi.com

### ISA Store

Carol Cansdale, Manager  
6281 Mallory Lane  
Eden Prairie, MN 55346 USA  
612-906-2833  
70263 67@compuserve.com

### Library

Denise Mowat  
W12347 848th Ave  
River Falls, WI 54022 USA  
715-426-5202; FAX 715-426-0995  
70264.2006@compuserve.com

### Membership

#### Change of Address?

Patty Barrera  
34 Daisyfield Drive  
Livermore, CA 94550 USA  
925-606-7506  
JPJBarrera@compuserve.com

### Menopause Medical Resources

Beth Raphael, 650-994-8019  
baraphael@compuserve.com  
Nancy Novaes, 212-535-9865  
skyelement@csi.com

### Newsletter

Thyra Stevenson, Managing Editor  
4261 Dry Bed Ct.  
Santa Clara, CA 95054 USA  
408-988-0317  
Capt727tks@aol.com

### Printing & Publications

Ginger Cutter  
650-728-0854  
gmcutter@coastside.net

### Scholarships - Financial

Luan Meredith  
545 Blossomheath Drive  
St. Louis, MO 63125-5323 USA  
314-845-7282  
WAME@compuserve.com

### Scholarships - Airline

Keith Johnson  
P.O. Box 421  
Nesbit, MS 38651 USA  
662-429-7972; Fax 662-429-7282  
71145.550@compuserve.com

### Scrapbook Archives

#### Send articles and pictures!

Norah O'Neill (1996 only)  
1351 Hillcrest Drive #306  
Anchorage, AK 99503  
907-276-8849

Ginger Cutter (1997 and later)  
191 Bridgeport Drive  
Half Moon Bay, CA 94019  
650-728-0854

### Secretary

Seema Kapur  
325 Whisman Station Dr.  
Mountain View, CA 94043 USA  
650-969-2235  
seema\_kapur@yahoo.com

### Treasurer

#### Scholarship Donations

#### ISA Taxpayer ID #52-1465669

Janet Côté  
2458 Wildhorse Drive  
San Ramon, CA 94583 USA  
Phone/Fax 925-829-5067  
janetcote@csi.com

### Website

#### www.iswap.org

Ginger Cutter, Webmaster  
650-728-0854; Fax 650-728-8502  
gmcutter@coastside.net

## April 2000 Roster Update

### New Members:

Ackley, DeAnne  
502 Arbor Meadow Drive  
Ballwin, MO 63021-7366  
TWA  
636-207-7278  
Charles

Barrett, Tracy  
33480 Downes Road  
Abbotsford, British Columbia  
V4X 2H8  
CANADA  
Air Canada  
604-859-4558

Cancio Padilha, Maria Luiza  
Rua Cambaúba, 868  
Ilha Do Governador  
Rio De Janeiro-RJ  
21940-000  
BRASIL  
Varig  
21-393-4823  
luaviadora@bridge.com.br

Hubbard, Angela  
1556 St. Rose Avenue  
Baton Rouge, LA 70808  
Northwest  
225-336-9357  
fax 225-336-0286  
AngelaHubbard@compuserve.com

Leonard, Tracy  
1512 Marshall Street  
Baltimore, MD 21230  
US Airways  
410-659-9530  
tsleonard@yahoo.com

Monahan, Melissa  
739 Smokehouse Rd.  
West Chester, PA 19382  
US Airways  
610-399-9894  
MSMonahan7@aol.com  
Jerry

Neal, Jennifer  
903 S. Rural Road #101-276  
Tempe, AZ 85281  
United  
602-277-3872  
JNeal4357@aol.com

Olsen, Lise-Lotte  
Klovereng 2  
2950 Vedbaek  
DENMARK  
Maersk Air  
45661058  
LiseLo@post9.tele.dk  
Johnny Deigaard

Robison, Kelli  
PO Box 726  
Carmel, CA 93921-4264  
American  
831-626-4264  
jimnkel@msn.com  
Jumny

Rupert, Christine  
18599 SW 87th Ct.  
Miami, FL 33157-7227  
American  
305-794-8325  
CDRAA98@aol.com

Singh, Indrani  
J-1365 Palam Uihar  
Gurgoan Haryana - 122017  
Haryana  
INDIA  
Indian Airlines  
91-124360140  
indraani@mantraonline.com  
K. S. Grewal

Sivertson, Kimberly  
9956 Arbor-Montgomery Ln.  
Cincinnati, OH 45249  
Airborne Express  
(513) 774-8387  
womynav8r@aol.com

Smith, Karen  
35 Spring Rd.  
Rye, NH 03870  
Frontier  
603-674-6105  
KarenSmith51@aol.com

Steele, Susan  
29 Ridgcrest Drive  
Scotts Valley, CA 95066  
American Trans Air  
831-438-4392  
fax 831-438-4393  
ssteele@jps.net  
Dan DeLeuw

Szetela, Cherie Marie  
3335 S. Felix Way  
Chandler, AZ 85248  
America West  
480-821-0185

Venturini, Tracy  
1316 W. Mountain Sky Ave.  
Phoenix, AZ 85045  
America West  
480-460-6293  
IKENJET@aol.com  
Ken Hagan

