



www.iswap.org

ISA News

International Society of Women Airline Pilots

February 2003
Volume 24, No. 3

24th Annual ISA Convention Zurich, Switzerland May 13 - 15, 2003



ISA PLANNING CALENDAR

See ISA on the
Web at:
www.iswap.org

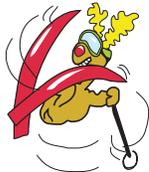


January 2003

(6-9) 41st AIAA Aerospace Sciences Meeting and Exhibit, Reno, NV
www.aiaa.org

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) 14th Annual International 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 February 1st

The International Society of Women Airline Pilots, founded in 1978, has over 463 members from 69 airlines in 22 countries. ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg. or more.

ISA News is published four times a year in February, April, August, and November. All material in the ISA News is copyright © 2002, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor. The opinions expressed in the articles presented in the ISA News are those of the authors and shall not be construed to represent the policies or opinions of ISA+21. Neither ISA+21, nor the Editor nor the Publisher can accept any responsibility for the correctness or accuracy of the materials printed herein or for any opinions expressed. Opinions of the Editor or contributors do not necessarily represent the position of ISA+21.

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

Newsletters	USD\$6.00 (US Domestic)	ISA News Editor
	USD\$7.00 (outside US)	1261 Northrest DR
Articles	USD\$2.50 (US Domestic)	Highlands Ranch, CO 80216 USA
	USD\$3.50 (outside US)	Phone: 303-791-4246
		E-mail: kaptainkrisan@aol.com

ISA International Society of
Women Airline Pilots
www.iswap.org

24 West Mall Drive
Huntington, NY 11743 USA

Board of Directors

Tiana Daugherty

CHAIRMAN AND CORPORATE
COMMUNICATIONS
(925) 516-3600
(TianaD777@aol.com)

Terri Bartolero

VICE-CHAIRMAN AND HUMAN
PERFORMANCE AND RESOURCES
(510) 272-9336
(terrib80@ispwest.com)

Melissa Brumby

TREASURER
(609)239-0130
(mbrumby21@aol.com)

Jessica Stearns

SECRETARY
(239) 498-0438
(aviatrixjs@earthlink.net)

Donata Hunt

CONVENTION
(970) 513-0221
(donatahunt@aol.com)

Melissa Monahan

MEMBERSHIP
(302) 475-3421
(msmonahan@comcast.net)

Rebecca Fisher

SCHOLARSHIP
(303) 809-4031 cell
(isascholarship@mindspring.com)

Mary Ana Gilbert

EDUCATION
(813) 884-8100
(hgilbert@tampabay.rr.com)

Krisan Wismer

NEWSLETTER EDITOR
(303) 791-4246
(kaptainkrisan@aol.com)



Corporate Communications Chair

by Tiana Daugherty

The beginning of each new year allows us to review the past one and to layout a strategy for the next. Your ISA Board has been busy since first coming together in August putting the groundwork in place to strengthen ISA's operating structure and provide an even better product to our members.

We are finalizing a contract with *Travel Soft, Inc.* to manage some of the Board's administrative time-consuming tasks. *Travel Soft* will provide mail collection and forwarding services, membership database maintenance, membership roster publication, printing, mailing and various other services. As a member you will notice a new corporate address and a quicker turn-time on printing and mailing. For the respective Board members, it should move them into more of an oversight position.

Scholarship has been doing a review of committee forms, required qualifications, timeline, and advertisement venues. The Newsletter Editor has worked through her learning curve with the software program and is currently weighing the economics of outside assistance. A new company has been found to do the printing. This should cut down on the turn around time and the production problems that occurred with the last newsletter.

Board of Directors Reports

The Board also recognizes that we need a more time-sensitive way of communicating with our membership. We are in the process of updating and expanding our web page. Our goal is to keep the calendar current with good contacts for all events, have a Members Only section with reference material and even create a chat room. The chat room would be a great place to discuss childcare, estate planning, menopause, 'surviving furlough', etc.

