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# ISA News

International Society of Women Airline Pilots

November 2002  
Volume 24, No. 2

## *“Remembering”*



### ***Inside:***

Remember to Renew ISA Membership  
Remember to Give a Gift Subscription  
Remember to See the Scholarship Winners  
Remember BOD Elections  
Remember to Plan for Zurich

## ISA PLANNING CALENDAR

See ISA on the  
Web at:  
[www.iswap.org](http://www.iswap.org)



### November 2002

(6) Board of Directors meeting. All members welcome. Contact any Board member for place and time.  
(28) Happy Thanksgiving.

### December 2002

(31) Annual Membership dues due for 2003. Send to Membership Chair.

### February 2003

(1) Board of Directors Election Nominations close.  
(10-12) ISA Ski Days, Keystone, Colorado and BOD meeting. Contact Cindy Shonk, Krisan Wismer, or Donata Hunt.

### March 2003

(15) Board of Directors election mailing.  
(20-22) Women in Aviation Conference.



### April 2003

(1) Captain's Club forms due.  
(15) Scholarship applications due.  
(15) Board of Directors election ballots due.

### May 2003

(12) Board of Directors meeting - Zurich.  
(13-15) Annual ISA Convention - Zurich.  
(15) Scholarship notification of eligibility.



## Next Newsletter Deadline December 1<sup>st</sup>

The International Society of Women Airline Pilots, founded in 1978, has over 450 members from 65 airlines in 18 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.

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Extra copies of past and current newsletters, contact: Krisan Wismer

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## Board of Directors Reports



### Corporate Communications Chair

by Tiana Daugherty

The Board had a very productive meeting in August. I would like to send an extra thank you to Carole Litten for graciously opening up her home for our use. All of the agenda items were covered and a review was begun of our Operations Manual and workload of various Board positions. Thanks to Maggie Rose for offering to assist in the Operations Manual update and Mary Ana Gilbert for volunteering to take over as Education Chair replacing Tiffany Vlasek. All of the ISA Board and ISA members would like to thank Tiffany Vlasek for all of her hard work as the Education Chair the last sixteen months. I am in the process of creating a database of Board actions over the past several years for future reference.

So, what does ISA provide its members? (Other than a really great time each May.) Founded originally as a social organization, we have grown and expanded to include membership support, education and scholarship.

The HUPER report highlights accomplishments of our members both personally and professionally. A library full of aircraft manuals is available for members to reference. The Education Chairwoman supports public appearances and information requests on becoming an airline pilot.

Our interests are represented at IFALPA conferences.

Our scholarship program continues to steadily grow and influence future female aviators. Almost 20% of our membership is directly involved every year with interviewing, selection committee and manning the information booth at WIA. 100% of the membership supports the program with part of your dues monies, not to mention our scholarship angels and those who donate and/or purchase items at the silent auction and raffle.

There are many facets to ISA, but just knowing I have so many sisters in the sky with me whom I can call on, I think is the best. Until next time, blue skies and fair weather.



### ISA News Letter Editor

by Krisan Wismer

Welcome to the November 2002 ISA+21 Newsletter. In this issue I wanted to remember September 11th, 2001. The picture on the cover was taken a month before that fateful day.

We have changed how we think and operate in this industry that we love since that day.

You will find articles in this newsletter about how lives have changed, how we remembered Sept. 11th, and how we are continuing to find enjoyment in our profession.

If you have story you would like to share about this past year please send it and I will print it in the February newsletter.

In this newsletter we also announce the ISA+21 Scholarship Awards. Please find articles by Rebecca Fisher, Christine Hilton, and Susi Fischbacher about the winners and about PremAir, a new sponsor for an ISA+21 type rating. We would like to say thank you to all of our sponsors and remember the scholarship program works because of them and all of you.

Melissa Monahan, Membership Chair, would like us all to remember to renew our membership with ISA+21 and if you can please sign up for "A Gift Subscription". Please find the renewal form on page 15 and the gift subscription on page 18.

Remember it is fall and the election of new board members is upon us. Find out more details on page 17 and the application on page 18.

There is a new feature in this issue called "Crosswinds". Captain Amy Maddox (UAL 737-300 DEN) put her talents to work on creating a great crossword puzzle for you on page 5. Let us know what you think. Amy is doing her "one thing" for ISA. Thanks, Amy!

You will find an essay by Clarice Young winner of the Fiorenza de Bernardi scholarship on page 27. Rebecca Fisher, Scholarship Chair, wanted the membership to read the essay that Clarice submitted with her application.

Tiffany Vlasek has resigned her position as Education Chair. Mary Ana Gilbert has graciously accepted the position temporarily to complete the term on the board. Tiffany has shared a flying story in the "Members in the Spotlight" section of this newsletter.

*(continued on the next page)*

(continued from page 3)

I would like to thank all of those members that sent their best wishes for the last publication of the newsletter. I did not do it alone. I want to thank all the contributors past and present. I also want to thank Amy Jayo (UAL 737-300 F/O) for all of her patience and help with this newsletter.

I would like to wish everyone a very happy holiday season and a great new year.

**ELECTRONIC FORMATS**

- Text: Use Word for MacIntosh/Windows (.doc), simple text (.txt), Rich Text Format (.rtf), or Adobe Acrobat (.pdf), WordPerfect (.wpd).
- If the article is small enough, you may also just send it as part of the body of an e-mail.
- Photos & images: Use .jpg or .tif format.
- Zip multiple files or attach a single file to an email.

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## Board of Directors Reports

### Education Chair Filled

Mary Ana Gilbert has agreed to fill in as Education Chair for the remainder of the term vacated by Tiffany Tokar-Vlasek. Mary Ana is presently a B737-200 Captain and Line Check Airman for Delta Air Lines. She previously served the ISA Board of Directors in 1996-1998 as Secretary and subsequently as Chairwoman and Corporate Communications Chair.



### Education

by Mary Ana Gilbert

It will be an honor and privilege to serve with you as the Education

Chair for the remainder of the year. Thank you for your vote of confidence. I can only hope to live up to the needs of the Board at this time.

Thank you to Tiffany on her great volunteer attitude and previous work on the Board. I wish you the best as you navigate the challenging airways you are now faced with.

Again, thank you for the opportunity to serve ISA and each of you. I will do my best to make you glad I am back on the board.

### Treasurer's Report, August 2002

by Melissa Brumby



### Account Updates:

New signatories for Bank of America accounts are Tiana Daugherty, Jessica Stearns, and Melissa Brumby. The Paine Webber account signatories are Tiana Daugherty, Rebecca Fisher and Melissa Brumby.

### Current Account Balances:

(as of July 31, 2002)

<u>Bank of America</u>	
Business Checking (General Acct.):	\$14,829
*Money Fund:	\$33,773
	\$48,602

### Paine Webber

Cash Fund:	\$ 30,727
Investments:	\$141,780
(investment value July 31th, 2002)	\$172,507

**Total ISA Assets: \$221,109**

### 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).

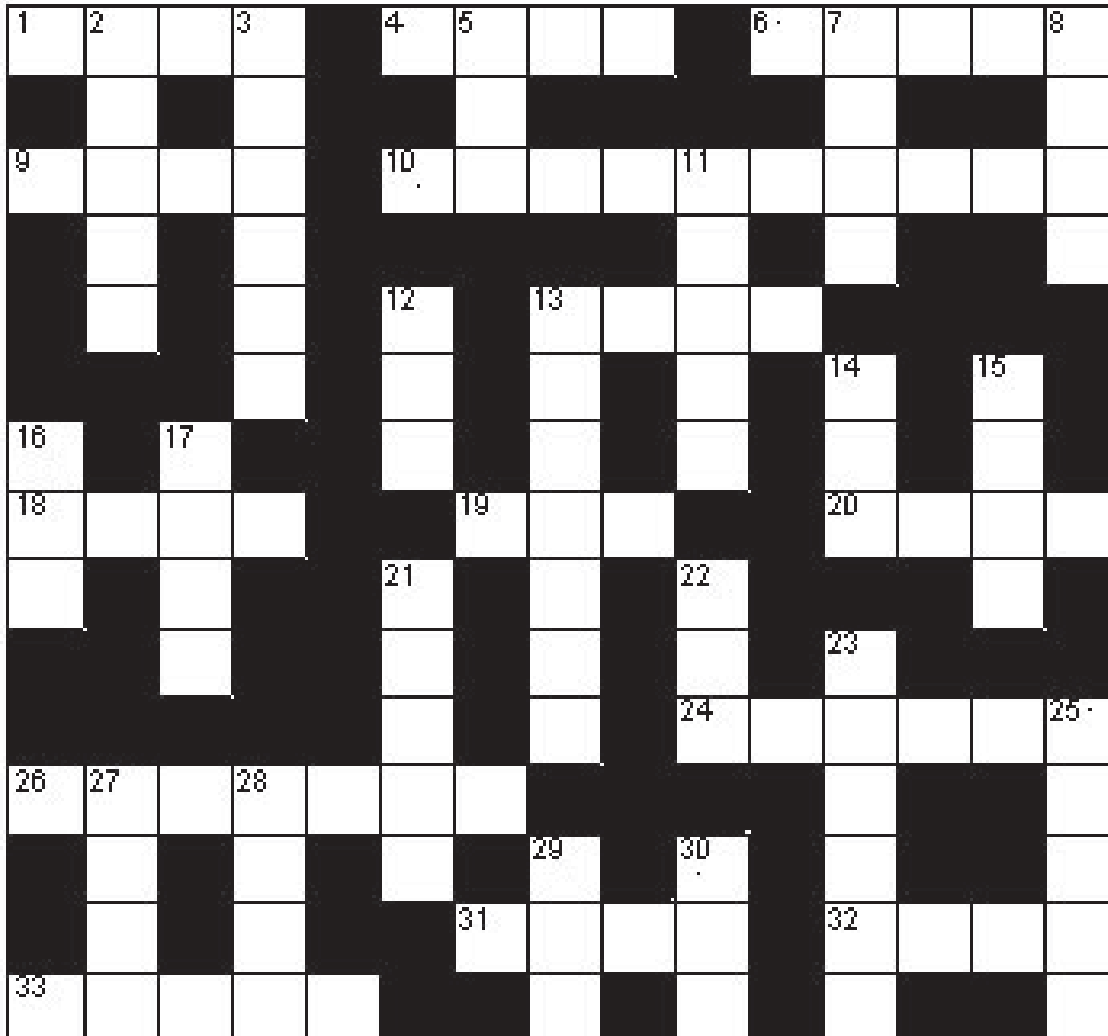
### PayPal:

The PayPal feature on the ISA website allowed members to pay for membership renewal, make donations and make store purchases by credit card via the internet. This was a convenient service, however, it created many problems with record-keeping and had high service fees. Because of this the PayPal feature was cancelled in August.



# CROSSWINDS

by Captain Amy Maddox



## ACROSS

- 1 Biblical name
- 4 Monthly schedule
- 6 Time and again
- 9 Ground Movement
- 10 Convention site
- 13 France city
- 18 Airplane instrument
- 19 Engine
- 20 Antelope
- 24 Penitent
- 26 Slat
- 31 Airplane part
- 32 Government agency
- 33 Airline

## DOWN

- 2 Loss of Lift
- 3 Airline
- 5 Rime
- 7 Petro
- 8 Accident Investigators
- 11 Communication means
- 12 Women pilots organization
- 13 Control Surface
- 14 Method of doing business
- 15 Jet Wash
- 16 Reproductive Cell
- 17 Team
- 21 Airline
- 22 Government agency
- 23 Airplane manufacturer
- 25 Detection system
- 27 Thrust Setting
- 28 Easy
- 29 Mingle
- 30 Past

**Check your answers in  
the February 2003  
newsletter**

# SCHOLARSHIP AWARDS

## Scholarship Chair

by Rebecca Fisher

The first interaction I had with our scholarship applicants this year was the day I made phone calls to personally tell our eleven winning ladies about their awards. The awards averaged \$2,500.00. I listened to their excitement and gratitude feeling slightly guilty that I got to make that call. It was a wonderful afternoon for me, but it rightfully belonged to all ISA members. As I spent the summer scrambling to put on the Scholarship hat, I witnessed first hand just how many women make this program work.

Every single one of you contributed to our financial scholarships through your membership dues. Each of you who came to convention and donated, purchased or otherwise participated in the silent auction and raffle, or simply handed us your generous scholarship checks, made this program work. When Nancy Lemmon and I haggled mightily over the price of my grandmother's donated mink stole, you ladies jumped right in, egging us on "for the scholarship fund" (You still got a great deal Nancy!). You offered your time to sign up interviewers, to interview applicants, and patiently re-scheduled interviews as needed. No less than four ladies offered me a fax/printer when the request was made public. Our scholarship angels came up with over \$5,000.00 throughout the year. When the interviews were finished, some of you contacted me and asked to be included again next year. Ladies, this is so important, to know that whether you are a charter member of ISA, or have just joined, you are a direct contributor in the life and success of another woman's dream of becoming an airline pilot. I applaud, honor and acknowledge you all.

Besides our incredible ISA members, corporate sponsorship makes our scholarships possible. The Greater Kansas City Community Foundation manages the Grace Harris Fund, established in honor of the inimitable pioneer aviatrix Grace Harris. They donate \$10,000.00 to ISA scholarship each year. UPS again honored us with \$5,000.00 during a time when many airlines were forced to withdraw support and consolidate funds. Always appreciated, their support is even more impressive now. Cheryl Cage once again donated an interview-consulting package, and ATP, INC. kindly offered an ATP rating package. Thank you so much to these dedicated sponsors.

Luan Meredith did much of the work leading up to this year's scholarship success. When Luan stepped down as Chair, we added Susi Fischbacher as scholarship assistant to help fill her shoes. Susi kept the ball rolling during our transition by taking on the huge task of finalizing and coordinating interviewers. Thank you to the following ladies who took the time to not only interview, but to do so carefully and conscientiously:

Deborah Utz, Jan Demko, Cynthia Berkeley, Evelyne Tinkl, Donna Miller, Terri Hull, Sidney Ferguson, Mary Ana Gilbert (twice), Melissa Brumby, Michelle Helms, Nancy Lemmon, Saudamini Deshmukh, Strike Fongellaz, Jean Combs, Kerri Ballard, Patricia Leon Tomich, Renita Herrmann, Terry Rinehart (twice), Leslie Thomas, Jenny Beatty, Guenn Stevenson, Jan Dolf, Kathleen Malone, Judy Lee, Amy Jayo, Patty Barrera, Ginger Cutter, Cyd Fougner, Suzanne Skeeters, Judy Cameron, Luan Meredith, Lore Probst, Lynda Stockmeier, and Tiffany Vlasek.

An additional thank you to Lore Probst and Deborah McEndree for the fax/printer donations.

Lastly, I want to say thank you to the selection committee members: Linda Wright, Connie Tobias, and Mary Trusler. Linda's long association and historical note-keeping proved to be invaluable. Connie flew in after a long international trip. Mary was a last-minute fill in who graciously devoted her entire day, despite having a close family member just hospitalized. It was a wonderful example of ISA scholarship coming full circle, since Mary won the scholarship in 1989. The committee had the task of sorting through the stacks of applications and assessments and narrowing the winning field. The winners' bios are your introduction to these future women of ISA.