Woodcock, Corinne  
1005 Azalea Lane  
Fernandina Beach, FL 32034  
Northwest  
904-261-2634  
fax 904-261-7799  
dinowood@compuserve.com  
Douglas

Wrana Trautmann, Elena  
C/ Santa Valentina 5, 3° 1a  
Madrid, 28029  
SPAIN  
Iberia  
34-91-3157917 & fax  
ewrana@arrakis.es  
Axel Gille

### Returning Members:

Atwood, Carmela  
2746 Lighthouse Dr.  
Nassau Bay, TX 77058  
Datwood@flash.net

Augustine, Angela  
PO Box 8338  
Woodlands, TX 77387  
409-231-5691  
vref@csi.com

Deluqui, Marina  
Rua. São Francisco de Assis, 9/  
104  
Recreio dos Bandeirantes  
Rio de Janeiro--RJ  
22790-530  
BRAZIL  
Varig  
55-21-4904212  
deluqui@mandic.com.br

Ellis, Nora  
formerly Nora Vick  
149 Gayle Lane  
Highland Village, TX 75077  
American  
972-317-7223  
nora\_ellis@mail.com  
Dave

L'Hoir, Michelle  
819 Kingfisher Way  
Oxnard, CA 93030  
805-385-9027  
UALSkyhag@aol.com

Ogburn, Heather  
223 Dorchester Rd  
Louisville, KY 40223  
Kiwi  
502-412-5973  
BROgburn@aol.com  
Benjamin

Trefes, Shelly  
72102.44@compuserve.com

Wade, Viki  
rwadel@midsouth.rr.com

### Membership Changes:

Aldrich, Anne  
480-940-5313  
fax 480-785-1856  
cell 314-374-1085

Alegre, Eden Ardales  
Block 16 Lot 11  
Isabelle Garden Homes Phase I  
E. Rodriguez Ave., Moonwalk  
Parañaque City 1700  
PHILIPPINES  
821-0477  
edenalegre@hotmail.com

Ash, Lisa  
American  
662-895-4770 & fax  
Texnightflyerlga@worldnet.att.net

Baerg, Barbara  
319 Po'opo'o Place  
Kaula, HI 96734  
avi8trix@compuserve.com

Beaman, Jewel  
beaman7@juno.com

Bigelow, Sharon  
32300 East Highway 40  
Steamboat Springs, CO 80487

Bjornson, Rosella  
780-922-4918  
fax 780-922-4918  
cell 780-951-1780

Blackburn, Janis Keown  
106 River Ct.  
Belmar, NJ 07719-2847  
Spirit Airlines  
732-556-0595

Bodén-Janson, Joanna  
Rosenvængets Allé 5,4  
2100 KBH 0  
DENMARK  
45 35 55 76 60

Bonsuan, Annalisa  
Cannaregio 1096  
Venice 30121  
ITALY

Carlock, Ellen  
carlockel@cs.com

Carson Bond, Amy  
14014 Northwest Passage #338  
Marina Del Rey, CA 90292  
310-306-7703  
imflyin@msn.com

Cassell, Danielle  
PO Box 2480  
Basalt, CO 81621

Celletti, Antonella  
39-06-996-4414 & fax

Clayton Johnson, Carol  
742 Camino Lakes Circle  
Boca Raton, FL 33486  
561-417-7747

Collins, CJ  
1212 Avenue des Pins, Ouest  
Apt. # 1403  
Montreal, Quebec  
H3G 1A9  
CANADA  
I.C.A.O.  
514-350-0641

Costa, Jamile  
650 West Ave. Apt 1708  
Miami Beach, FL 33139

Croskell, Karen  
KCroskell1@compuserve.com

DeAndreis, Helena  
860 East Carson St. Suite 118  
PMB#147  
Carson, CA 90745

## Notes About the Special Supplement

Dear ISA Members,

During the 1999 Convention in Cyprus, your ISA Board put forth a motion they had passed earlier in the year. (The Board motion is spelled out in full in the sidebar).

This was a BOARD motion, meant to bring up discussion. A spirited debate followed, one that ALL members really need to hear. It basically broke down into two separate issues: Do we allow just anyone to join as an Associate? If not, do we allow commuter and express pilots to join?

Facts include:

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

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

Therefore, this discussion has been included as a Special Supplement of the Newsletter for the past several issues. If a motion is made at the 2000 Convention in Costa Rica, there would then later be a vote by all members on that motion.

Many of you have been quite passionate about this issue in the past and in Cyprus. Be assured that this Special Supplement will NOT be sent to anyone who is not in good standing with ISA and will not be sent to sponsors or guests who request these issues. This is a private discussion only to be among ISA members.

Thank you to all who have responded in the ensuing discussion!

### Previous BOARD Motion: Associate Member

(Not a motion from the  
Convention floor)

.....

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

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

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

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

Editor,

As a DeHavilland Dash 8 Captain for Shuttle America with 5,000 hours total time, including 3000 Part 121 scheduled operations, I find it extremely frustrating that an organization such as yours denies me membership, as my aircraft

does not meet your minimum weight qualification. In this extremely male-dominated industry (I am the only female out of seventy total pilots at my company) I would think that you would be encouraging woman at all airlines to join in your membership

regardless of the size of airplane.