The Board wants to stay sensitive and responsive to the needs of our members. It has been many years since the aviation cycle has had such a large low. The volume of furloughs, surpluses requiring downgrades, and commutes to faraway domiciles are mind-boggling. ISA wants to retain the current members during this down cycle and attract new ones. We are always open to your thoughts and ideas. Hope to see you in Colorado for ski days.



ISA News Letter Editor

by Krisan Wismer

Welcome to the third issue of the ISA newsletter under my tenure. I hope that you will enjoy this one as we have information about Zurich, a convention registration form on page 11, a hotel registration form on page 12, articles on cockpit door modifications and cabin video monitoring, articles from members about interesting things, and several articles in the spotlight section about ISA members.

Did anyone get the Crosswinds puzzle complete? Thanks again to Captain Amy Maddox. The answers are on page 14. Amy Jayo, who has helped me with filing, editing, and ideas with the newsletter, took up the task of this issue's Crosswinds puzzle. Amy is an ISA member and UAL F/O in DEN. The clues and answers are about the Convention in Zurich, (May 13-15, 2003) so study up.

I need to make some corrections to the November 2002 issue. In Nancy Lemmon's article *Excursion in Bombay or How I Benefited from Doing an ISA Scholarship Interview*, the last paragraph said her latest interview adventure would be in the February newsletter but it will actually be in the April issue. In the article *ON LIFE and... CHANGE* the note should read, "this is a second in a series".

Due to some technical difficulties some of the articles submitted by Rebecca Fisher, ISA's Scholarship Chair, did not make publication in the November 2002 newsletter. I have included them in this issue. Please find her introduction and scholarship information on page 5. Christine Hilton has an article about airline scholarship on page 6. Both Rebecca and Christine are seeking volunteers to interview scholarship applicants and to participate on scholarship selection boards (see their articles).

The November 2002 newsletter was late, as a result we will have a new publishing company for the February 2003 newsletter and barring any large roadblocks I hope to get the next newsletter to you on time. I want to thank you for your patience and thanks to everyone who sent me articles.

(continued on the next page)

Board of Directors Reports

(continued from page 3)

I hope that some of our international ISA members will send in articles about how their daily life has been affected by 9/11. Has your way of business changed in the cockpit? How about security? Is flying more stressful? If anyone has the time please send me an article along with a picture to kaptainkrisan@aol.com. Thank you in advance.

Hope to see you at SKI DAYS in Dillon, Colorado February 10th – 13th, 2003.



Education

by Mary Ana Gilbert

Proposed Bylaws Changes

This board has taken on the task of streamlining our ISA operation in an effort to make the jobs easier and more transferable from year to year. We have been looking at every aspect of our operation to make productive changes that can simplify our efforts.

We are proposing that our membership year be based on the year ending in May instead of December. This would have a cascading effect throughout our organization that we feel would be very beneficial.

1. Members naturally start thinking ISA in the spring while planning to attend the annual convention, not at the busiest time of the year - December. We could add a membership renewal line to our convention registration form as an additional reminder and hopefully, minimize the mailing costs of newsletter inserts and late notices.

2. At present, international members can renew as late as the convention. Keeping track of who has renewed, who is due, and when it's due has been an accounting nightmare for both the Membership Chair and Treasurer.

3. Our membership roster would be timely and accurate. As required in the bylaws, it should be based on our database on Dec 31st and published in February. Both late renewals and differing renewal time lines make this a challenge.

4. The roster's list of Board of Directors (BOD) would also be simplified and complete. Since at the time of printing, we rarely have a seated BOD for the following year, this section of the roster is rarely correct except during the first five months of any year.