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## Board of Directors Reports

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**Lexie (Baker) Stolen**  
**\$2000 CFI**  
**Merit Scholarship**  
**Award**

Lexie graduated from Winthrop University with a BFA in Fine Arts. She was first introduced to aviation by her father who used to take the kids to CAP meetings and rescues when it was his time to "watch the children". After seven years as a Delta flight attendant she started working on her pilot's license and four years later was flying as a traffic watch pilot and as a co-pilot in Lear's and Citations. Things were looking up for Lexie but when Sept. 11th came around she found herself furloughed out of IOE from Continental Express. As we all know flying jobs are again tight and ISA will be funding Lexie's CFI rating so she can keep flying and one day get back to an airline job.



**Amy Kay Gray**  
**\$2500 CFII**  
**Merit Scholarship**  
**Award**

While working as a bartender in her old hometown of Franktown, CO, Amy was progressing through life with no set goals. One day she was watching an aircraft on base to final at Centennial airport while driving to work and her world changed. Now she had a goal, to become an airline pilot. Amy completed her BS in Aviation at Metro State University, Denver, CO, took out many loans and acquired all of her commercial pilot licenses. ISA's Merit Scholarship will help to fund Amy's CFII rating. Presently, Amy is working for Jeppesen in Colorado and shares a home with her sister.

**"The scholarship we have awarded you today is a financial award. However, you should know that behind this award are more than four-hundred women, who respect and appreciate your hard work and dedication, and who believe in you."**

Excerpt from ISA Scholarship 2002 award announcement letters



**Amy Lynn Linebaugh**  
**\$2000 MEI**  
**Merit Scholarship**  
**Award**

Amy grew up around airplanes, her father was a private pilot and mechanic. Not serious about aviation as a career, Amy first studied veterinary medicine. After graduation from University of Cincinnati, Amy was hired by Ohio State University Veterinary Hospital in the radiology department. At OSU Amy was introduced again to aviation, this time with the hopes of becoming a commercial pilot. Amy is the winner of several awards and scholarships, including OSU's Outstanding Aviatrix of the Year. Amy is finishing her CFI. She will then become a flight instructor at OSU. ISA's Merit Scholarship will fund Amy's ME rating.



**Melissa McKinley**  
**\$1600 CFI**  
**Merit Scholarship**  
**Award**

Southwest Airline flight attendant Melissa McKinley started her quest to move up to the front of the aircraft in 1999. Since then she's received her Commercial, Instrument, and Multi-engine ratings. One thing that really impressed the Selection Committee was Melissa's volunteer spirit. She has helped out at the Reno Air races, Humane Society, many 99's functions, and attended three WAI conferences. ISA will help Melissa finish her CFI so that sometime in the near future she can join ISA and volunteer for us!



**Kathleen Moss**  
**\$2500 ME**  
**Merit Scholarship**  
**Award**

Currently a flight instructor for American Flyers, in West Chicago, IL, Kathleen Moss has truly seen the world. With a mother who is a flight attendant and a father who is a cargo pilot Kathleen studied in Mexico and New Zealand before receiving a BS in Spanish at Northern Arizona University in Flagstaff, AZ. While working on the line at the Flagstaff airport, Kathleen was not only fueling aircraft but also her desire to become a airline pilot. With our help Kathleen will get her ME rating. As a member of two honor societies and also an active volunteer we know that Kathleen will succeed in her flying career.



**Erica Schmidt**  
**\$4050 MIFR**  
**Merit Scholarship**  
**Award**

Currently a flight instructor in Breslau, Ontario, Canada, Erica graduated with honours from University of Waterloo with a BS in Kinesiology. In her fourth year at the university she was given an introductory flight as a birthday present and was hooked on flying as a career. Erica's parents helped out with the cost of lessons as long as she finished her degree. In her last year at school she obtained her Canadian commercial licenses and multi-engine rating and still graduated with honours (honors for those of us south of the boarder). The ISA Scholarship will be used for Erica to get her Multi-IFR which is needed for employment as a commercial pilot in Canada.



**Jennifer Stanzel**  
**\$2600 ATP**  
**Career Scholarship**  
**Award**

After obtaining her BS in Psychology from Colorado State University Jennifer still didn't specifically know what she wanted to "do" for a career. After moving to Hawaii and meeting two women pilots, the dream of becoming a professional pilot was started. Even though her mother passed away two months before the start of flight training, Jennifer moved back to the main land and received her CFI, MEI, and is working on finishing her CFII. Presently working as a flight instructor, volunteer pilot for the San Mateo Sheriff's Air Squadron, and an active member in EAA Young Eagles Program, her next goal is her ATP. Jennifer wins an ISA Career Scholarship to fund that license.



**Clarice Young**  
**\$3000 ATP**  
**Career Scholarship**  
**Award**

Clarice Young is the hands-down winner of the Fiorenza de Bernardi Scholarship. As a young women Clarice personifies a person with a vision and goes for it all out. Recently hired as a First Officer as Island Air, Oahu, HI. ISA will be funding her ATP (written results 100%) in hopes that someday she will be the first Hawaiian member of our group. The ISA interviewers, Suzanne Skeeters and Cyd Fougner both agreed that Clarice would be an asset to our organization.





**Kristin Holby**  
**\$2195 CFII & MEI**  
**Merit Scholarship**  
**Award**



Graduating with a BS in Aviation from Ohio State University, Kristin started flying soon after learning how to drive a car. Unfortunately, her instructor was an eighty-year old man who didn't offer much incentive for a young girl to make her living as a pilot. Kristin was a freshman at Ohio State when she got serious with her flight training. Kristin is currently a flight instructor and she was the winner of the 1999 Aviatix of the Year Award at her flight school. Kristin will use her Merit Scholarship to train for her CFII&MEI. Next to Kristin's bed is a motivational photo of her sitting in the cockpit wearing a captain's hat. Kristin's goal is to earn that hat, not just borrow it for a photo.



**Hiroko Peltzer**  
**\$1915 CFI**  
**Merit**  
**Scholarship**  
**Award**

Hiroko attended high school in Tokyo, college in Wisconsin, Tokyo, France and received her BS in Geography from St. Cloud State University. Not getting the support from Japanese parents to become a pilot ("pilots should be male") Hiroko was hired as a Flight Attendant for United Airlines. While flying at United, Hiroko received her Commercial Certificate and her CFI. United FO Anne Worster, an ISA member, gave Hiroko a copy of the ISA newsletter and encouraged her to pursue her goal of becoming an airline pilot. Hiroko has taken a leave of absence to build her time teaching and ISA will help her along with the finances to cover her CFII rating.



**Christine Juip**  
**\$2500 MEI**  
**Merit Scholarship**  
**Award**

Christine graduated from Eastern Michigan University with a BS in Aviation Management. Currently Christine is working as a flight instructor at the Florida Institute of Technology in Melbourne, FL. To supplement her income and help pay off loans, she also works as waitress at the Olive Garden restaurant. Christine does not enjoy being a waitress, but she tells herself that every table she serves gets her that much closer to her dream of becoming an airline pilot. The Merit Scholarship will fund her MEI and help build her much needed multi-engine time.

Next Newsletter  
Deadline: Dec. 1



*ISA News.*  
Now on our website  
[www.iswap.org](http://www.iswap.org) ✈



## Airline Scholarship Awards

by Christine Hilton

I have the great pleasure of introducing you to this year's Airline Scholarship recipients. Our selection committee, consisting of Heather Meyers, Gail Milne, and Lori Cline, had difficult decisions to make. We offered four scholarships this year: a Flight Engineer Certificate sponsored by Federal Express. Two 737 type-ratings sponsored by Higher Power Aviation (one free with ISA's purchase of the first). And another 737 type-rating sponsored by PremAir (which was secured by ISA member and PremAir employee Susi Fischbacher).

The winners are:

- Federal Express Flight Engineer Certificate: Suzette Umphrey
- Higher Power Type-ratings: Jill Schilmoeller and Theresa Jacobsen
- PremAir Type-rating: Kristin McMahan

The alternates for the awards are: Jeannie Dismukes (Flight Engineer), Amanda Murray, Cheryl Konter, and Colleen Kensella (Type-ratings). Congratulations to all of the winners! The field of applicants was very competitive and the recipients truly deserve to be commended.

After each reviewing the applications for a week, the selection committee members met on August 29 in Mooresville, NC, to select the winners and alternates. Lori and Gail are both captains with US Airways and Heather is a furloughed US Airways pilot and former ISA Airline Scholarship recipient. Each of them brought a unique perspective to the decision-making process in determining the worthiest candidates. I would like to thank them for their effort and the admirable job they did!

In addition, there are many ISA members who volunteered to interview the applicants and submit assessments about them. Thanks to Carol Cansdale, Karen Ruth, Nancy Lemmon, Diane Walker, Denise Mowat, Rosella Bjornson, Patricia Leon Tomich, Keith Johnson, Sharon Krask, Janet Patton, Carol Timmons, Karen Bland, Emily Warner, Aileen Watkins, Julie Derrick, Cammy McHenry, Cidney Ferguson, Carolyn Pasqualino, Gail Redden Jones, Linda Friedman, Susan Staples, Esther Horn, Tracy Lee, Susi Fischbacher, Melany Dennis, Kelly Jeffries, Sydney Hale, Karen Faulker, and Judy Gasparis who all donated their time for the interview process. Your personal observations about the applicants gave the selection committee wonderful insight into the caliber of each candidate. Awarding the scholarships each year is really a team effort. I would like to thank everyone who volunteered to help in the process.

Once again I would like to extend ISA's thanks to our sponsors. With the current state of our industry, we really appreciate the continued support of Federal Express, along with our new sponsors, Higher Power and PremAir.

Each year, ISA members act as liaisons between our scholarship winners and the scholarship sponsors. I would like to thank them. Penny Price and Valerie Thal-Slocum will be offering their services as liaisons for FedEx. Keith Johnson will be the liaison for Higher Power, and Susi Fischbacher for PremAir. Often, they not only coordinate training dates with the sponsor and the winner, but they also offer assistance in securing lodging and transportation for the winners at the training location.

Congratulations again to our scholarship winners! We look forward to the day that they will be able to become ISA members.

If you are interested in volunteering as a scholarship interviewer next year please let me know! I'm working closely with Rebecca Fisher and Susi Fischbacher to try to solicit more scholarship sponsors. If you are familiar with a company you think might like to be a sponsor, please don't hesitate to contact any of us.

**Go To Page 15 and Complete  
Your ISA Renewal Application.**

## Airline Scholarship Awards

### **Suzette Umphrey (Federal Express Flight Engineer & Cheryl Cage Scholarship):**

Suzette is a CRJ first officer for Northwest Airlinck. She began to realize her life-long dream of flying in 1993. Prior to that, she served in the Utah Air National Guard and was the first female aircrew member in her unit. She served over 2600 hours as an In-flight Air Refueling Specialist (boom operator) on the KC-135. Her time there included 621 hours in combat, during which time she earned numerous service medals.



**Jill Schilmoeller (Higher Power Type Rating):** Jill is a first officer (former Capt. but downgraded after 9-11) for Horizon Air on the DHC-8. She started flying at the age of 17, after an introductory flight at the local FBO. She has been with Horizon for about four years.

**Theresa Jacobsen (Higher Power Type Rating):** Theresa is a King Air first officer for Aviation Charter in Minnesota. She's the mother of three and her husband is also a pilot. As an ISA Financial scholarship winner in 1999, she is making steady progress in her dream to become an airline pilot.



**Kristin McMahon (PremAir Type Rating):** Kristin is a Metroliner Captain for Perimeter Air in Canada. She's also a training captain and has been flying there for about three years. She has about 3200 hours of flight time.



### **PremAir Sponsors Type Rating**

by Susi Fischbacher



Two years ago my husband and I took the big leap and resigned our jobs in Germany and immigrated to the United States. While he started to work right away, I decided I wanted to find just the right company. I spent some months looking around and was given a referral to PremAir. "Talk to them, they're doing B737 type ratings – with your experience you should give it a try". Since it was just across the street, I took a quick walk and knocked on the door. The next minute I was standing in their office and met Russ Borgnin, VP of Operations. He gave me a chance, signed for my working visa and introduced me to the PremAir staff. Here I was, standing in the middle of one very happy family.

*(continued on the next page)*

*PremAir Sponsors Type Rating (continued)*

With my 18 months of PremAir membership and my involvement in ISA, I am convinced that PremAir is the ideal sponsor for our scholarship program. George and Russ agreed and donated two type ratings right away. One will be given this year and the other one is for the next scholarship term. There are more possibilities and offers to come !

PremAir, Inc. was founded in 1994 by George Winkelseth. George has a long and successful career in aviation, with more than 22,000 flight hours logged in the military, commercial airline operations and aviation consulting. He created PremAir to fill the needs of companies who had specialized training requirements. PremAir's unique customized modular training has helped many airlines and corporate operators achieve their revenue generation goals much more quickly than the traditional training model could provide.

PremAir is an FAA Part 142 Certified Training Center for airlines operating under FAR Part 121 and for private and "BBJ" (Boeing Business Jet) operators operating under FAR Part 91, 125 or 135. PremAir can function as a company's flight training department providing fully trained and certified crews for the "classic and new generation" aircraft including the B737-300/400/500, B737-700/800/900, Boeing Business Jet and the B757/767.

There are a number of specialized training courses available as well, including variant, differences, and upgrades, MNPS/RVSM, Heads-up Display (HUD), CAT II/IIIa, IFR approaches currency and special airport training like Kathmandu. They also provide individual or self-sponsored. type ratings for the B737-100/200 and will soon have a course for the A320. The most recent news is their approval for VA funding and an endorsement by CASA, the Australian aviation authority, for their B737 Classic type ratings.

PremAir services the international community of pilots from its headquarters in Seattle, WA and its two satellite locations in Phoenix, AZ and Orlando, FL with more than 30 instructors. PremAir also offers other services which include temporary pilots, instructors & check airmen; aircraft ferry, test flight & delivery services; training manuals; and other aviation related products.

If you are interested in more information, visit the web site : [www.Premair.com](http://www.Premair.com).

I am happy that I found more than just "something" and a possibility to bring in all my qualifications to this job. PremAir has so many possibilities, between training, ferrying and working for corporate aviation departments.

They introduced me to all B737 Simulators in their locations and so I am instructing mainly the New Generation in the Fixed Base Trainer and the Sim. I got indoctrinated on several international airlines , BBJ operators and get to fly maintenance acceptance and ferry flights for Global Aircraft Delivery, a PremAir subsidiary.

Also, I had the great opportunity to fly for a start-up Boeing BBJ operation in Europe and Russia together with Russ. We were based out of Moscow and flew all over Siberia and were happy to be assigned to London or Paris after such a "cold" trip! Presently I am in training to become a Training Center Evaluator. With PremAir's growth into new areas, I expect there will be other new and exciting kinds of flying to do.

Thank you PremAir for making many dreams come true !