An observation and opinion from a fellow female airline pilot.

*Captain Marcia D. Graff  
Shuttle America*

## Dear Editor:

Dear Editor,

I am one of the few that were previously "blessed" with the title of "Associate Member" to ISA+21. Most of you may not remember that this position did once exist. I no longer remember all of the requirements, however, the requirement that allowed me to join prior to flying 90,000# turbojets was flying large aircraft for a commuter airline.

I remember how excited I was when I was admitted to ISA. I couldn't afford to attend any of the functions (and therefore could not volunteer my time to help), but just getting the newsletter was an inspiration. I could read the words and experiences of women who had made it to the field that I aspired to reach. Each quarter I read the magazine from cover to cover. Names like Lori Griffith (ne: Cline), Emily Howell Warner, Julie Clark, Claudia Jones (ne: Sorenson), Terry Rinehart, Beverly Bass, and Denise Blankenship (ne: Ownedoff) were etched in my mind.

When I met each one over the years I was thrilled to be able to convert a revered icon into a living, breathing

humanitarian. I had the opportunity to give my thanks to many of these leaders for creating such a wonderful organization and for letting those of us on the outside "window shop" by receiving the magazine during our various time-building apprenticeships.

Shortly after the time that I transferred into full membership the "rules" were changed to exclude people exactly like myself. I do not have time to go back and read those issues (yes, I've kept them all), but I vaguely recall that some of the elite wanted to avoid being role-models and interview practice for wannabes. Apparently some up-and-coming young women had interfered with the "fun" of these "already made-its." I am still upset that this small inconvenience to a few ruined the program for the rest of the commuter pilots.

No, I haven't spent much time volunteering for ISA. It hasn't been due to this affront. Rather, it has been that I have been defending pilots from the vagaries of the FAA, et.al., at the FAA Headquarters level as a representative to the Air Traffic Procedures Advisory Committee (ATPAC), as well as at the research level by participating in the SAE G-10, Laser Hazards Subcommittee. I have been able to shave a little more time from my home life to do some interviewing for ISA scholarships, so that fulfills my

"do one thing" obligation. So please don't misidentify the fact that you rarely see my name in the newsletter as being apathetic or inactive, as I am far from both.

There is another organization that has done what I feel that ISA should have been doing all along in its desire to promote women pilots. That organization is Women in Aviation, International. It is open to all job aspects and desires and is even open to men. It picked up where ISA dropped the ball. And it ran, oh, did it run! At this year's convention we had 2500+ women pilots, controllers, mechanics, flight attendants, and wanna-bes or used-to-bes from all ages between 8 and 80+. We gave out almost \$400,000 in scholarships. ISA has even been coming to these for the last few years and participating in several fashions. But, don't foist off our responsibility to encourage young women to only one avenue. We have the opportunity to educate, entrance, and encourage young women that have only heard about us and only want to receive the magazine and hold us up as role models and proof that it can happen to them, too.

I encourage you to vote to allow the resurrection of some variety of Associate Membership. My preference would be to limit it to women commuter pilots. Don't expect anything more than their

*(Continued on next page)*





# 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

Fax: 31-842 -126- 995

or

**Helena De Andreis**

Phone: 506-232-6811

Email: augustin@sol.racsa.com

**Hotel Registration Deadline: April 15th, 2000**

**Camino Real Intercontinental, San Jose, Costa Rica**

For information about Membership, Contact:

**Patty Barrera, ISA Membership**

**34 Daisyfield Drive, Livermore, CA 94550 USA**

Phone: 925-606-7506

Email: JPJBarrera@compuserve.com

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](http://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**

(Continued from previous page)

dues. Their schedules are tighter than yours and their income but a fraction of yours. Yes, you may have to answer questions and they may want assistance in determining which carriers to work for, but they are going to have an advantage that you never had. They are up-and-coming during a major pilot shortage the likes of which this country has never seen before. Their time of indentured servitude in the commuters, corporate ops, and the myriad ways that one can build time will be much shorter than that of most of you. If you want them to join you when they are fully qualified, encourage them now! You can use their dues money to bolster the scholarship funds and when they have the time off and the ability to share a room with someone so that they can afford the hotels, they will donate their time to people the booths.

Now is not the time to continue to be an elitist or snobbish group of socialites. Now is the time to sow the seeds from which your future membership will be drawn both at ISA and at your respective airlines.

Sincerely,

*Becky Howell*

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

Let's hear your opinion.

Dear Editor:

I enclose the following opinion on the Associate Member proposed motion for the ISA Special Supplement:

Having expressed an opinion against the Associate Member proposed motion at the Cyprus Convention, I was asked to put my views in writing for the Newsletter. However, having read Lori Cline's submission (August 1999), I felt she had covered all the disadvantages so clearly and thoroughly that my submission was unnecessary.

Unfortunately, the motion is still being promoted, so I ask you all to pull out your August issue and re-read Lori's letter, and vote to drop this motion.

I have been a member of ISA for almost fifteen years and I am happy with it. We don't need the money and we don't need the hassle of Associate Members. If enough volunteers are not available to man the booths, etc., from our current membership, then we should question whether we need to be there!

Our membership number is already getting unwieldy and Conventions are becoming more and more difficult to organize. A large influx of Associate Members would certainly cause problems administratively. More importantly, if Associate Membership is easy to obtain, we are opening up channels for our members to be harassed. Any 'weirdo' can, with the click of a mouse, get access to our newsletter *and us!*

We already have experience of members being attacked and stalked. Opening up ISA could only cause this danger to increase, and I would certainly consider resigning from ISA for reason of my personal safety if this motion were passed.

Membership of ISA is a great privilege that we have all worked long and hard for. Let's keep it a privilege that other women can aspire to!

*Felicity Bush*  
*The Netherlands*

## 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 next 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: \_\_\_\_\_

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.

Submit completed application to:  
Seema Kapur, Secretary  
325 Whisman Station Dr.  
Mountain View, CA 94043 USA  
Email: seema\_kapur@yahoo.com

Positions available: Chairwoman, Corp. Communications, Scholarship.

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

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

## April 2000 Roster Update, con't.

Defrancq, Katia  
Stroonstraat 34  
B-1860 Meise  
BELGIUM  
32-2-270-4784  
fax 32-2-270-4783

Dennis, Melany  
1633 Skiles Blvd.  
West Chester, PA 19382  
US Airways  
610-455-0777  
Melanyannd@aol.com

Doig, Christina  
5115 Barnes Ct.  
Doylestown, PA 18901

Edmonson, Anne  
775-884-4663  
aedmonson@compuserve.com

Ford, Leslie  
Jford1@midssouth.rr.com

Galloway-Bowman, Renee  
lflia@aol.com

Garwood, Barb  
105 Coners Court  
Folsom, CA 95630  
916-984-6834

Gibson, Lou Anne  
Box 1219  
Roanoke, TX 76262-1219  
817-491-3780

Giese, Deborah  
3257 South Parker Road #4-510  
Aurora, CO 80014-3201  
303-306-9002  
cell 303-619-7890

Gilbert, Gulshn  
305-448-4023

Gitter, Sandy  
1077 E. Kent Road  
Winston-Salem, NC 27104

Green, Barbara  
fax 905-338-3591  
asinglestone@hotmail.com

Grohs, Christina  
162 N. Sycamore Ave.  
Los Angeles, CA 90036

Haar, Cathy  
2305 S. LeHomme Dieu Dr. NE  
Alexandria, MN 56308-7513

Hagfors, Anne  
now Anne Simpson

Hansen, Kathy  
Ldyav8tr@cs.com

Henderson, Deborah  
104 Riverside Drive  
Mineral Wells, TX 76067-1747  
940-327-0695  
aviatrix@txol.net

Higdon, Florence  
Fhigdon@ibm.net

Hill, Michelle  
1301 S 101 St. #306  
Omaha, NE 68124-6002  
402-926-2858

Hinshaw, Kim  
11550 E. Diamond Cholla Dr.  
Scottsdale, AZ 85255-5753

Hliddal, Fjola  
Fhliddal@compuserve.com

Hodges, Duana  
kywings@scrtc.com

Howell, Barbara  
HowellBarb@cs.com

Huber, Esther  
Swissair  
01-926-88-89  
esthihuber@hotmail.com

Jennings Clark, Liz  
Catharina van Rennesstraat 1-  
1hg  
1077KW Amsterdam  
NETHERLANDS  
31-20-671-6070  
fax 31-842-126-995

Jermuni-Schmid, Katharina  
Oberseeburg 50  
CH-6006 Luzern  
SWITZERLAND

Jett Olbing, Michele  
eurojett@aol.com

Jones, Gail Redden  
39723 Orchard Bluff Lane  
Wadsworth, IL 60083

Kelly, Cheryl  
6202 Vista del Mar #363  
Playa del Rey, CA 90293-7596  
310-448-9535

Kessler, Patricia  
PLKessler@cs.com

Kramer, Loreto Costa  
Francisco Jose Arroyo, 2  
Madrid 28042  
SPAIN  
lck@batch-pc.es

Lyseving, Hedvig  
(formerly Hedvig Grip)  
lyseving@privat.utfors.se

Laska, Melissa (will be  
Brumby, Melissa 3-18-00)  
5 Whitford Dr.  
Burlington, NJ 08016  
US Airways  
609-239-0130  
MLaska1@aol.com

Lehn, Margaret E.  
73253.1254@compuserve.com

Malone, Kathleen  
949-498-7805  
KAMalone@attglobal.net

Martin, Lisa (formerly Root)  
202 Oxmoor Way Apt. F  
Avon, MI 46123  
817-271-7141  
Scott

McDonald, Denuse  
PO Box 1925  
Evergreen, CO 80437-1925

McEndree, Deborah  
PO Box 370328  
Denver, CO 80237  
720-529-1815

Misner, Nancy Beth  
Nancybeth@aol.com

Morkholm, Camilla  
Edelgranv. 42  
1356 Bekkestua  
NORWAY

Morrison, Linda Marie  
now Northwest Airlines  
LindaMMorrison@hotmail.com

Motschman, Jerye  
czimontana@compuserve.com

O'Brien, Kathy  
110724.1167@compuserve.com

Poetzman, Kelly  
8707 Summit Pines Dr.  
Humble, TX 77346-2307  
281-852-6612

Rainier-Pope, Joanne  
(formerly Joanne Hudson)  
PO Box 554  
Rondebosch  
7701  
SOUTH AFRICA