## Board of Directors Reports



### Membership

by Melissa Monahan

**G**reetings everyone! I've had a very busy year so far. My husband and I are expecting our first baby in Nov.

which among other things has kept me occupied during my furlough from USAirways. I was very fortunate to be hired by Netjets Aviation, Inc. in July and finished most of my initial training just in time for maternity leave. I know there are some of our furloughed members still seeking work. Please contact me if you need information on Netjets. They plan to do a lot of hiring in 2003.

There are two new items concerning our membership renewals this November. At the business meeting in May, the BOD discussed their concerns with the membership about the current budget as well as the need to raise dues. At the members requests instead of raising dues it was suggested that a minimum amount be required (\$55 for active/\$20 for inactive) with the option for a member to give more, left to her discretion, to be used in the general ISA operating expense fund. The idea being that during certain times in our lives we are more financially able to help out as opposed to others times when we might be a little short and can only afford to pay the minimum.

The second item discussed during the meeting was a request for a fund to be established to assist furloughed members with the 2003 convention in Zurich, Switzerland, such as registration fees, hotel rooms, and companion passes. There will be an option on the renewal card for members to donate to the fund if they wish.

Have a great holiday season!

### New members:

Karen Anderson  
United B737 FO ORD  
DOH 11-30-98

Candace Barnett  
Jetblue A320 FO JFK  
DOH 04-23-01

Kassandra Cassano  
Vanguard MD-80 FO MCI  
DOH 03-25-02

Jennifer Dettinger  
American B767 FO DCA  
DOH 01-18-99

Jeanne M. Flanagan  
American S80 FO ORD  
DOH 01-08-01

Roberta Galarza  
American B767 CA DFW  
DOH 03-02-81

Gemith Gemparo  
Philippine Airlines B737 FO  
Manila  
DOH 08-00

Vanessa Jago  
Air Wisconsin FO 328 ORD  
DOH 07-09-01

Kathleen Julien  
American S80 FO SFO  
DOH 05-17-99

Jacqui Marty  
Alaska B737 LAX  
DOH 08-21-00

Donna Miller  
American B737 FO ORD  
DOH 06-18-01

Heidi Oberndorf  
United B767 SFO  
DOH 05-19-97

Cindy Rucker  
United B737 DCA  
DOH 03-15-99

### Returning members:

Cyndhi Berwyn  
Federal Express A300 CA  
MEM  
DOH 05-01-93

Brandi Bertrand Harvey  
Federal Express B727 SO  
MEM  
DOH 11-27-00

Felicity Bush  
KLM Cityhopper F-70 CA  
AMS  
DOH 08-03-93

Renee Galloway Bowman  
Federal Express medically  
retired  
DOH 04-17-78

Saudamini Deshmukh  
Indian Airlines A320 CA  
DOH 09-80

Alicia Hayes  
Delta B727 SO ATL  
DOH 12-29-99

Amy Maddox  
United B767 FO DEN  
DOH 08-10-92

Camilla Morkholm  
Braathens Safe B737  
DOH 03-12-96

Lubov Rylova  
Aeroflot TU-134 Retired  
DOH 01-01-70

Susan Staples  
American CA DFW

Stefana Taylor  
American B767 FO LGA  
DOH 04-19-99

Valentina Tzvetkova  
Air Sofia An26 CA  
DOH 12-01-94

Ana Vegega  
United A320 CA JFK  
DOH 05-08-89

Natalia Vinokurova  
Aeroflot  
DOH 01-01-74

# Remember To Renew

## ANNUAL MEMBERSHIP CONTRIBUTION TIME

It's time to renew our annual ISA membership for the year 2003. Minimum\* dues are \$55 USD for "active" members, and \$20 USD for "inactive" members (those on medical leave [NOT maternity leave], furlough or retired). Additional contributions to ISA scholarship are appreciated and are tax deductible for US members. Please send or e-mail your credit card number, amount, and expiration date (MasterCard or VISA only), or mail your US check (payable to "ISA"), directly to my home address, which is listed below. Please include any changes in address, phone numbers, e-mail, family, domicile, equipment status, etc. You can use the form in the cut-out section of this newsletter titled, "Moving? Change of Address/Phone? E-mail?" or the ISA Membership Application/Renewal Form in this newsletter. Non-US members may renew at the convention next May in Zurich. Please don't forget. Thank you!

Melissa Monahan  
ISA Membership Chair  
805 W. Boxborough Dr.  
Wilmington, DE 19810 USA  
MSMonahan@comcast.net

\*Please see my article in this newsletter concerning 2003 dues rates.

## 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 450 members worldwide from 65 airlines and 18 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: 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA, 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.



# International Society of Women Airline Pilots

## ISA Membership Application/Renewal Form

Membership \*USD \$55 Contribution       New Member       Renewal

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip, Country \_\_\_\_\_

Telephone \_\_\_\_\_ Fax Number \_\_\_\_\_

E-mail \_\_\_\_\_

Airline information:

Position/Equipment \_\_\_\_\_ Domicile/Date of Hire \_\_\_\_\_

\*If you are currently on leave, retired, or furloughed, you may be eligible for Inactive Membership (USD \$20 contribution), which will entitle you to full participation at a reduced rate. Please indicate this information below.

Previous airlines/position/equipment flown (please include employment dates): \_\_\_\_\_

Certificates and rating(s) held: \_\_\_\_\_

Background:     Military       Civilian

Do you have any other skills, talents, or interests you may be willing to share with ISA? (e.g., writing, public speaking, fundraising?) \_\_\_\_\_

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 in US funds to "ISA".

All members may also use VISA or MasterCard

Name on card: \_\_\_\_\_ Card number: \_\_\_\_\_

Card expiration date: \_\_\_\_\_ Signature: \_\_\_\_\_

Mail to:      Melissa Monahan, ISA Membership Chair  
                 805 W. Boxborough Drive  
                 Wilmington, DE 19810 USA

ISA+21 welcomes all women pilots who are employed as flight crew members or held seniority numbers with an air carrier (Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs/41,000 kgs or more. Applicant not be flying that large an aircraft to qualify for membership.

# I want to be a...

# Pilot



**Pilots  
fly airplanes.**



**Pilots carry  
passengers  
and cargo  
all around  
the world.**

**Air traffic controllers  
help pilots as they fly.**



**REMEMBER TO RENEW YOUR MEMBERSHIP  
THIS YEAR AND COULD YOU POSSIBLY  
SPONSOR SOMEONE ELSE?**

Did you know ISA+21 has a "Gift Subscription" available? Do you know someone that would benefit from our organization, but just hasn't taken the time to join? Could you sponsor a furloughed ISA member?

Why not surprise someone with the gift of ISA+21 membership for the holidays? This could be your "one thing" that you do for ISA this year. Use the form located on the next page of the newsletter.

Please fill out the form and send it to:

Melissa Monahan  
ISA+21 Membership Chair  
805 W Boxborough Drive  
Wilmington, DE 19810 USA  
MSMonahan@comcast.net

The 2003 membership dues for active members are \$55 and inactive members are \$20. Melissa and ISA+21 look forward to receiving those renewals and "gift subscriptions" in the mail and hope everyone has a great holiday season.

**ELECTION TIME FOR ISA+21 BOARD OF  
DIRECTORS  
TERM MAY 2003-MAY 2005**

Autumn and it is time to watch the leaves turn and a chill is in the air. Our thoughts turn to elections! Yes, it is time for ISA+21 Board of Directors elections! Opportunities abound for those who want to become more involved with this great organization. We would welcome your enthusiasm and your new ideas that you would like to share. We would appreciate your desire and valuable experience.

There are four quarterly Board Meetings held throughout the year at locations designated by the members. These elected positions are open to all active, inactive, and life members. Your greatest qualification is your desire to serve. If you wish to sign up for this adventure please find the application for election on the next page of this newsletter. It will be a truly rewarding experience.

For those of you who may not be familiar with the process, here is how it works. There are nine board positions including a Chairman, Vice-Chairman, Secretary, and Treasurer. Other positions include Human Performance and Resources, Membership, Education, Convention, Scholarship, Corporate Communications, and Newsletter.

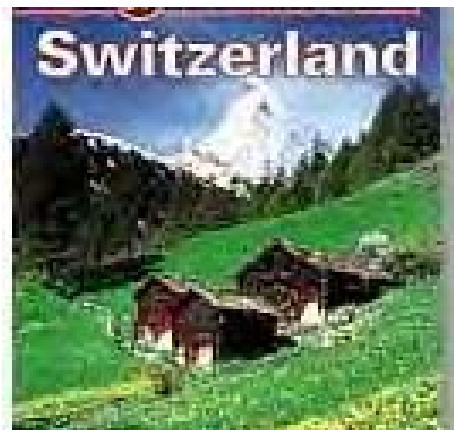
Each position is elected for a term of two years and is staggered so that each year four or five positions become available. The positions available for May 2003-May 2005 are Human Performance and Resources, Education, and Membership.

**Letter to the Editor**

I applaud our ISA members that have once again shown their dedication and volunteerism. Old members, new members, from various airlines, are willing with or without experience, to take on these challenging jobs of board and committee members. They give their time and efforts and while doing so, make life long friendships of other board and committee members, gain more experience with computer skills than they every wanted, and quarterly, attend ISA meetings in various desirable locations. Sometimes these meetings are concurrent with ISA parties. In the past, some meetings have been in conjunction with ISA planned activities: ISA Ski Days, ISA Bike & Motorcycle Days, Autumn New York Broadway Plays & Shopping, Colorado Lodge Summer River Rafting trip, as well as others that I don't remember. Let's remember to be appreciative of our volunteers that represent us as our board and committee members.

Cheers,  
Cindy Shonk, Continental  
Airlines FO 777

**Convention 2003:  
Zurich, Switzerland**



## GIVE THE GIFT OF ISA+21

Surprise someone this holiday with a gift of ISA+21 membership for a whole year.

Gift for: \_\_\_\_\_ From: \_\_\_\_\_  
Name \_\_\_\_\_ Name \_\_\_\_\_  
Address \_\_\_\_\_ Address \_\_\_\_\_  
City/State/Zip \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Phone \_\_\_\_\_ Phone \_\_\_\_\_

One year gift membership/  
sponsorship is \$55 for active and  
\$20 for inactive (furloughed, retired,  
non-maternity medical leave).

**Send to:**  
**Melissa Monahan**  
**805 W. Boxborough Dr.**  
**Wilmington, DE 19810**

## ISA+21 APPLICATION TO RUN FOR BOARD OF DIRECTORS

Term: May 2003 - May 2005

Name \_\_\_\_\_  
Airline \_\_\_\_\_ Position \_\_\_\_\_  
Address \_\_\_\_\_  
City/State/Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
E-mail \_\_\_\_\_  
Fax \_\_\_\_\_

Write a biography about yourself. Include a statement describing why you would like to be an ISA+21 Board Member and the position you are interested in. 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 2003 to May 2005. Thank you for your interest.

Date \_\_\_\_\_  
Signature \_\_\_\_\_

Submit completed application to:  
Jessica Stearns, Secretary  
27801 Matheson Avenue  
Bonita Springs, FL 34135-9019  
aviatrixjs@earthlink.net

Application Deadline: February 01, 2003

Positions available: Human Performance and Resources, Education, and Membership.

## Board of Directors Reports



### Convention Report

by Donata Hunt

Well, ladies get excited about Zurich in May 2003. Convention seems like a ways off but it will be here before you know it. Ute Roth (pictured to the right), the Zurich convention liaison, has put together a wonderful itinerary of events, restaurants, and side trips for this international convention. You won't want to miss it! Included in my report is the itinerary of events so everyone can start vacation planning.



The convention registration form and the hotel reservation form will be in the February newsletter. I can tell you that the registration fee will be as follows:

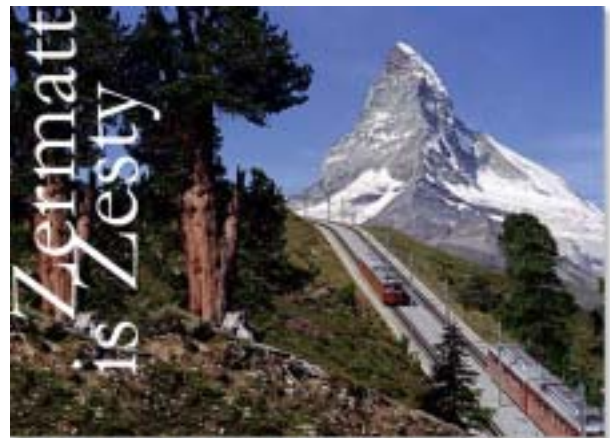
Early Registration (by April 30th)	-CHF 260.00	(approx. \$170.00 USD)
Registration Fee (after April 30th)	-CHF 275.00	(approx. \$185.00 USD)
At Convention Registration Fee	-CHF 290.00	(approx. \$196.00 USD)

What is the hotel reservation form? This is a change from previous years. The hotel reservations will be handled by the CBS Convention Planning Service which ISA hired last year to streamline convention planning for both the convention chairman and you the ISA member. What does this mean for you? You make hotel reservations through CBS for the Zurich Hilton and when arriving in Switzerland the CBS consultants will personally handle your hotel accommodations. You will not have to deal with the hotel which will make the entire process run smoother.

The other new feature you will notice on the convention registration form this year is a section dedicated to the furloughed ISA members. Times are difficult for these members and we are asking the rest of the membership to step up to the plate and help out your friends. The form will allow you to help out in several ways: 1). You can pay for a particular furloughees registration fee. 2). You can make a donation to a general convention furloughee fund that will be distributed among all furloughees attending convention. 3). You can indicate that you have space available in your hotel room at no charge. 4). You can donate companion passes for SA travel. We know times are tough for everyone but your generosity will be greatly appreciated. This is going to be a wonderful convention and we would like as many members as possible to be able to share in the festivities.

2004! Yes, 2004 is in the planning stages already. So where are we going in 2004? The selected hot spot (literally) is Phoenix, Arizona. Sherry Anderson (UAL 777 F/O) put together a wonderful proposal that was submitted for consideration at the August BOD meeting. This convention is just in the conception stages so no specific details yet but look for more information in upcoming newsletters. Any suggestions you have for this convention please email me at Donatahunt@aol.com. I welcome any input from the membership.

Also, I hope you saved the August 2002 newsletter with the "Convention Proposal Guidelines" article because I am looking forward to reviewing at least a dozen proposals for the 2005 international convention. Sweden! Norway! Germany! Greece! France! Spain! Australia! New Zealand! Brazil! Japan! Indonesia! The Philippines! South Africa! The possibilities are endless!



Zurich, Switzerland is going to be a blast! I hope everyone can attend. Fly safe and have a wonderful fall!

# The ISA Convention in Zurich 13 – 15 May, 2003

## Tuesday, 13 May 2003

Individual arrival in Zurich – Kloten Airport. Shuttle transportation is provided by the Hilton Hotel (departure at the terminal B, every 20 minutes). The Hilton Zurich has a unique blend of elegant living and is situated in the Zurich North District, just 5 minutes from the airport and 10 minutes from the Zurich city centre.

In a hospitality room, the registration desk will open at noon. CBS will welcome all members and handle the registration of all the events, including the stay in the Hotel.