Rhoades, Lynn  
P.O. Box 270466  
Flower Mound, TX 75027  
972-459-1769

Rinehart, Terry London  
fax 408-395-0414  
TLRinehart@aol.com

Rockwell, Pat  
650-595-3895  
ptrockwell@msn.com

Rush, Catherine  
3500 Galt Ocean Dr. #2802  
Ft. Lauderdale, FL 33308

Sands, Sinead  
SineadSands@hotmail.com

Schermeister, Janet  
231 SW 192nd Terrace  
Pembroke Pines, FL 33029-5455

Sikes, Alicia  
636-949-9691

Smith, Angie  
asmith272@compuserve.com

Stokes, Dana  
3872 Enterprise Rd.  
Lexington, NC 27295

Thompson-Locke, Elizabeth  
917-804-3674  
Libby767@aol.com

Utz, Deborah  
garydeb@gateway.net

VandenDolder, Terry  
1038-H Spa Rd.  
Annapolis, MD 21403  
teres@erols.com

Vietz, Bridget  
256 San Luis Ave.  
San Bruno, CA 94066

Wagner-Zimmermann, Beatrice  
Dr. Adenauer-Ring 16  
55288 Schornsheim  
GERMANY  
0049 6732 918317 & fax  
u.zimmermann@lhaero.com

Walker, Diane  
BlumtnRanch@yahoo.com

Wehrli, Claudia  
41-1-862 4646  
fax 41-1-862-4649  
cwehrli@access.ch

Westby, Dorothy  
Windshadow@mindspring.com

Young, Lucy  
Juiceyoung@csi.com →

## 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: JPBarrera@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.



**ISA+21**



# ISA+21 22nd Annual Convention

May 9 - 11, 2000

San Jose, Costa Rica

## Registration Worksheet

ISA MEMBER NAME: \_\_\_\_\_ \$ **120.00**

AIRLINE: \_\_\_\_\_ Is this your first Convention? \_\_\_\_\_

ADDRESS: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

EMAIL \_\_\_\_\_

GUESTS NAMES (\$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? \_\_\_\_\_

*Use information  
from Page 10,  
'Registration  
Information,' to  
complete this  
section.*

TOTAL CONVENTION REGISTRATION \$ \_\_\_\_\_

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

AIRPORT-HOTEL TRANSFERS (\$5 per person) \$ \_\_\_\_\_

ARRIVAL/DEPARTURE DATE & TIME \_\_\_\_\_

THURS. ARENAL VOLCANO TOUR (\$65 per person) \$ \_\_\_\_\_

TOTAL OF SIDE TRIPS \$ \_\_\_\_\_

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 'Registration Information' box, page 10).
- ☐ Select and total Tours, Expeditions & Side Trips (See 'Registration' box, page 10).
- ☐ Have your credit card or other payment information ready, then :

Contact:

**Ileana Riotte**



**FANTASY TOURS**

**Telephone:** 1-800-272-6654 USA

1-800-463-6654 Canada

(506) 220-2126 Costa Rica

- OR -

**Fax:** (506) 220-2393 Costa Rica

- OR -

**Email:** [fantasy@sol.racsa.co.cr](mailto:fantasy@sol.racsa.co.cr)



**ISA+21**

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

## **ISA CONVENTION SILENT AUCTION and RAFFLE**

(Benefits the ISA International Career Scholarships)

**WANTED:** Hotel/resort stays; airline tickets; gift certificates and small items that are easy to ship or transport home.

**WHO TO CONTACT:** If you will have a donation, please send any donor's letter describing the gift and any terms and conditions (with retail value) to Debbie Harvey, 1170 Eagle's Nest, Prescott, AZ 86303. If you have a lead, but no time to pursue it, please give the information to Debbie. You may reach her at Tel: 520-776-1530 (H); 520-708-6611 (W). Fax: 520-708-3798. Email: harveyd@pr.erau.edu.

**DEADLINE:** Debbie needs this information by April 15.

### **YOU DO NOT NEED TO ATTEND CONVENTION TO DONATE**

We do not want to ship large items to Costa Rica, the site of this year's convention. If you have a large item that is awkward to ship or items that may present customs problems, please send Debbie a photo or brochure to display, and ISA will ship the item to the successful bidder after the convention. If you have small items that you are going to bring with you to the convention, Debbie still needs a description of the item, the retail value and donor information by April 15. This information is needed for planning purposes so the bidding sheets can be prepared ahead of time and we know how many tables will be needed for the auction setup. We would especially like our non-U.S. members to try and solicit items from their countries.

Do you have a favorite hotel that you have visited on vacation or on a crew layover that would be a nice hotel to solicit for a donation? If so, please forward the name, manager's name, address, telephone number and fax number to Debbie.

## **DON'T DELAY! DO IT NOW!**



## Meet Your New Board of Directors Members!

### Melissa Monahan (US Airways)

#### Membership



I fly for USAirways as an Airbus 319/320 F/O based in Philadelphia, PA. I graduated from Embry-Riddle Aeronautical University (Daytona Beach, FL) with a B.S. in Aeronautical Science in 1993. My first job in aviation began in September, 1993, as a flight instructor for Embry-Riddle in Prescott, AZ. I then

moved to California to work as a Part 135 charter pilot. I was hired by Mesa Airlines in July, 1996, and flew a Beech 1900 in the Northeast before being hired at USAirways in May, 1999.

### Terri Bartolero (Evergreen)

#### Human Performance & Resources



See the previous ISA News issue for Terri's summary of her experience. She'll be taking over the Human Performance & Resources position from Patricia León.

### Patricia Kessler (FedEx)

#### Membership

- Named: after the Air Force Base where I was born (Patrick AFB).
- Lived: many places. No interest in the airplanes at those bases. Lived and breathed horses.
- College: BA psychology, Wesleyan College, Macon, GA.
- Work: eventually wound up working for Department of Defense, joined military flying club, got license (there's more to this story, BTW), joined AF Reserve to get a pilot slot. Went to UPT at Reese AFB, Lubbock, TX. Graduated Halloween of 1980. Return to civilian job lasted only 6 weeks; devoted three years of life to being a "reserve bum". (Also did temp work at the same time to meet expenses). Got on at PeopleExpress in 1984. In 1987, after Frank Lorenzo got it and it ceased to be fun, got on at FedEx. Have been there 12 1/2 years and am DC10 Captain.
- Still have horses. Still have original husband. (25 year anniversary this November.)
- Hobbies: horses, canoeing, newsletter for horse group, occasional music practice. No kids, too many cats and too many horses.

### Christina Grohs (United)

#### Convention

Hi, everybody! I thought I would introduce myself, as I have not met all the members as of yet.

I will be taking over for Liz Jennings Clark as Convention Chair for 2001. I hope I can do half the job she has done for the past Conventions.

I grew up in Newbury Park, CA, and started flying when I was nineteen years old. I got most of my ratings at Comair Aviation Academy in Florida, and then went on to instruct in Georgia. From there I flew for Business Express in the Northeast and now I currently fly the B-737 for United Airlines, based in Los Angeles.

I look forward to getting to know more of the members and to contributing to a great organization. As I am new to this position, I would appreciate any extra help I can get. If anyone is interested in volunteering, please contact me. Thank you! ➔



## IFALPA's Human Performance Committee Meeting

The International Federation of Airline Pilot Associations is holding its 55th Annual Conference in Tokyo, Japan from the 7th to the 11th of April. Apart from the usual committee meetings, there will be seminars on Crew Fatigue - flight and duty time limitations and Accident and Incident Investigation. During the Human Performance discussions, the draft policy written by the Cosmic Radiation working group last October in Seattle will be reviewed and possibly accepted as official IFALPA policy.

For those of you interested in tracking your personal radiation exposure, the newest version of the FAA's CARI program (CARI-6) is available for download for free at the following address: <http://www.cami.jccbi.gov/aam-600/610/600radio.html>.

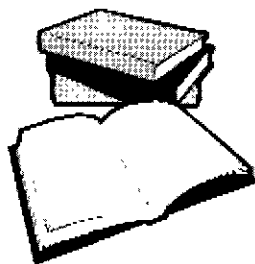
For further information on IFALPA, visit their site at [www.ifalpa.org](http://www.ifalpa.org) or email me at: [lizjc@worldonline.nl](mailto:lizjc@worldonline.nl) ➔

## 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 12)

luxury coach, stopping off for a hearty lunch before climbing the hills to San José. 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 6<sup>th</sup> and Saturday the 13<sup>th</sup>.

I was in Costa Rica 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!!* →

San Jose, Costa Rica  
Convention 2000



**Just a reminder:**

### Volunteer Request

**Needed:**

Fund Raising committee members and helpers

Corporate Communications Chair

Scholarship Chair

Chairwoman

**How about doing your "One Thing" today?**

## Convention 2001

*Girdwood, Alaska  
(near Anchorage)*

Girdwood, originally named Glacier City, was founded as a gold mining town at the turn of the century with several gold claims being staked on Crow Creek and the Virgin and California Creek drainages. As the number of miners increased, a supply camp arose that also supplied a trail stop on the route between Seward and Ship Creek which is now Anchorage. James Girdwood was an Irish immigrant and linen merchant with four gold claims on Crow Creek. He later became the namesake for this mountain community.

Though founded as a mining town, the development of Girdwood was spurred by railroad construction begun by the Federal Government in 1915. The little town boomed with new businesses. Mining in the upper Crow Creek area continued into the late 1930's when mine closures by a World War II presidential order made Girdwood a near ghost town. In 1949 Girdwood again flourished as construction began on the Seward Highway connecting the seaport of Seward to Anchorage. In 1954 eleven local men formed the Alyeska Ski Corporation along with the beginnings of the hard-earned dream of a first-class ski resort. In 1960, the first chair lift and a day lodge was built.