The evening starts with a cocktail party. At 7 p.m. the busses will pick us up and after a little city tour of Zurich, we will continue along the shore of the lake of Zurich to the Vogtei of Herrliberg. The Vogtei is a very old house of a governor from the 17th century, and is overlooking the lake. There we will have dinner, a very traditional meal from Zurich, and at 11 p.m. we will return to the hotel.

## Wednesday, 14 May 2003

Individual Breakfast at the Hotel Hilton. At 9 a.m. the ISA's Annual Business Meeting starts in the conference room "Panorama", with discussions of current topics. Coffee-breaks will be provided during which coffee, tea and soft drinks will be served.

At noon a photographer will take the group-picture of all the members outside the hotel. Thereafter lunch is served. In the afternoon Captain Peter Schaeuble will give a lecture on "women in the cockpit".

During this time the HALPS and children may go on a trip to the Säntis.

The tour starts at 9. a.m. leading over the panorama highway to Rapperswil and Schwägalp to the gondola cableway, which takes them up to the top of the Mt. Säntis, 8332 ft. The summit offers a magnificent view over the alpine peaks. Then the tour continues to the Appenzellerland, a gorgeous canton famous for its Swiss tradition. In Flawil they will visit the chocolate factory MAESTRANI, where they are introduced to the art of chocolate making which includes tasting. Thereafter they will return to Zurich with the tour ending at approx. 6.30 p.m.



The price for the tour without lunch: CHF 99.00 - per adult and CHF 49.50 per child. Lunch on the Säntis will be CHF 39.00 - Minimum number of persons for the tour: 25

In the evening we all meet in the hotel for dinner and close the day with a drink at the Panorama Bar in the hotel.



## Thursday, 15 May 2003

After an individual breakfast in the hotel, we have an early departure for Mt. Titlis, an adventure excursion to the highest vantage point in Central Switzerland.

We are leaving in two groups: one starts at 8.30 a.m. the other starts at 9.30 a.m. The tour leads us along the lake of Zug and the lake of Lucerne to the city of Lucerne. There we will have a little city tour of the old town, the famous Chapel Bridge, the Jesuit Church and the Lake promenade before we continue to Engelberg.

In Engelberg we will board the aerial cableway for a 45 minute drive from the green valley bottom to the high alpine glacier region. Enjoying a ride in the world's first revolving rotary gondola bringing us up to the summit at 10,000 ft., overlooking the Swiss Alps and glaciers, with their deep crevasses. At the top several restaurants, an ice grotto and a snowball fight is awaiting us.

After an individual lunch we return to Engelberg which was originally founded by the Benedictines.

We will visit the cheese-dairy in the old imposing monastery and will learn almost everything about Swiss cheese production. Before we leave for Lucerne we will taste some delicious cheese and local Swiss wine.

At 8 p.m. the "Night Boat" is awaiting us for a romantic night

*(continued on next page)*

*(continued from page 20)*

We will have dinner on the boat which will be a typical Swiss menu. Entertainment will be a Swiss Folklore Show. The busses will take us home to Zurich at around 10.30 p.m.

The price for the Titlistour incl. night boat with dinner and Folklore Show: CHF 240.00 - per person, CHF 120.00 per children (6-16 years).

### **The 2 Day Optional Tour to Zermatt**

Zermatt is situated in Wallis, the southern part of Switzerland, in a deep valley surrounded by high mountains, which are the famous Matterhorn and the Gornergrad. The village is very old and idyllic and only reachable by train, as no cars are allowed.

#### **Friday, 16 May 2003**

At 8.30 a.m. we will depart for Gruyère, Montreux and Zermatt.

The coach tour takes us through a beautiful landscape of agriculture and vineyard to Gruyère, our first stop and further to Montreux, a resort on the lake of Geneva. In Montreux we have time for leisure and individual lunch.

At 2 p.m. we continue and visit the Castle of Chillon, a beautiful medieval citadel at the seashore. In the 12th century it was acquired by the Count of Savoy, who further extended it.

At 3 p.m. we continue to Täsch, where we have to board the train to Zermatt. The train takes about 30 minutes to reach the alpine village. Zermatt is a car free village, where only horses or electro cars are available. The luggage will be picked up and we will walk to the romantic Hotel Albana Real.

We have time for promenades or shopping in the old town of Zermatt and to relax in the wellness center of the hotel. In the evening we meet for dinner in one of the charming restaurants at the hotel.

#### **Saturday, 17 May 2003**

After Breakfast we may board the train to the Gornergrad, where we have an incredible view on the famous Matterhorn. After this excursion we have a small lunch in Zermatt.

At 12 p.m. we have to depart for Zurich. The return trip is leading us through little villages, mountains and valleys, over the Grimselpass to Brienz, the wood-carving village and over the Brünigpass to Zurich.

The price for the 2 Day Optional tour to Zermatt includes an air-conditioned bus, a multilingual tourguide, the entrance in the Castle of Chillon, the train to Zermatt and return, the stay in the 4\* Hotel Alpina including half-pension: CHF 395.00 - per adult and CHF 275.00 - per child (6 – 16 year). The tour will only be held with a minimum of 28 persons.

#### **Additional Tours (daily)**

1. A beautiful coach ride to the famous Castle of Kyburg, which has retained its medieval appearance over the centuries. The highlight of the tour is the Rhine Falls, Europe's biggest waterfalls. The price for this tour: CHF 55.00 - per adult and CHF 27.50 per child (6 – 16 years). The tour starts at 1:00 pm and takes approx. 3 hrs.



2. An alpine tour to the majestic world of the Jungfrauoch – Top of Europe at 11'333 ft. A scenic coach tour to the magnificent mountain of the Bernese Oberland. In Lauterbrunnen a cogwheel train takes you to the Kleine Scheidegg, to the foot of the famous Eiger North Face and to the Jungfrauoch – Europe's highest railway station. Enjoy the world of eternal snow and ice, with a visit to the Ice Palace. Experience the breath-taking panorama view from the Sphinx Observation Terrace overlooking the Aletsch Glacier, Europe's longest glacier. The price for the Jungfrauoch tour: CHF 190.00- per adult and CHF 95.00 - per child, tour takes 12 hrs.

3. An excursion to Mount Pilatus, 7'000 ft, via Lucerne and Kriens. In Kriens you take a cable car to Mr. Pilatus, from where you will enjoy an unforgettable view over the surrounding mountains and lakes. The world's steepest cog-wheel train (48% gradient) takes you down to Alpnachstad, where a boat brings you back to Lucerne. Optional: Great fun on the longest toboggan run in Switzerland (4500 ft). The price for the Mount Pilatus tour: CHF 115.00 - per adult and CHF 57.50 per child. The tour starts at 09:30 am and takes approx. 9 hrs.

*(continued on next page)*

(continued from page 21)

4. Zurich and Surroundings: The tour shows you the main sights of Zurich: The world-famous Bahnhofstrasse, the Limmatquai, the Guild Houses, including the in-depth description of the famous Chagall stained glass Windows at the Fraumünster-Church. The journey continues to Adliswil for a ride by cable car to Felsenegg, here you enjoy a beautiful view over Zurich. Thereafter the ferry-boat takes you over the lake and the bus drives you back to Zurich. The price for the Zurich and Surroundings tour: CHF 45.00 - per adult and CHF 22.50 per child. The tour starts at 01:00 pm and takes approx. 3 hrs.

**Note:**

In the mountain it is often cold even though the sun shines. Warm clothes, sunglasses and a pair of solid shoes are therefore recommended.

**Silent Auction and Raffle for Zurich**

Ladies, it is once again time to think about donations for the Silent Auction and Raffle. I know, you're sitting there asking yourself - what can I do to help?

If your layover hotel is in a fun city, please send me a contact name with address and I will send a donation letter. Donations of gift cards (Home Depot, Starbucks, T.G.I.Fridays, etc.) would do nicely. Items with your airline logo are great. If ordering from your favorite aviation or ladies magazine, take a few minutes and ask these organizations for a donation. Remember, we are a non-profit organization. I will have more suggestions next time.

Please contact me, Tiana Daugherty Corporate Communications, to donate.



**Human Performance & Resources Chair**

by Terri Bartolero

Please let us know what is new in your lives.

**Upgrades/Transitions:**

June Viviano is now flying as Captain on the MD-11 for FedEx as of April 2002.

**Nursery News:**

Patty Barrera is expecting a girl in January. Lynn Austin is pregnant and is due in November.

**ISA Furloughed Members:**

We would like to hear how things are going for you. Please share with us any new jobs you have found, new careers or if you have returned to school. Any experiences that you share may give an idea to someone else.

Below is a list of some of our furloughed members and what they have been working on:

Thyra Blaom US Airways Dec 01

Melissa Brumby US Airways awaiting class date at a commuter, returning to school for a masters, ISA Treasurer

Julie Derrick AA/TWA, taking classes in order to take on the position as ISA webmaster

Linda Friedman Continental Airlines flow back to Continental Express

Christine Hilton US Airways flying for a small JetStream Operation in Florida, ISA Scholarship Committee

Tracy Leonard US Airways Jan 02 now with Great Plains Airlines

Donna Miller American Airlines Oct 01

Melissa Monahan US Airways Jan 02, now with Netjets, recently earned her Real Estate License, giving birth in November and ISA Membership Chair

Kim Phillips United Airlines Oct 01 now with Netjets

Tiffany Tokar-Vlasek AA/TWA Oct 02, ISA Education Chair

Aileen Watkins United Airlines Oct 01, now with Pace Airlines

Adrienne Wooley US Airways

Next Newsletter  
Deadline: Dec. 1



ISA News.  
Now on our website  
www.iswap.org





## **Pounding the Pavement Again: Women Airline Pilots on Furlough**

by Jenny Beatty, American Airlines  
Copyright © 2002 by Jenny T. Beatty

In recent years, more and more women pilots were getting hired by the major U.S. airlines. Now we are seeing the other side of the coin as women pilots are being furloughed in larger numbers than ever before. A number of our ISA friends have already been on furlough for a year, and now more are joining them as the cuts deepen.

When the furloughs began last fall, I initiated an informal email network for women airline pilots on furlough, which is now sponsored by The Ninety-Nines International Women Pilots and grew to include all professional women pilots. The expanding Pro 99s Email Network includes over 50 U.S. women airline pilots and ISA members furloughed from Air Wisconsin, American Airlines / TWA, American Eagle, Chautauqua, Colgan Air, Continental Airlines, Continental Express, Delta Air Lines, Gemini Air Cargo, Mesa Airlines, Midwest Express, Potomac Air, Trans States Airlines, United Airlines, and US Airways.

Among the first to lose their jobs were pilots who had not yet completed training at their new airline. One gal left Alaska Airlines (which has not furloughed any pilots to date) in order to pursue her dream; she was partway through pilot training at United Airlines when she was terminated in October 2001 without a seniority number or recall rights. At the same time, a pilot in training at American Airlines told me she was “so happy to be furloughed” – because she and her classmates had been slated for termination until the APA pilot union intervened.

One advantage to early furlough is the lack of competition for existing job openings; a few were able to find new jobs or to return to their previous employers quickly. Those furloughed later found finding work much more difficult as thousands of other pilots were also dumped back into the job market.

Another large obstacle looms, however. It is an incredible irony that the major impediment to finding work is the very prize one has worked so hard to achieve: a pilot seniority number with a major airline. Furloughed major airline pilots in our network have found that this is the major reason they are not being hired by growing regional airlines. The pilot job market is turned upside down: a low-time commercial-multi pilot has a better chance at getting hired by a regional than a type-rated ATP pilot with recent regional airline captain experience, but who is unwilling to relinquish her right to recall at a major airline.

For others, it is the lack of experience that is keeping them from new flying jobs at other airlines. Some very discouraged US Airways women pilots I've spoken with would readily relinquish their seniority numbers, but lament that even with three years experience flying the Boeing 737, they are under-qualified for jobs that require 1000 hours PIC turbine time.

Here is where these furloughed women pilots are now: Two were recalled to Gemini Air Cargo and Mesa Airlines, one Continental Airlines pilot “flowed back” to her prior job at Continental Express, one quickly found a job with Pace Airlines, and one gratefully returned to her prior job at Spirit Airlines – and found her friend and colleague through the network, who has her old job waiting for her there when she is released from active military reserve duty. Several found new jobs with regional airlines and start-ups, one created a business offering pilot services for corporate jet owners, one was hired by a fractional ownership company, and several found full-time or part-time flying and non-flying jobs in the military and reserves. A few fell back on prior careers or non-flying work, and a few took advantage of this unique opportunity to take time off, travel, or stay home with their children. A few are still seeking work.

A sizeable number of single women moved back home with their parents, while several two-pilot couples endured painful double-whammies. One US Airways pilot was her family's sole wage-earner while her husband stayed at home to care for their small children; they had to go on welfare and are grateful that the ALPA pilot union paid their health insurance premiums.

*(see the rest of Jenny's article on the next page)*

*Pounding the Pavement Again: Women Airline Pilots on Furlough (continued)*

Nearly all received government unemployment benefits. In our network, women furlonghees also quickly spread word about US government funds for job re-training, and how and where to apply. This information is now available on our website. As a result, several women completed Boeing 737, Airbus A320, and Learjet type ratings that will help them re-start their careers.

It is extremely dispiriting to lose something that not only provided one with a livelihood but also brought joy and fulfillment. To say that such difficulties provide an opportunity for personal growth may be a cliché, but it is true. Not only are the furloughed women pilots in our network now older and wiser, but they may have discovered a newfound resourcefulness, flexibility, and creativity, as well as a fresh willingness to consider new or previously overlooked opportunities in aviation – and in life.

Women in our network have a lot of experience and knowledge to share with those concerned about furloughs or instability in our industry. Please point your ISA friends and women pilot protégées to the Pro 99s Network, where we have information about airline hiring and job re-training funds available on our website and we offer support and camaraderie and timely job leads through our email communications network. This web-based project is available to all professional women pilots, at all levels, all around the world (99s membership not required). Find us at [www.ninety-nines.org/pro99s/](http://www.ninety-nines.org/pro99s/) or contact me at [JennyTBeatty@cs.com](mailto:JennyTBeatty@cs.com).

## Board of Directors Reports

### Secretary Report

by Jessica Stearns



### Board of Directors Meeting Minutes

Fort Myers, Florida  
August 7th, 2002

#### Opening Statement – Tiana Daugherty

How do we as ISA members want our organization to go through the next twelve months? I believe that we should devote more of our energies to assisting each other. First, the established goal of membership support needs to be emphasized, and secondly, that of scholarship and education needs to be streamlined in administration and application processing. The membership needs to be reenergized. We need to do things that will cause women to want to be an ISA member and be active in various activities. We also need to encourage more mentoring, both of those trying to become airline pilots and those who are new hires. Lets all work together to make it happen.

Members Present: Tiana Daugherty, Melissa Brumby, Jessica Stearns, Terri Bartolero, Rebecca Fisher, Krisan Wismer, Donata Hunt, and Mary Ana Gilbert (Observer); Melissa Monahan was in training and Tiffany Vlasek could not attend.