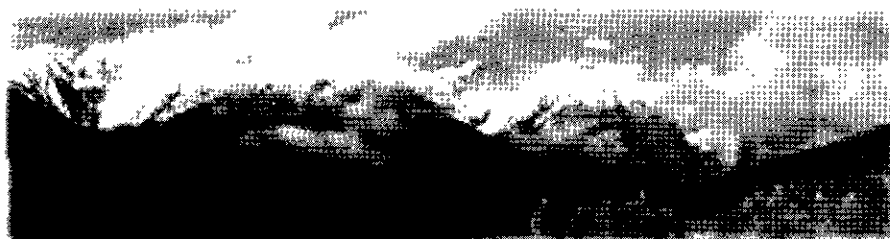
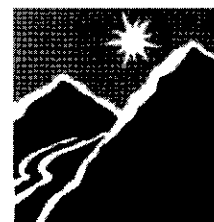
Francoise de Gunzburg, a Frenchman and a member of the Rothechild Banking family managed to secure a used chair lift from France that was dismantled, shipped to Alaska and rebuilt at Alyeska.

Then, tragedy struck. On Good Friday in 1964, an earthquake with the magnitude of 9.2 dropped the coastal edges along the Turnagain Arm 8 to 10 feet! Consequently, the townsite of Girdwood moved two and 1/2 miles up the valley to the present location. Three years later, the resort was sold to Alaska Airlines and the present General Manager, Chris von Imhof, then the Director of Tourism for the State of Alaska, was hired to run the resort. The Nugget Inn, the original hotel, was built and a second chair lift was constructed on the upper mountain.

Finally, in October 1980, Seibu Corporation purchased Alyeska Resort and invested heavily in its development. Seibu built a new high-speed quad chair, a fixed quad and a 60 passenger aerial tramway. In 1994 the Westin Alyeska Prince Hotel, a luxurious 307-room hotel, was opened, including a mountaintop facility with a fine dining restaurant and skier's cafeteria.

Girdwood has much to offer the Alaskan visitor all year-round: a mercantile, a post office, a variety of B&B's, restaurants and bars, boutiques and shops. Come visit. You'll like it.

*Convention Site:  
Westin Alyeska  
Prince Hotel at  
Alyeska Resort*



*Few expect to see such a large, modern city so close to pristine natural beauty. From the towering Chugach mountains to the waters of the Cook Inlet, Anchorage is one of the most scenic cities in the country. The climate is mild because the Chugach, Talkeetna and Kenai Mountains protect it from both harsh Arctic and moist Pacific weather systems*

*Visit Portage Glacier and watch icebergs being born, ride the Alaska Railroad, and spend the day cruising among whales, seals, otters and glaciers.*

*Anchorage is served by United, Alaska, Delta, Japan and Northwest Airlines from convenient feeder cities such as Chicago, Seattle, Washington D.C., New York, Los Angeles, and Atlanta.*

*Come to where all this Alaskan wilderness meets history and civilization head-on.  
Come to Alaska. Come to Anchorage. ➔*

## ISA Woman Among UAL's Ten Thousand



Captain Linda Morley-Wells, United Airlines, above Photo and story submitted by friend and neighbor Rob Diefenbach

Captain Linda Morley-Wells, a United Airlines pilot for 22 years, is the first woman to serve as a captain of the company's huge Boeing 777. Captain Morley-Wells commanded her first 777 trip on January 20.

By tenure the ninth most senior woman pilot among several hundred women now included among the more than ten thousand United Airlines pilots, Captain Morley-Wells has previously flown DC-10, 727, and 737 aircraft. All are dwarfed by the 777, the engine housing of which is the same diameter as the widest part of the 737's fuselage.

A 777 captain controls a thousand computers, connected by a thousand miles of wiring. The aircraft's twin engines develop 180,000 of pounds of thrust, over 4 times the thrust of most 737s. Depending upon model and configuration, a 777 can carry from 300 to 550 passengers for distances of between 5,900 and 8,800 miles. United uses the 777 for long-range domestic flights and flights to Europe, Hawaii, South America, and Asia.

Captain Morley-Wells and her husband Walter, a pilot for U.S. Airways who was her first flight instructor 26 years ago, live in San Carlos, California. ➔

## Indrani Becomes First Woman A300 Commander

Capt. Indrani Singh has recently achieved the distinction of becoming the first woman commander on the A300 aircraft 'in the whole of Asia', according to a recent article in The Family Newspaper of *Indian Airlines*

Indrani operated her first flight in command on September 16. She will be operating International routes, as well. Having joined Indian Airlines in 1987, Indrani had logged a total of 3200 flying hours when this article appeared. Indrani attributes her rapid shift to the left seat to the new agreement for career progression of pilots. Indian Airlines at present has nineteen women pilots, of whom five are Commanders.

Despite all the thrill and excitement of this achievement, Indrani has her feet firmly planted on the ground. Her high-profile job has not stopped her from pursuing her hobbies and interests. .reading, writing, painting, singing, dancing, flying, parasailing, golf. Indrani lets out a little secret - her ambition to go into space! She can't say how or when, but go she will, she says

As Commander, Indrani's one wish is to have an all-woman crew on an A300 flight. ➔



# 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.



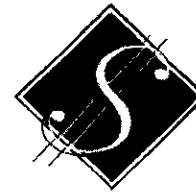
**Financial  
Advisors**

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



## "Careful Planning May Help You Retire Sooner"

by Katherine Morris



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

Many Americans dream about retiring early and having the chance to do more of what they want in life. For some, retirement may mean more than just a time to relax - it can mean an escape from the office and time to explore the world. Others may want to start new ventures or balance a part-time job with more time for hobbies, friends and family.