The minutes of 5-07-02 were reviewed. Item 6d was changed to read: The Cheryl Cage scholarship (new) for airline interview prep will have a separate application. Item 6e: Scholarship suggested publishing a list of scholarship "Angels" (gifts from \$50 or more) is done each year to encourage member donations. The amended minutes were approved.

#### I. Board of Directors Reports:

##### A. Corporate Communications – Tiana Daugherty

1. The Operations Manual needs to be updated. Each board member should review their section and revise as needed.
2. Put the Ops Manual on the website in the members only section.
3. Evaluate the need for outside help for newsletter publishing, printing & publications, and membership. Previous outside bids were too expensive.
4. Develop a history of previous board/membership proposals, what has worked. A ten-year history will be compiled.
5. Procedures should be developed to train new BOD members and to transfer responsibilities.
6. Have a master calendar to be published in each newsletter. Corp. Comm. and Secretary will compile the calendar.
7. Convention silent auction: focus on airline related items. Also have "no show" fund raising events.

##### B. Convention – Donata Hunt

1. The 2003 convention is schedule for May 13th to 17th in Zurich, Switzerland at the Hilton Hotel. A tentative schedule was passed out.
2. Times for the board meeting and Captains Club need to be scheduled.
3. The time of the luncheon speaker needs to be reduced.
4. Total costs of the convention have not been determined. CBS Planners and the convention committee are working to provide the best program for a reasonable cost.
5. There is approximately \$18541 available in the convention fund. \$3500 is designated for convention planning costs. The goals are to keep the registration fee under \$200.

6. It was suggested that ISA store items (pens, name tags, etc.) be included in the welcome package.
7. A special ISA, tee/sweat shirt or vest was suggested as a way of defraying ISA operating expenses.
8. Sponsorship by manufactures of aviation related products and makers of exclusive products (Rolex, hotels, autos, cosmetics...) of interest to our members are being solicited.
9. Items for the silent auction may be represented by a photo vs. the actual item, due to custom regulations or difficulty in bringing an item to Zurich.
10. A video of convention highlights has been proposed to use as an ISA promotion tool, and also for purchase by members.
11. The board discussed various sites for the 2004 convention. Phoenix, AZ was chosen.

##### C. Treasurer – Melissa Brumby

1. Account status as of August 1, 2002:

BoA Checking	\$26,580.20
BoA Money Market	\$21,330.79
Account Totals	\$47,910.99
Earmarked for Convention–2003	
	\$18,541.29
Beryl Markham Fund	\$5,530.00
ISA Operating Expenses–2002	\$19,422.00
	\$43,493.29
Cash Fund (additional BOD oper. Exp)	
	\$3,417.70
Pain Webber Accounts	
Cash Fund	\$30,621.08
Mutual Funds	\$149,860.27
	\$180,481.35
ISA Total Assets:	<u>\$228,392.34</u>



Scholarship Allocation:	
Raffle	\$795
Silent Auction	\$2,142
	\$2,937
Add. Contributions	
Donations	\$3,318
Inactive Contributions	\$2,200
Regular Contributions	\$139
	\$1,406
	\$7,063
	<u>x.50</u>
	\$3,531.50

Corporate Donations:	
Grace Harris Foundation	\$10,000
FedEx	\$5,000
Adlers Jewelers	\$180
	\$15,180
	<u>x.50</u>
	\$7,590

Convention Funds:	
Earmarked from past conventions	\$19,941.23
Income from Convention 2002	\$5,090.00
Expenses of Convention 2002	\$6,489.94
	\$(1,399.94)

Earmarked for Convention 2003	\$18,541.29
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2. Beryl Markham Fund: Not viable enough. The BOD feels that a goal of \$10,000 needs to be reached by 2003 in order to maintain continued ISA support.
  3. Pay Pal has been cancelled.
  4. All signature cards have been updated.
  5. ISA has no credit cards at present. Donata Hunt and Ute Roth will be designated for the 2003 convention.
  6. All donation checks are now to be sent directly to Melissa Brumby.
  7. Each board member is requested to submit a property report to Melissa Brumby.
  8. Expense reports are due each quarter.
- D. Membership – Melissa Monahan (Via email)
1. As of 5-02: 556 members representing 26 countries and 80 airlines. There are 60 non-US members.
  2. The new membership roster has been printed and is in the process of being mailed.
  3. The board recommended that "neon" vs. red/green colored renewal cards should be used in the November newsletter to avoid conflict with holiday colored cards.
- E. Scholarship – Rebecca Fisher
1. Financial Scholarship funds available for the selection committee are \$29,839.50.
  2. Final scholarship selections will be made after August 20th.
  3. The board approved developing a scholarship guidelines handbook that can be given to selection committee members.
  4. The scholarship chair is responsible for administering the scholarship program (Financial & Airline) and can appoint assistants to the chair.
  5. Susi Fischbacher will work with Keith Johnson to develop a corporate sponsor program.

6. Steps will be taken to increase the pool of applicants.
  7. Recruit scholarship interviewers a year ahead so that they can be fully informed of the guidelines, processing of applications, and evaluating applicants.
  8. The scholarship application will be changed to make it easier to understand and comply with by applicants.
  9. Ads will be placed in the publications of the Ninety Nines, Women in Aviation Int'l and AOPA to help increase competition.
  10. Solicite scholarships from flight schools/FBO's for ratings leading to an ATP.
  11. Peruse scholarships from foreign airlines.
  12. There were 14 Airline Scholarship applicants. Of those, two withdrew (one upon being selected for the FedEx pool and one because she lacked the requirements for the Higher Power type rating).
  13. The selection process is underway to select two candidates for Higher Power (737), one for PremAir (737), and one for FedEx (727 FE).
- f. All photos should be submitted in the jpeg format and persons in the photo be identified.
  - g. Extra copies of the newsletter will be used for corporate sponsors.
  - h. The present publisher will be used for the Sept. newsletter and be paid \$50 for the bulk mailing fee.
3. FIRSTs – Luan Meredith
    - a. Documentation of claims is required.
    - b. It is possible that the FIRSTs database will be passed to WIA Int'l, another organization or the category be renamed.
    - c. ISA is not a referee for disputed claims. Additional discussion was tabled.

## II. Old Business

None at this time.

## III. New Business

The next board meeting will be held on November 6th at 1300 hrs. at ORD.

## IV. Meeting Adjournment

**The meeting was closed at 1700 hrs.**

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### *The Lighter Side*

*A photographer for a national magazine was assigned to get photos of a great forest fire. Smoke at the scene was too thick to get any good shots, so he frantically called his home office to hire a plane. "It will be waiting for you at the airport!" he was assured by his editor.*

*As soon as he got to the small, rural airport, sure enough, a plane was warming up near the runway. He jumped with his equipment and yelled, "Let's go! Let's go!"*

*The pilot swung the plane into the wind and soon they were in the air. "Fly over the north side of the fire," said the photographer, "and make three or four low level passes." "Why?" asked the pilot. "Because I'm going to take pictures! I'm a photographer, and photographers take pictures!" said the photographer with great exasperation and impatience.*

*After a long pause the pilot said, "You mean you're not the instructor???"*

## F. Committee Reports

1. HUPER – Terri Bartolero
  - a. Still obtaining maternity leave policies for the website.
  - b. Articles on radiation exposure have been compiled in booklet form (not on the website).
  - c. Recommended sponsoring a monthly topic on the website for member discussion.
  - d. Joyce May (AA) is trying to get US pilots given status as radiation workers due to exposure to high altitude radiation.
  - e. Discussion of how to recognize retired pilots was conducted. The pilots could be recognized with a plaque, certificate, or ISA wings. No decision was made.
2. Education – Tiffany Vlasek (via email)
  - a. A copyright request has been submitted for the TIPs booklet.
  - b. The BOD has determined that ISA will not be a source for aviation/pilot data for research papers.
3. Newsletter – Krisan Wismer
  - a. Krisan's primary duty will be that of newsletter editor.
  - b. The masthead will be updated with current name and contact information.
  - c. Lisa Peasley is looking for a new publisher with the goal of reducing costs.
  - d. Julie Derrick is the ISA Webmaster.
  - e. Krisan requested that board members meet the deadline for articles.

# Bird of a Feather

by Captain Dotty Westby, ISA Member

Alcohol and pilots. Not a pretty picture. And we've gotten a lot of publicity recently around this issue: America West's pilots, the Atlantic Southeast pilot, Mesa. The old myth of the pilot swaggering out to an airplane after partying just isn't real, but there is a problem. Even now, some hang on to the idea that alcoholism is a social disorder or that it's caused by mental immaturity. While it affects at least 10% of the general population, crossing social, economic, racial lines, people still think that a drinker could just put down the bottle if he/she really wanted to. It's not that easy. Alcoholism is a disease. Even the AMA finally came out with that fact 'way back in 1956. "The alcoholic's enzymes, hormones, genes, and brain chemistry work together to create his abnormal and unfortunate reaction to alcohol." (Under the Influence, Dr. James R. Milam and Katherine Ketcham, p. 35).

Back in 1972 a brave pilot in recovery spoke to the ALPA Board of directors. Up to that time, pilots simply were terminated if they had a problem with alcohol. Some airlines insisted that they absolutely had no alcoholic pilots, and if one perchance were found, he would be fired immediately. This brave soul was speaking about the need to keep pilots' jobs after they were in recovery. In 1974 HIMS (Human Intervention and Motivation Study) was funded by a grant to ALPA from the National Institute of Alcohol Abuse and Alcoholism. HIMS training sessions began in March 1975 and, in the beginning, the target airlines were Continental, Frontier and Braniff.

And finally in 1976, with the approval of the General Service Board of Alcoholics Anonymous in New York City, a meeting in AA for pilots only was born. They called it Birds of a Feather. What's all this about and why is it in our ISA publication? Since we're a bunch of female pilots here, I thought you souls would enjoy this part. For a pilot with an airline, the process of returning to the cockpit after being busted for drinking is a long and arduous one. Perhaps you know of a fellow pilot who's gone through this. She may keep this completely to herself; or she may feel no need to hide the fact she's in recovery. They finally figure it out: everyone else knew they were drinking too much anyway - although while their drinking's going on, they are sure they've been hiding it well enough and that no one knows. Ah, that's the thinking of the true alcoholic. Someone found out and they were intervened, caught, stuffed into a treatment program, and eventually popped out again to face the world without alcohol. Some of us walk into a recovery program under our own steam having had, finally, enough of the confusion, pain, and deception which goes along with alcoholism. I'm one of those.

It's been fifteen years since I made the phone call to a friend I knew who was in recovery. My final decision to call wasn't really an 'aha' phenomenon; it was the result of an accumulation of the sorrowful and angry looks my kids would give me, the utter demoralization of realizing I had no power over my actions, and the stomach churning fear that my flying was at risk. I'm sharing this for the ISA pilots, women airline pilots. My purpose is two-fold: to get in front of the 90% the fact that alcoholism is out there, it is a disease, and perhaps open your eyes to the thought of helping someone whose drinking you noticed. And then to the 10% - perhaps put another brick in their wall eventually to stop them from drinking. I felt that way about my process. Each sorrowful look from the kids, each calm word from a concerned friend - these were bricks in my wall which eventually stopped me, causing me to make the call. I have learned a lot, seen a lot of fellow pilots and fellow humans survive major changes in their family structure, have watched them rejoice in their new lives, and yes, suffer from relapses too - all of it. Kind of like living is - only now it's clearer and sharper since alcohol isn't there to blur the edges and soften the hard knocks. You'd be interested to know that pilots have the best recovery record. With this disease under control in my life, I was able to finish my professional flying career, retiring as a B727 Captain [who now flies a Cub and an Aztec with my husband, a retired Delta Captain].

During this journey, I have found a meeting which has helped me immensely and it's called Birds of a Feather. It's the same batch of pilots who found themselves in the forefront those 26 years ago, gathering together for their own benefit, and to extend the hand to another stumbling flyer. Up until 1999, Birds of a Feather has been headed up by male pilots. After all, female airline pilots were few and far between during those early days, and of course, they didn't drink too much alcohol. Ha! We females share the same percentage of alcoholism among ourselves - approximately 10% of us are destined to be alcoholics. That's just the way it is.

*(continued on the next page)*

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*(birds of a feather continued)*

In 1999, Birds of a Feather had, as usual, its yearly international conference. This one was held in Colorado Springs. Since BOAF (Birds of a Feather) aspires to the same principals as AA, we do not have a president, a tsar, or a dictator; we just have a Secretary, known as "Big Bird," and an Alternate Secretary/Treasurer to take care of the details of the yearly international conventions and the other business which presents itself to any organization. At the 1999 gathering, they chose me as their first female to serve in number two spot of Alternate Secretary/Treasurer, and in 2001 to take the job of Big Bird. I teased them upon acceptance there in Dallas, where the convention was held that year, saying "Thank you for the trust you have invested in me. And thank you for recognizing, after only a quarter of a century, that there is also a woman in the cockpit."

To say I have been totally supported in this process by the Birds is to put it much too lightly. The pilots in AA work with each other in ways too numerous to count - from providing transport to meetings; to listening to gripes and problems, real and imagined; to rallying behind another pilot who may be having a particularly tough time with his/her company or family or life itself. Good stuff. Having made the decision to take the step into sobriety - and knowing that decisions are the only things over which we have much control in life - we are fortified and championed by our fellow pilots in recovery.

We have moved this year to assure the continuation of our Birds of a Feather. We have applied to get federal registration for the names we use - Birds of a Feather; BOAF International; and The Bird Word, our quarterly publication. We're stepping out, putting notices in publications such as ISA News, ALPA Pilot, and the like, about the fact that we exist and we can help. Notices were put in publications in years past, and articles were written, so this is not new ground. We're just reiterating the good news: pilots can recover from alcoholism. Pilots can go back to work after the crashing blow of being pulled out of a cockpit. Companies now support the process, the FAA supports it, and ALPA has been a champion of it since the beginning. We are making known our presence in the hopes that even just one soul, thinking she might drink a bit too much, would make the phone call which would set her on the path to recovery.

We have a website, which gives the history in more detail than I have. We have links to other help sites. And we always have our hands out to help in any way for the pilot who needs help. Anonymity is strictly preserved, no question about that. Thanks for the opportunity to write this.

NOTE: This is an informational article only. If you have any questions or need more details contact: Dotty Westby 954-781-2015 or [www.BOAF.org](http://www.BOAF.org). Strict anonymity is maintained.

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## Scholarship Award Winning Essay

by Clarice Young

As a young girl, I would look to the skies and make a wish whenever I heard an airplane. Clapping my hands twice, I would frame the aircraft with my fingers and wish that someday I could fly one of those planes.

Some wishes really do come true. Today, I am not only a pilot but also a fully qualified flight instructor, helping others to achieve the same dreams that I had as a little girl, something that gives me immense satisfaction.

Getting to this point, however, has meant plenty of self-sacrifice. What little money I have earned over the years has gone right back into my flight training. I haven't minded, of course, because flying is my passion. But I now want to take the next step in my flight training to become an Airline Transport Pilot and I respectfully request that I be considered for the ISA+21 International Career Scholarship to help me achieve that goal.

It's a goal toward which I've worked for several years now. I graduated Magna Cum Laude from Roosevelt High School in 1999, lettering in volleyball, basketball, and earning an All-State selection in softball. I went to Chaminade University on a softball scholarship that paid 80% of my tuition and worked in the Admissions Department to earn enough for the remainder.

My wish began to come true in May 1998 when I piloted an airplane for the first time during a half-hour introductory flight at Honolulu International Airport. My childhood dream suddenly became a grown-up passion. I was hooked and on September 7, 1998, I soloed. It was the biggest day of my life and one that I will never forget. I was a day of a million emotions. I was confident, happy, excited, nervous and terrified all at once as the reality began to hit me: I was a real pilot now.

*(continued on next page)*

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*(scholarship award winning essay continued)*

I got my Private Pilot license on December 30, 1998 and throughout my last semester in college I found every opportunity to fly. I had to juggle my time between school, work, softball, my studies, and the airport.

Nevertheless, I graduated Magna Cum Laude from Chaminate with a Bachelor of Arts in Business Administration and as a proud member of two National Honor Societies, Delta Mu Delta and Delta Epsilon Sigma.

But I had been having so much fun flying that I didn't realize how fast all my savings had dried up. By graduation time, I had nothing left. With my degree, I could have embarked on a business career but my love of aviation quickly overshadowed that. All I ever wanted to do was hang around the airport and fly every chance I could.

The owner of a local flight school was nice enough to hire me as an office manager. I was there all the time anyway so might as well put me to use. My duties were to answer the phones, schedule flights, clean the hangar, and wash airplanes. For \$5 an hour, which was credited towards my flight time, I spent countless hours under the belly of airplanes scrubbing oil and grease, leaving my hands cracked and burning from the washing solution. However, not every minute was spent in the shade and one benefit of doing this job here in Hawaii was that I got a great tan.

During my free time, I studied to become a ground instructor and started teaching ground school in October 1999. It was a wonderful learning experience. I learned teaching skills, self-confidence and all the while added to my aviation knowledge.

I kept teaching ground school while continuing as the office manager and working toward getting all my ratings:  
Instrument Rating, January 2000  
Commercial Single-Engine Rating, April 2000  
Commercial Multi-Engine Instrument Rating, May 2000  
Flight Instructor Rating, August 2000  
Multi-Engine Instructor, March 2001  
Instrument Instructor, May 2001

I love flight instructing, having the opportunity to share my experiences with others. I enjoy seeing people take pride in what they love to do helping them fulfill their dreams just as I am doing. To date, I have helped 30 people get their individual ratings.

I have wanted to get my ATP rating, but didn't have the money. But when I heard about the ISA+21 Scholarship through the Women in Aviation Conference, I saw a ray of hope.

I have just completed all the flight requirements for an ATP rating and I scored a perfect 100% on the ATP written exam. Now all I need is a helping hand on finances.

I plan to rent a Piper Aztec from George's Aviation for my ATP training and checkride. I'd like to start training on the simulator to save a little on the expenses. The simulator rents for \$40 an hour and I will need around four hours on the simulator. The cost to rent an Aztec is \$195 plus tax per hour. I believe I will need fifteen flight hours in preparation for my checkride. The Pilot Examiner cost will be \$400. I'm estimating that the total cost for me to get my ATP rating will be \$3,571 and humbly ask for a scholarship of \$3,500.

My monthly expenses average \$925. I share an apartment with three people and my portion of the rent is \$375. Food, bills, living expenses, and gas amount to \$550.

As a self-employed flight instructor, I earn \$20 per hour. But since September 1st, I have been averaging only 50 hours a month. During a month, I make between \$1,000 and \$1,500 on the high side. Based on all of this, I figure it will take me more than a year to earn enough money on my own to finance my ATP rating.

I have financed most of my training myself. I saved enough money through summer jobs to pay for my Private Pilot license and half of my Instrument rating. My job as office manager at the local flight school helped me finance my Commercial and Flight Instructor ratings. During that period, I was fortunate enough to win a \$3000 scholarship from the Tweet Coleman American Association of University Women.

Flight instructing has been my only job since August 2000. I loved instructing primary students, but after a while, I wanted to expand on my instructing capabilities. I kept saving money and paid for my Instrument Instructor rating, then my Multi-Engine Instructor rating.

I have also been a mentor for the Girl Scouts of Hawaii Teaming for Tomorrow Program for the past two years. In this program, high school students spend a full day with me learning about my job and the people I interact with. I have spoken at Kapiolani Community College about the many opportunities that exist in aviation and I have attended Career Day at several elementary schools in an attempt to spark the same passion in young future aviators that I had.

*(continued on next page)*

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*(scholarship award winning essay continued)*

I have worked hard but also have been very blessed. I have met some of the greatest women through aviation, including one wonderful lady named Opal Vivian Fagan, a WASP, an encourager, my inspiration, mentor, and dear friend. I met Vivian through the Aloha Chapter 99's.

She had so much to share, so many stories to tell and she encouraged me to continue with my ratings while establishing friendships with other female aviators. I took Vivian's advice and through the 99's, I have made lasting friendships. In 2001, I received the Aloha Chapter 99's scholarship of \$1000.

Vivian passed away in November 2000. I had the honor of scattering Vivian's ashes on a beautiful Friday morning. With the sun's rays shining brightly over Diamond Head, it seemed as if she "Put out her hand and touched the face of God." Everyday I look at Diamond Head and remember Vivian, the talks we had and the encouragement and inspiration she's given me. I hope to someday make a difference in someone else's life just as Vivian did mine.

*NOTE: See Clarice's biography on page 8.*

## **ISA+21 Ski Days February 10th-February 12th 2003 Keystone Resort, Dillon, Colorado**



Do you want to be part of this picture? Yes, you can be a part of this fun-loving group of women pilot-skiers. All you have to do is contact Cindy Shonk, Donata Hunt, or Krisan Wismer for details. If you are a beginner or an extreme skier we would love to have you all come. We will be having the get together dinner on Monday the 10th and the Board Meeting will be that week as well. Cindy is the best contact for places to stay and I am sure now that Julie has the ISA Website up and running we will have more specifics as the time grows nearer. We hope to see you for the ISA+21 Ski Days.

Cindy Shonk  
93 Cooper Drive  
Dillon, CO 80435  
(970) 468-0626  
CindyShonk@pobox.com  
(Husband – Jim)

Krisan Wismer  
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(303) 791-4246  
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Donata Hunt  
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Dillon, CO 80435  
(970) 513-0221  
donatahunt@aol.com

## On Life and ... Change

There is an old saying – “The only constant is change”.

I always thought I thrived on change. I loved the thrill of new places, new people, new airplanes, and new adventures. Nevertheless, I still approach change with a mixture of anticipation and trepidation because change begets change. One usually knows what initial event will occur, but it is the subsequent waterfall of repercussions that has a tendency to overwhelm even the most eternal optimist.

Right now our industry is again in the throws of a huge upheaval and unfortunately, it is the kind that none of us can choose or control. Previously stable and exciting careers with fast advancement are now thrown into a chaotic mess. One day we are flying the big ones across the pond, the next, we are looking in the want ads with a furlough notice in hand.

I remember my first furlough notice like it was this morning (yes, there were more than one). My mailman thought he was bringing me good news when he asked for my signature on the return-receipt-requested envelope. I already KNEW I was getting furloughed and yet it still felt like there was no air in my universe at that moment.

Then my optimist inner-self kicked in. Maybe this was the perfect time to start a family, try my hand at a home business, or dust off my CFI. But the domino effect of change became evident all too quickly. Soon thereafter, my company was out of business and I was out of a safety net.

And so it began. Thus far, my FAR-121 career spans two furlough notices, three bankruptcies, several fly-by-night operations and eventually, finally, a major carrier. As a result, I met some of the best people I have ever known and flown in some of the most exciting and challenging environments I have ever imagined.

But I can remember so vividly the emotional “rollercoaster” of furlough, the fearful uncertainty of bankruptcy, and the bitter disappointment of downgrading two seats. Maybe that’s why it feels like I’m suffering vicariously through this present downturn though I expect it to affect me only tangentially.

I don’t want anyone to experience what I did in the seven years before I found “stable employment”. I don’t want other women to have to prove their extraordinary resourcefulness and stamina to succeed or to have to make the heartbreaking choices between personal and professional dreams.

And yet, we’ve all done that already in our initial quest for an airline career. We’ve survived being disregarded, disrespected, and disenchanting. We’ve scrimped and saved just to get by as we flew another shaky aircraft for yet another shaky outfit. We have the common background of hard work, hard choices, and hard heads. These traits allowed us to succeed the first time, and I’m certain, they will help us to survive and thrive again.

Now, more than ever, it is priceless to have the companionship and support of the extraordinary women of ISA+21. Time after time, I am amazed by the generosity of time, money, and spirit freely given by the incredible women of this organization. As I mature in my career, I know it is my responsibility to develop as a role model and pass on some of my present good fortune.

So I have resolved to sponsor a furloughed woman and pay her ISA dues for the duration of her furlough. I know this won’t get her back to work any earlier, but I do know it will give her access to the knowledgeable, caring, sympathetic women here at ISA who have experienced all this upheaval before.

During my years of change and challenge, I didn’t use ISA as the support group of fabulous, genuine, female aviation professionals that it is. But for some other woman going through her furlough, that is one change I really hope to make. Who knows what domino effect this may start when I do this “one thing” for ISA and one of her members?

*Note: This is the first in a series of articles submitted under the pen name M. Vogel. They will be one woman pilot’s view “On Life and ... Whatever”*



I started my flying career January of 1989. I was 19 years old and had been an undeclared sophomore at Southwest Texas State University.

It was October of 1988 and I was invited to an Autumn Formal at the Air Force Academy and gladly accepted the invitation. When I walked the grounds of the Academy, I saw all these women there, and in my own head had convinced myself that they were ALL going to be pilots! Even though my Dad was with Braniff 1, Braniff 2, and ultimately with United, it had NEVER crossed my mind that women could be pilots! I'm not sure where I got that idea, but it's possibly because while non-reeving on Braniff, I never saw any females in the flight deck. I grew up always being intrigued with airplanes and flying and even had posters of airplanes up in my room throughout high school.

So, after my experience at the Academy, I thought to myself, "If these girls can be pilots, then I'm certainly going to try myself. If it doesn't work, then at least I can say I tried." Once I left Colorado Springs to go back to San Marcos, TX, I informed my parents that we needed to start looking for an aviation school that I could learn to fly as well as get a 4 year degree. After the shock wore off of my Dad, he started asking some fellow pilots at Braniff and someone told him about a small college and university in Killeen, TX, called Central Texas College and (at that time) the University of Central Texas. The reason why there are two schools co-located at the same campus is because the College is state supported, has only freshman & sophomore courses, as well as all of the flying, and the University has only the junior & senior level

courses, as well as post graduate degrees. I started school there January of 1989 and graduated May of 1991.

After graduation, I moved down to Austin to fly for a small corporate company and stayed there for two years. I flew the Merlin IIB, and then the HS 125. After flooding all commuters with my resume, SkyWest Airlines was the only one that responded to me positively, and invited me in for an interview. The interview was a success and I started with them in February 1993. I flew the Metroliner for 6 months, then the Brasilia (EMB-120) for two years, and finally the Canadair Regional Jet for one year. Again after flooding the majors with my resume, I received an invitation to interview with America West Airlines. The interview was a success and I started with them in February of 1997. They placed me in the Airbus 320, and that is what I flew for the two years I was there. I had been applying at other majors and received an invitation to interview at United. After successfully going through their process, I finally felt like I achieved the job I had sought for the past 10 years!! I started with United in January of 1999 and my initial assignment was a Denver 727 S/O. After 13 months on the panel, I went to training for right seat of the A320, which is where I am currently.

The change that my life took happened on my very first IOE trip for the 727 S/O. I requested a particular person for my IOE, because I knew him from SkyWest as well as America West. When I joined them on the second day of the trip our schedule for that day had changed because of weather in Chicago.

We ended up having an unscheduled long layover in Chicago. Our crew went out to one of the islands to wait for our limo pick up and we realized we were going to share the limo with a Denver 757 flight crew. By the time we got to the hotel, my LCA invited the 757 crew out to dinner with our whole crew. The Captain declined the offer, but the handsome First Officer accepted. We went to dinner and had a wonderful time. The handsome First Officer was Matt P. Walker and about a week after the initial meeting, he wrote me a very nice letter. He asked if I might want to explore Denver together, because he was also relatively new to Denver. I took him up on the offer and about a month later we went to a Shania Twain concert. That was our first official date.



After dating for two years, we got engaged, and set the date for one year later. We got married June 8th, 2002, on a sunny afternoon in downtown Denver. We honeymooned for two weeks in Maui and had a blast. We've now settled into married life and absolutely love it.

*NOTE*

*Celine Schueler Walker is an ISA member and a United A320 First Officer based in Denver.*

*Since our industry is in a state of being that has not been seen in a while we are all experiencing some changes. Many of our members have had to face a furlough; the numbers are included in this newsletter. And while furlough stories are not new among you members who have "been there, done that", we thought we would include what one of our ISA members has been doing since receiving her furlough notice.*

*Our membership Chairman, Melissa Monahan, submitted the following. She was kind enough to take the time to tell us of her experiences since being furloughed from US Airways as of January 2002. She has been busy.*

Although most of the time I felt I had my emotions and thoughts under control during this time off, I had my moments of utter disbelief and disappointment at how much could change in such a short time. Below is a timeline of what I did while I was on furlough. I've included not only my job search endeavors but also a lot of personal traveling that I was able to do. Please feel free to use whatever info from that you want. I wasn't sure if you wanted it all or just job search items. It's always easier looking back, but now that I see the light at the end of the tunnel I am so thankful that I took some of this time off to spend with Jerry, travel, and see family and friends. I would have never been able to do all of this had I been flying full time. I'm sure all of us at one time or another after having a long or bad trip have wondered if flying is worth everything we go through with being away from our loved ones so much, not to mention our own beds and pillows, ha. For me not being able to go up in an airplane for that length of time made me realize how much flying is a part of my life and although certain sacrifices go along with it, I can't imagine the rest of my life without it. That's why even though I followed through on plans B and C (Real Estate school, etc.) I always kept pushing myself to find something back in aviation.

Sept. '01-Announcement of my pending furlough scheduled for Jan. 1, 2002.

Nov. '01-Attended the Embry-Riddle Aeronautical Univ. job fair in Daytona Beach, FL



Dec. '01-Applied for a 737 Type rating through the Philadelphia Workforce Development Corp. On Dec. 29th I finished my last trip prior to furlough and commuted straight to MO to spend the New Year's holiday with family. (First time in years I had that opportunity)

Jan. '02-Made two trips to Dallas (Jerry was in B737 training at Higher Power Aviation). Attended a friends wedding in Dallas. Took the rest of the month to get caught up on life and research job opportunities. Updated all of my airline apps on file and mailed resumes to potential employers.

Feb. '02-Attended ISA ski days. Took a seven-day cruise in the Caribbean.

Mar. '02-Flew to Syracuse, NY for an open house for start up carrier Legacy Airlines.

Found out we were expecting. Baby due in Nov. (Must have been the cruise.)