Whatever your ideal retirement picture, you may be able to make it a reality sooner than you think. The following six steps will help you assess your progress to date and establish a plan to make early retirement possible.

**Visualize your retirement.** To chart your shortcut to retirement, you must first determine what "retirement" means to you. At what age do you want to retire, and where and how do you want to spend your time?

If possible, "practice" your planned lifestyle during vacations and time off from work. You may find that you get frustrated with so much time on your hands and are a person who needs to keep busy with travel or clubs. Knowing this may help you plan better for retirement and provide a smoother transition when you do retire.

**Estimate your expenses.** Defining your retirement picture will help you put a price tag on it - and thus set your retirement income target.

Expenses that could change in your retirement include housing (you may downsize or move to a popular retirement destination), taxes (your income may change or you may move to a place with lower local taxes) and family obligations (you may want to provide financial help for children, grandchildren, or elderly parents). Also, keep in mind the added expenses for things such as travel, hobbies and health care. A common rule of thumb is that you will need 70 percent to 80 percent of your income today to retire comfortably. Then, of course, you will need to adjust this amount for inflation, before and after your retire.

The more accurate your estimate of retirement expenses, the less likely you'll be caught short of cash during your golden years.

**Determine your income sources.** To plan for early retirement, you may first need to look at income sources other than retirement plans and Social Security. These could include a company pension if you have one (the age at which pensions become variable varies), investment income, a new career or a part-time job.

You can also tap your IRAs early without penalty by making annual withdrawals based on your life expectancy. Otherwise, you can make penalty-free withdrawals from your IRAs, 401(k)

earlier if certain conditions are met) and tax-deferred annuities starting at age 59 ½. Social Security is available at reduced benefits at age 62 and at full benefits at ages 65-67, depending on when you were born.

Add all your projected income sources to determine whether they match or are less than your expenses. If they match, congratulations! If expenses exceed your projected income you may need a plan.

**Close the gaps.** Don't be discouraged if your projected income is short of your estimated retirement expenses. You may be able to bridge this gap by following an investment plan that helps you accumulate the needed funds. Otherwise, you may have to plan to spend less money or delay retirement.

Maximizing contributions to your 401(k) or other retirement plan at work is a good way to save more money for retirement. With pre-tax contributions, ongoing tax deferral and possible employer match, such plans can be an effective way to build retirement wealth. Contributions and earnings are taxed when withdrawn. Depending on your situation, IRAs (traditional or Roth), tax-deferred annuities and taxable investments may also make sense for your goal.

Even if you want to retire in just five or ten years, your regular investments - and any compounded earnings - may make a big difference in your nest egg later.

**Understand your health care options.** One expense that can cripple an early retirement is major medical care for an illness or accident. Knowing your health care options in advance can help you budget for them and avoid being wiped out by major medical bills.

As early retiree, you will need to find affordable protection that covers you and any dependents. Review your current coverage to determine what coverage, if any, you'll have and seek the advice of a knowledgeable advisor to determine your options.

**Update your plan at least annually.** As you can see, developing a plan today may help to provide a comfortable retirement tomorrow. However, your plan should be reviewed as you make more decisions on how, when and where you want to retire.

To help you make the most of your "final approach" to early retirement, consider meeting with a knowledgeable financial advisor at least annually to assess your progress and update your strategy as needed. As securities markets fluctuate, tax laws change and your needs evolve an advisor can be a great resource to help keep you on track.

*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 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 NEW

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 NEW

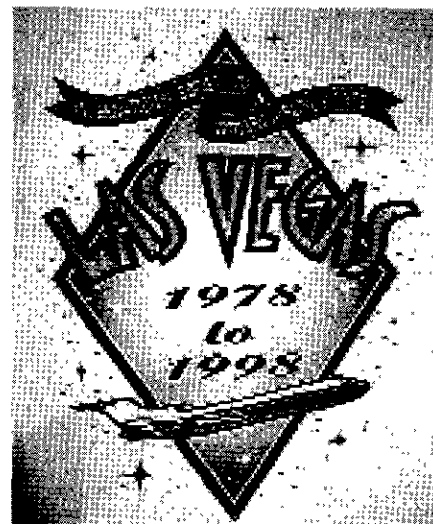
This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom 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  
Summer Meeting  
San Jose, Costa Rica  
Monday, May 8, 2000**



*San Jose,  
Costa Rica*

The May ISA Board of Directors meeting will be held in San Jose, Costa Rica, May 8, 2000. All ISA members welcome! ✈



## 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**

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**Meet Your New Board Members (Page 16)**

**Convention 2001: Alyeska Resort, Alaska (Page 18)**



**International Society of  
Women Airline Pilots**

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

Bulk Rate  
Postage Paid  
Half Moon Bay, CA  
PERMIT NO. 55