Attended the WIA conference in Nashville, TN. Travel to MO to tell my family the great news.

Spent a week in FL at the beach with friends. Signed up for a class to obtain my Real Estate license. Spent Easter with Jerry's family in MA to break the great news.

April. '02-Spent long weekend in Williamsburg, VA with family.

Started Real Estate School (3 nights a week for 12 weeks) Renewed my flight instructor certificate.

May '02-Attended the ISA+21 convention in New Orleans. Spent Memorial Day weekend with family.

June '02-Traveled to MSP to visit a friend (She was also furloughed from US Airways and expecting). Sent in Netjets application. Applied for several part-time jobs. Received an offer from Eddie Bauer to start in July. Received a job offer from Legacy Airlines (no classes scheduled at the time).

July '02-July 2nd I graduated Real Estate school. July 3rd I took final National and State Real Estate exam. July 3rd I received a call from Netjets offering an interview. July 15-16 interviewed for Netjets. July 22 first day of work at Eddie Bauer July 22 was called an offer a job by Netjets. July 26 started Citation V training in Columbus, OH for Netjets.



On September 11th, 2003 14 United pilots got together to remember and to be together. It was amazing that 14 of us were able to get the day off and get together for lunch. This group of women pilots started several years ago under the leadership of Emily Warner. She is a very far-sighted woman. She and several other women who worked at the United training center got together to discuss those things we find only common to women pilots much like the 21 ISA members did in 1978. We try to “do lunch” once a month and then we usually have a big party near the holidays. In September the lunch happened to fall on the 11th...it was a good thing. Another amazing thing about these women is that each one of them has worked in some capacity at the United training center. Pretty neat, eh?



From left to right around the table: Bebe O’Neil, Marion Bullington, Deb Ings, Sherry Harriman, Amy Maddox, Yolanda Witvliet, Betsy Benton, Cindy Allen, Gail Luster, Krisan Wismer, Emily Warner, Theresa Thurber, and Becky Griswold. Four members not present were Debora Trantor, Linda Kroll, Mary McMillan, and Tricia Jimenez. Thanks to Janna Shea for taking the picture.



### Smithsonian’s Air and Space Museum

By Connie Tobias and Morgan Greschel Reeb

Filled with people and alive with excitement the Smithsonian’s Air and space Museum opened their new planetarium in concurrence with Girl Scout Day.

Morgen Greschel Reeb (American), the Old

Dominion Chapter of the 99’s, and Connie J. Tobias (US Airways) were armed with simulators, videos, posters, and handout materials that encompassed two booths. The 99’s in their decorative airplane pins and earrings and Morgen in her airline uniform provided guidance and fun at the simulators. The line to actually fly one of the simulators was never short. Connie in purple satin flying suit with hood, 1911 laced knee boots, goggles, gloves, and scarf did continuous historical reenactment of Harriet Quimby and answered hundreds of questions. The then and now of aviation displayed was a terrific way to honor our aviation heritage, impact education, inspire, and have fun! Having the

opportunity to be one of the female pilots at this event was tremendously rewarding.

There were many impressive questions from the youth and adults alike. After examining some of the photos of the planes and studying each of us, one 11 year old said, “if you can do this, so can I!” “You bet you can!” was the reply. One young lady rushed up to me and said she had wanted to be a pilot since she was four and had grown up. After answering some of her questions I inquired about her current age... “five and a half”, she exclaimed.

Dawn your uniform in Washington D.C. next April and join us in the quest to be visible in our effort to encourage, educate, and inspire. Be paid with joy!

Until then... Blue Skies to all!



Pictured: Connie Tobias (L), Morgan Greschel Reeb (C), and Caroline Sadler (R)



## My Flight With Egypt

by Tiffany Vlasek

The weekend of August 9th I was assigned a reserve trip with a long

LGA layover. We were to stay at the Park Central Hotel in Times Square. The first day and a half of the trip was uneventful and we landed in Raleigh-Durham on Saturday afternoon with one more leg to go, our RDU-LGA leg, and then the big layover in Manhattan on a Saturday night. The whole crew was excited about this layover for different reasons. The captain lived in Jersey and his wife was coming in on the train for a little "husband and wife time" away from the kids. The flight attendants planned to take a carriage ride around Central Park and then dinner at Tavern on the Green. Me? I was planning to meet a friend from college for dinner.

We landed in RDU after getting our butts kicked on the descent below about 7000 feet. The whole ride had been smooth up to that point and it was a beautiful day on the east coast. I was looking forward to the LGA leg as I had asked the captain if I could fly it. I had been based in LGA previously with Business Express Airlines but I hadn't flown into NY for a few years. Of course the pilots have the best view in the whole airplane so we were in a great mood that afternoon.

The captain and I were all set up and ready to go and the boarding process was just beginning. Alex (the captain) and I were chatting away and then we heard this horrific sobbing. We both turned around to see a young girl getting on the airplane with an agent. We were staring and trying to figure out what was going on and asked the agent what was up. She whispered that the little girl was scared about the flight.

Well, this little girl was sobbing. Her mouth was wide open and tears were streaming down her cheeks and she was just inconsolable. I got her attention and motioned for her to come in the flight deck. "Sweetie, are you ok? Can you tell me what's wrong? Why are you crying?" I said. "I'm afraid that something's gonna happen to the airplane!" she wailed. Dear God...how do I explain this to a child when I don't understand it myself? I came to find out that this was only her second flight on an airplane ever. I asked her name and she told me it was Egypt. I put my fingers on her chin and gently turned her face towards me and said "Egypt, look at me, look into my eyes. Nothing's going to happen. There will be no bad people on this airplane, the weather is great and everything will be just fine, I promise you, ok?"

Of course, the general rule is never promise anything because when it doesn't happen...well, you know. But what could I say to her? I had to reassure her that she'd be ok. I said, "After we take off, I'll come back to your seat if you're doing ok, is that alright?" "No, no, I want to you stay up here with him," she said, pointing to Alex. We looked at each other and laughed to ourselves, and I said, "Ok, I'll stay up here and keep an eye on Captain Alex, is that ok?" She seemed to be calming down a bit so the flight attendants took her back and put her in a first class seat and even found an older teenage girl to sit with her and keep her company.

We got under way and as we expected, got our butts kicked on the way out of RDU. I was hoping that Egypt was doing ok with this bumpiness but pretty soon the ride smoothed out and it was clear sailing into NY.

Upon reaching cruise, I got on the PA and made my usual announcements (ETA, temp at ETA, seat belt sign off, etc.). Then I added, "Folks, I need to

take a minute to talk to my friend Egypt. Egypt is traveling by herself today and when she got on the airplane she was a little nervous." I continued, "Egypt sweetie, this is First Officer Tiffany. I want you to know that everything is ok up here. The airplane is fine and Captain Alex and I are having a great time flying today. Everything is great and we're going to have you in NY before you know it. I want you to try to enjoy your flight, ok?"

About ten minutes later, one of the flight attendants called up front and I asked how Egypt was doing. "You should see her," she said, "we can't get her to be quiet now! She's having a great time, and she wants to know if you can fly for another 100 years!"

Well, by now, I'm practically in tears. But of course, they were tears of joy. How often in our jobs does one get the chance to so completely change a person's attitude? By the time we landed we were informed that Egypt was giving all the flight attendants Tootsie Pops "for your children." She had made friends with everyone around her and you'd never have known that she had been so upset previously.

After we parked at the gate, I jumped up and went back to see Egypt. There she was with a huge smile on her face and a completely blue mouth from her Tootsie Pop. As all the passengers filed off, most were smiling and saying hello to her, telling her how brave she had been. I sat down with her and we talked some more and she asked if I could fly for 100 more years. "Well, sweetie, I wish I could but maybe I could fly for 25 more years. How about that?" She informed me that that would be acceptable! She also wanted to know if I was scared when the plane was turning. I asked her if she new why the ride had been kind of bumpy on the way out of Raleigh. "Rocks?" she asked. Too cute...!

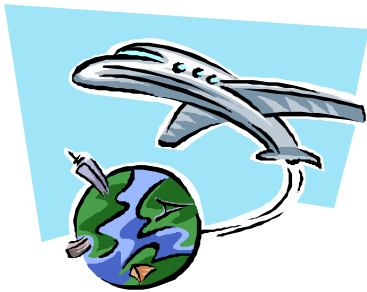
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Before she got off the airplane I asked her for a hug and she threw her arms around me. "Take care, sweetie," I said. And off she went with a huge grin on her face.

While I anticipate my upcoming furlough, I think about Egypt and remember times like that when maybe, just maybe, I was able to reassure a nervous little kid or even a nervous adult. With the anniversary of September 11 coming, I will remember my colleagues who fought futilely to keep their passengers safe from harm. I will remember the passengers who put their trust in the pilots and flight attendants but were ultimately overcome by the bad people.

For the next seven weeks I will go to work and try to honor their memory.



**Excursion in Bombay  
or How I Benefited  
From Doing An ISA  
Scholarship Interview**

By Nancy Lemmon (Federal Express)

Last year, I had the opportunity to interview a young Indian (as in curry, not pemmican) woman, Amrita Pereira, who had applied for an ISA Scholarship. She was later awarded the Fiorenza De Bernardi Merit Scholarship, which allowed her to complete her Multi-engine/Instrument rating. She is soon to start teaching ground school for a flight school in India.

In gratitude, her parents, with whom I have remained in contact, wanted to take me out to dinner during one of my Bombay layovers.

Accordingly, last November, during a Bombay layover, we met up in the lobby of my of my hotel in the old Fort Area, joined by my captain.

We broke the ice with a bottle of champagne from the lobby bar. Mr. And Mrs. Pereira (Portuguese names abound in India, left behind by colonists of centuries past) were gracious and effusive in their gratitude for the assistance that ISA gave to Amrita. Mrs. Pereira was dressed up in a lovely silken sari, and I had risen to the occasion by wearing a Punjabi dress (mid-calf dress with side splits over loose slacks, bunched at the ankles).

We went to the Khyber Pass, a restaurant chosen by Mr. Pereira not far from the hotel. The restaurant was a vision of white marble, much like the inside of a Mughal palace...lobed marble arches, fountains...it was right out of 1,001 Arabian Nights. There was NO WAY I was going to let Mr. Pereira pick up the tab for four people in here, not when Amrita's scholarship amounted to about a year's pay in Indian middle management. A plan started to take shape.

After many cocktails, 17 different dishes, and two bottles of wine, plus after dinner brandies (the British left some great traditions behind, you know), the inevitable trip to the loo had to be made by your humble correspondent. Mr. Pereira asked for the bill, but the head waiter, with whom I was now in cahoots, just gave him "that head thing" that Indians are

so good at...you know the one, it's not a "yes" not a "no" just a sideways figure-eight thing that always leaves me guessing.



By the time I returned, I had signed the bill (a whole \$120 for four people, can you believe that?) and Mr. Pereira had just figured out that he'd

been outfoxed. Protestations erupted in flowery English: "But, please, you are our esteemed guest, it is our most humble pleasure to show some small bit of gratitude for the generous assistance given to our daughter..." etc. "Now, now," I replied, "settle down...I've had bar bills higher than this, for God's sake; I'm not letting you pick up this tab. I have bigger plans in store for you, however; fear not. I fully intend to allow you to show your gratitude, but in a different way."

A hush settled over the table, my captain rolled his eyes and ordered more brandies all around. Mr. Pereira insisted that the tab for this round go to him, and I acquiesced. "Now, I have this same layover next weekend, EXCEPT..." "Yes?..." EXCEPT, I'm supposed to deadhead out the next day as a paying passenger on Singapore Airlines, all the way to Manila, and then I have four days off. What you can do, what I would love more than anything, is to stay here in Bombay for the weekend instead, and get a guided tour of the city from someone who lives here. This I will allow...dinner tabs, I will not." They looked at each other as if to say, "that's it?" They readily agreed. The deal was sealed with the last round of brandies.

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The next weekend, the Pereiras picked me up at my hotel after I'd checked out. We did the nickel car tour of the old Fort Area, which is full of wonderful colonial architecture from the days of British Raja. I think Victoria Terminal (the Main train station) has to be one of the most beautiful buildings ever put up in Asia...lobed arches, caliphate columns, pierced marble partitions, elaborate stonework...all of which reflect India's still plentiful supply of cheap manual artisan labor.

We then parked near the bay and boarded a boat for the one-hour trip to Elephanta Island, where we passed the afternoon touring the sixth and seventh century temples cut into the solid rock of the hilltop. One of the most memorable larger than life size sculptures was the Sapta Matrika...the Seven goddesses. Many people aren't aware that Sanskrit is thousands of years older than Latin and Greek, and in fact was a large influence on both. The link can be seen in the name Sapta Matrika...sapta-septa, "seven" and matrika Mater,

"mother". Afterwards, we returned to the Fort Area and toured the Gateway of India, a huge edifice like a smaller Arch of Triumph, which commemorates the arrival of King George V in India, and the Taj Mahal Hotel, another colonial grade dame in the style of Victoria Terminal. They just don't build hotels like this anymore, folks. It was all so colonial from a past era. The only thing missing was a gin and tonic, which was quickly remedied, as it was after 5:00 p.m.

I managed to get in an hour's shopping on the Colaba Causeway and got dizzy from the vast array of beautiful Indian silks, notepapers, handicrafts, etc., and all SO CHEAP! I did all of my Christmas shopping with less than \$100, and my friends just loved everything I got for them. Beautiful note cards with colonial scenes, 6/\$1.00; Pashmina shawls \$10.00; silk at \$4.00 to \$8.00/yd. I went broke just saving money. Burdened with my new bargains, we drove about an hour through absolutely hair-raising traffic to the Pereiras home in the Chembur district. I

have determined that in India, red lights and highway stripes are advisory only. We dodged motorized rickshaws, vegetable hawkers, beggars, overloaded trucks, seemingly blind drivers, and cows...can't leave out the cows. You've heard of Urban Cowboy? In India, it's urban cows...everywhere. Grazing on median strips, picking through vegetable rubbish, wandering through traffic. After arriving home, Mr. Pereira did a masterful job in keeping me plied with "nerve tonic". "Veddy dry, so teddibly kind of you"...while Mrs. Pereira insisted on "one more thing"...yes, folks, I got my own "push-starter", a bindi spot, stuck on my forehead right between the eyebrows. I must have looked odd, indeed, with long blonde hair and bindi and sari. But I had a great time and was warmly welcomed by the entire family, and wouldn't have missed it for the world.

And just think...if I hadn't gotten involved with the Scholarship Program, I would have missed all this and more. See the next newsletter for details of my latest interview adventure.

### *The Lighter Side*

*Age Activated Attention Deficit Disorder*

*I have recently been diagnosed with A.A.A.D.D.!*

*This is how it goes: I decide to wash the car; I start toward the garage and notice the mail on the table. OK, I'm going to wash the car. But first I'm going to go through the mail. I lay the car keys down on the desk, discard the junk mail and I notice the trashcan is full. OK, I'll just put the bills on my desk and take the trashcan out, but since I'm going to be near the mailbox anyway, I'll pay these few bills first.*

*Now, where is my checkbook? Oops, there's only one check left. My extra checks are in my desk. Oh, there's the coke I was*

*drinking. I'm going to look for those checks.*

*But first I need to put my coke further away from the computer, oh maybe I'll pop into the fridge to keep it cold for a while.*

*I head towards the kitchen and my flowers catch my eye, they need some water. I set the coke on the counter and uh oh! There are my glasses. I was looking for them all morning! I'd better put them away first.*

*I fill a container with water and head for the flowerpots...Aaaaaaagh!*

*Someone left the TV remote in the kitchen. We'll never think to look in the kitchen tonight when we want to watch television so I'd better put it back in the family room where it belongs.*

*I splash some water into the pots and onto the floor; I throw the remote onto a soft cushion on the sofa and I head back down the hall trying to figure out what it was I was going to do?*

*End of Day: the car isn't washed, the bills are unpaid, the coke is sitting on the kitchen counter, the flowers are half watered, the checkbook still only has one check in it and I can't seem to find my car keys! When I try to figure out how come nothing got done today, I'm baffled because I KNOW I WAS BUSY ALL DAY LONG!!! I realize this is a serious condition and I'll get help, BUT FIRST I think I'll check my e-mail...*



## “Hot Pink Notams”

By Celine Schueler Walker, UAL A320 F/O and Krisan Wismer, UAL A320 Captain

“Hot Pink Notams” were sent out for all airports both east and west of the Mississippi River from July 5th until July 21st, 2002. All aircraft were on alert. Apparently, there were two female pilots flying together across the United States in “Fifi”(Airbus-320 or -319 for those who don’t speak French). If you were to come in close contact with the crew of the aircraft you might hear such comments as “Smoothest landing I have ever experienced!” “What a great flight”, “Do they actually let you fly together?” “What no males on the crew?” “Can that be laughter and conversation coming from the cockpit?”

In the month of July one of those rare things happened, First Officer Celine Schueler Walker and Captain Krisan Wismer flew all month together. How nice to fly with someone who understood you instinctively and who you understood as well.

We had a “normal” month...tracon flooded at Houston International...three hours late to Denver to connect to Reno...company had no more pilot reserves so we flew to Reno...company provided an electric cart in Denver to expedite the plane change...no driver and we walked...how do you make up three hours...go-arounds due to poor vectoring...weather...mechanicals...all of it seemed less stressful as we thought alike and worked easily as a team.



Of course we had to have a “girls night out”. We had a long layover at an upscale hotel in Houston. The hotel provided a free drink voucher but the bar closed at midnight...we arrived at the hotel ten minutes after. We planned our own party in Celine’s room and room service provided the catering. Female pilots always seem to make it happen.

The limo drivers were wishing for earmuffs, as we were sure they had never heard two pilots engaged in non-stop conversation to and from the airport. You bet we were having more fun than possible but it was a great break from all of the stress after September 11th, 2001.

It is so strange to see the looks on people’s faces when they realize that two female pilots took them from point A to point B safely, especially after doing it for over twenty years. There are many people we fly with throughout our careers, but very few people that we truly have a great time with and look forward to starting a trip because you get to fly with them. We hope to have many other opportunities to fly together, but we know those times are few. Who else has either flown with another ISA member or another female pilot and has a great story? We would love to hear from you.



# 10 THINGS WOMEN SHOULD KNOW ABOUT FINANCIAL PLANNING

1

Anticipate you are likely to live a long life and plan accordingly. In fact, according to U.S. Census Bureau statistics, a woman who reaches age 50 today without serious health problems can anticipate celebrating her 92nd birthday.

2

Beware of being overly conservative in your investments. While there is a correlation between your age and the amount of risk you should assume when investing, being too conservative can seriously erode the value of a retirement account. You may need to rely on this money for 30 years or more. That's why you should think of retirement as a long-term investment. Consider keeping a significant portion of your portfolio invested in stocks, as long as possible.

3

Pay yourself first. Invest for your future now. By investing systematically over a period of time, you will be surprised how fast your nest egg can grow. For example, by using Salomon Smith Barney's Systematic Withdrawal and Investment Schedule (SWIS), you can "pay yourself first" through systematic purchases of shares of Salomon Smith Barney's funds or other selected mutual funds.<sup>1</sup>

4

Choose an IRA that's right for you. Salomon Smith Barney's complimentary analysis uses our IRA & Pension Calculator to compare the projected results of contributing to different types of accounts, including transferring assets from a Traditional IRA to a Roth IRA.

5

Fund your IRA, 401(k) or other employer-sponsored program to the maximum. You can build up a good portion of your retirement savings if you contribute the maximum allowable amount into deferred-income plans, such as a 401(k). Not only will you reduce your current taxable income, but also the tax-deferred compounding feature of these plans allows you to accumulate more than you would in a comparable taxable account.

6

Remember this special Social Security tip: Even if you are divorced, you are entitled to one half of your ex-spouse's Social Security benefits, if you were married for at least 10 years and have not remarried. A widow, as long as she doesn't remarry before age 60, is entitled to at least 71% of her husband's Social Security benefits. If she waits until she is 65, she is entitled to 100%. For more information on your particular circumstances, call the Social Security Administration at 1-800-772-1213.

7

If you are employed and decide to switch jobs, check your complete benefits package, including the portability and vesting rules of your retirement plan. The U.S. Bureau of Labor Statistics reports that, on average, working women over age 25 switch jobs every 4.8 years. This job-change frequency often limits the growth of retirement plan assets due to vesting requirements typically set at five years.

8

Investigate your employer's tuition reimbursement benefits. A recent study conducted by the National Center for Women and Retirement Research<sup>2</sup> reveals that only 45% of women surveyed planned to retire before the traditional age of 65. Going back to school to develop "secondary employment skills," or to learn a new field, can be a tremendous benefit if you choose to make a career or job change at a later date.

9

Consider long-term care health insurance. You can't afford to ignore this important insurance option when you consider that the cost of in-home care or a nursing home can run to \$60,000 or more per year. An unfortunate health problem could easily deplete your entire retirement reserve.<sup>3</sup>

10

Plan ahead and don't leave everything to Uncle Sam. If you expect to leave something to your heirs, establish an appropriate estate plan. Without proper planning, estate taxes (that may range from 37% to 60%), state taxes and income taxes on retirement plan distributions could reduce your estate by over 75%. Essentially, your heirs may receive only a fraction of all you've worked so hard to accumulate.

<sup>1</sup> This strategy does not guarantee profit or protect against a loss. Investors should consider their willingness to continue purchases through periods of low prices.

<sup>2</sup> Source: Survey of 1,400 women born between 1946 - 64, National Center for Women and Retirement Research, Southampton College of Long Island University, 1996.

<sup>3</sup> Source: Health Insurance Assoc. of America, 1998.

Bonnie Briskin, a financial consultant with Saloman Smith Barney asked if she could submit the above information into the ISA newsletter. She has suggested a series of articles on "Investing for Women" might be of interest to our organization. She will focus on areas suited to independent women - raising money savvy children and protecting themselves financially.. If this series of articles would be of interest to you, please let me know. Krisan Wismer, ISA Newsletter Editor, e-mail: kaptainkrisan@aol.

## 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: Melissa Monahan, 805 W.Boxborough Dr., Wilmington, DE 19810 USA Phone: 302-475-3421 E-mail: msmonahan@comcast.net

## 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: Terri Bartolero, 431 Lee St. #15, Oakland, CA 94610 USA Email: terrib80@ispwest.com

## CALLING ALL CAPTAINS!!

For inclusion in the ISA+21 Captain's 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: CammyMcHenry@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.

### ELECTRONIC FORMATS

- **Text:** Use simple text (.txt), Rich Text Format (.rtf), Word for MacIntosh/Windows (.doc), or Adobe Acrobat (.pdf), WordPerfect (.wpd).
- If the article is small enough, you may also just send it as part of the body of an e-mail.
- **Photos & images:** Use .jpg or .tif format
- Zip multiple files or attach a single file to an email

### EMAIL:

Krisan Wismer, Editor  
kaptainkrisan@aol.com  
303-791-4246 home

### SURFACE MAIL:

Krisan Wismer, Editor  
1261 Northcrest DR  
Highlands Ranch, Co 80126, USA.

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 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.

**The ISA Store**

by Carol Cansdale



Provides logo merchandise for our membership while lending support to the ISA General Operating Fund.

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

**ISA Video**

This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom or buy one to donate to your local library. \$23.00.

**"Buzz" Pen**

ISA "Buzz" Pens - You'll want one of these and one for your fellow pilots. Powered by two watch batteries, these light up red and illuminate your writing surface at night. Don't fumble for that cockpit reading light again, just whip out your buzz pen! Only \$6.00.



**Attention ISA members:**

After many devoted hours to the ISA store, Carol has determined it's time to pass on the torch. She is looking for one of you to do your "one thing" for ISA. If interested in this position, please contact Carol at 952-906-2833.

**ISA Key Ring**

Made of soft white plastic imprinted with the ISA logo in blue, the key ring is perfect for the house keys or that cockpit key you keep in your uniform pocket. \$2.00 ea.



**Highlighter Pen**

They're back! It's a yellow highlighter on one end (great for maps) and a ballpoint pen on the other. These pens come in white and are emblazoned with the ISA logo. \$2.00 ea.



**ISA Logo T-shirt**

Just your basic T-Shirt, but you'll love the feel of these 100% Combed spun cotton shirts. The shirt is tastefully imprinted with the ISA logo in royal blue. Available in M, L, and X-L and reasonably priced at \$15.00.



**ISA 8-Function Pocket Knife**

Similar to the popular Swiss Army knife, this knife features a nail file, can opener, bottle opener, very sharp knife, Phillips head and regular screwdrivers, scissors and corkscrew. The ultimate survival kit! Did I mention it also has tweezers and toothpick? \$10.00 ea.



**ID Lanyard**

The latest way to display your company badge, this hefty lanyard comes in navy blue and features a nifty slide release so you can remove just the ID portion of it. The lanyard comes with a plastic 'bulldog' clip to accommodate all forms of badges. \$8.00 ea.



**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 \$5.00.

**Pen Light Key Ring with Safety Whistle**

A girl's best friend! This 2" long penlight glows in the dark and comes with a handy keyring and brass safety whistle. \$6.00 ea.



**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. or 2/\$5.00.



**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 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. \$27.00



**ISA Lapel Pins**

For those of you who don't have an ISA Lapel Pin 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 Notepads** 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 \$2.00 each.



**Membership Binder**  
\$6.00 ea.

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424. Please make checks payable to ISA+21. email: [carolcansdale@cs.com](mailto:carolcansdale@cs.com); phone: 952-906-2833.

See the ISA Store Order Form, on next page. p.XX



### Your Address & The Newsletter

Be sure to notify the Membership Chair when you change your address.

Because Newsletters are mailed third-class, they are not automatically forwarded to your new address.



### ISA Store Order Form

Name \_\_\_\_\_ Phone \_\_\_\_\_

Date \_\_\_\_\_

Address, City, State, Zip, Country \_\_\_\_\_

**Please send the following ISA items:**

	Price	Quantity	Color/Size	Total
Decals (blue and gray on glossy white, 2.5")Free shipping	\$ 1.00	_____		\$ _____
Eight Function Knife	\$10.00	_____		\$ _____
Highlighter Pen	\$ 2.00	_____		\$ _____
Identification Lanyard	\$8.00	_____		\$ _____
Key Ring	\$2.00	_____		\$ _____
Lapel Pin (gold logo on black background)	\$4.00	_____		\$ _____
Luggage Tag	\$3.00 or 2/\$5.00	_____		\$ _____
Membership Roster Binder	\$6.00	_____		\$ _____
Notecards & Envelopes	\$5.00/15	_____		\$ _____
Notepads	\$2.00	_____		\$ _____
Penlight w/Safety Whistle	\$6.00	_____		\$ _____
Thermal Travelers Mug	\$10.00	_____		\$ _____
Video (history of women airline pilots)Free shipping!	\$23.00	_____		\$ _____

**ISA Clothing:**

ISA Logo Polo Shirt (white or navy,S or M only. Sorry, no L or XL.) \$27.00 \_\_\_\_\_ \$ \_\_\_\_\_



**New:**

Buzz Pen \$6.00 \_\_\_\_\_ \$ \_\_\_\_\_

ISA Logo T-Shirt (M, L, X-L) \$15.00 \_\_\_\_\_ \$ \_\_\_\_\_

Medium (M) not available until spring of 2003.

**Shipping Cost:**  
Based on Sub-total order amount:  
• Up to \$20.00, add \$5.00.  
• \$20.01 and over, add \$8.00.

**SUB-TOTAL** \$ \_\_\_\_\_

**+** **SHIPPING** \$ \_\_\_\_\_

**TOTAL** \$ \_\_\_\_\_

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

## FURLOUGHS AS OF AUGUST 31, 2002

We had all hoped that by this time the furlough numbers would be decreasing and the economy and our industry would be on the mend. Unfortunately that is not case. We can expect the numbers to continue to rise. The good news is that some of the numbers are decreasing for the national airlines but the bad news is that AA recently announced 550 furloughs over the next 6 months, all of these pilots will be former TWA. DAL continues to furlough and we will likely see the numbers rise from US Airways and UAL. Somewhere along the way we have all benefited from someone giving us a helping hand, whether it was a shoulder to cry on, someone to listen, or someone you didn't even know gave you a job recommendation. We will never forget those that helped us along the way. Please be that person for someone else. Take a moment to think about how you can help a furloughed pilot. When filling out your membership renewal, why not sponsor a furloughed pilot from your company?

### Number of Pilot Furloughs (change since last ISA News)

#### Majors

Airborne Express	44 (+6)
America West	15(-41)
American Airlines/TWA	696(+550 over next 6 mos.)
American Trans Air	125 (+79)
Continental Airlines	439
Delta Air Lines	836 (+91)
Northwest Airlines	490
United Airlines	844
US Airways	1070
<b>TOTAL</b>	<b>4559 (+135) not including 550 AA/TWA</b>

#### Nationals

Air Wisconsin	0 (-30)
Atlas Air	0 (-78)
Champion Air	4
Gemini Air Cargo	4 (+24)
Kitty Hawk Air Cargo	81(-41)
Midwest Express Airlines	62 (-6)
Ryan Int'l Airlines	110
Polar Air Cargo	31(-3)
Sun Country Airlines	228 (-42)
USA Jet	0 (-2)
<b>TOTAL</b>	<b>613 (-43)</b>

**Commuters/Smaller Carriers Total**            **1740 (+683)**

**GRAND TOTAL**                                    **7743 (+775)**

Numbers furnished by Air, Inc. [www.jet-jobs.com](http://www.jet-jobs.com)

#### Not Operating

Vanguard	125
Express One Int'l	231
Midway	475
<b>Total</b>	<b>831</b>

## EDITORS NOTE:

Look in the February Newsletter for articles about Re-enforced Cockpit Door Modifications and Cabin Video Monitoring Systems. Also, there will be more information on the Convention in Zurich and a registration form. Don't forget to mark your calendar for the ISA Ski Days February 10th thru the 12th, 2003. Have a good holiday season and see you next year!



**International Society of  
Women Airline Pilots**  
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Las Vegas, NV 89119-6594 USA

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