So in order to streamline this portion of our operation, we are proposing to change the bylaws to read as follows:

a. Article V - Membership, Section 1, D. Membership renewal is by paying dues annually as prescribed in the standing rules. If a member does not renew, she shall be dropped from the annual Membership Roster.

b. Article X - Membership Roster, Section 1. The Membership Roster is compiled from the names received by the Membership Chair on or before the end of the annual renewal period. It is then printed and distributed to all members within two calendar months.

We do understand that the change in our renewal year will have a significant impact on our annual operating budget and because of this are proposing that it be instituted in May 2004. This will give us plenty of time to determine how to make up for the one-time situation of diminished funds. We look forward to

addressing the resolution of this issue with the full membership at the Zurich convention.

This change in Bylaws requires that 2/3 of our voting membership approves of its implementation. The BOD encourages you to participate and vote in favor of this amendment. Please help make our jobs serving you easier.

Treasurer's Report

by Melissa Brumby



Melissa Brumby is in school in Cincinnati with Comair at this time. She had a "world-wind" tour in October and November with the TSA inspecting their operations. She will contribute an article for the April, 2003 ISA Newsletter about her experience with the new TSA. But in the mean time here is her report:

Current Account Balances:(as of November 29th)	
<u>Bank of America</u>	
Business Checking (General Acct.):	\$11,117.00
*Money Fund:	\$33,894.00
	\$45,011.00
<u>Paine Webber</u>	
Cash Fund:	\$19,572.00
Investments:	\$143,012.00
	\$162,584.00
Total ISA Assets:	<u>\$207,595.00</u>

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).

Scholarship Chair

by Rebecca Fisher

Hello Ladies,
With so much focus on Scholarship right now, it's about time I introduced myself as the new Scholarship Chair for ISA. My own path here was pretty much about vision, since I didn't have family backing, a dollar in my pocket, or a mentor to spur me onward. I did what any broke, bold, aspiring aviatrix would do; in-between my numerous jobs, I worked with banks across the country to develop loan programs for pilots. After years of failure, I finally hit gold, only to have the very bank I had carefully seduced be shut down in the S&L scandal. Ah, ladies, it was heartbreak like no other. Fortunately, my determination had been duly noted and I eventually struck a deal with a local FBO to earn my wings. All those years I was no stranger to creativity and hard work, yet what I really needed was a break. I needed ISA. Today I am a First Officer with American Airlines, and feel so honored to be heading up this scholarship program for other aspiring pilots. For me, this is personal, and I thank you all for the opportunity to be an instrument of change in someone else's life.

Scholarship Update

This year scholarship took in \$25,180.00. Of that, \$11,122.00 went into the scholarship investment fund, while \$14,058.00 was added to \$23,788.00 which remained for disbursement from years past. In total, we had \$37,846.00 available for scholarships this year. \$8,000.00 was applied to match a type rating from Higher Power Aviation and \$26,860.00 was allocated to 11 financial scholarship winners. Historically, more than 50% of ISA scholarship funds are provided by ISA's membership, with the balance provided from corporate sponsorship.

Financial scholarships are paid directly to the invoicing facility providing the approved rating, rather than the recipient. Thus, unused scholarship monies are returned to the general scholarship fund. Of 13 scholarships awarded in 2001, six completed training under budget and the unused funds have been re-introduced to the general fund. Three scholarships are unused at this time and still pending payment. Four were used in full.

Scholarship has a new Assistant to the Chair. Susi Fischbacher has taken on numerous tasks so far and had a fabulous coup when she convinced her employer, Premair, to donate two B-737 type ratings to ISA! She worked tirelessly post convention to coordinate interviews for our scholarship applicants and, while continuing to assist the Chair, will be focusing her considerable energy on foreign sponsorship for ISA. If anyone

has a lead, or suggestions for sponsorship, please drop Susi a line.

In an effort to keep ISA's scholarship elite and competitive while supporting qualified women applicants, we will be increasing our scholarship exposure. Currently our primary pool of applicants comes from the annual WIA convention. We will be advertising the scholarship program in Aviation For Women (the magazine of WIA) and AOPA Pilot. The goal is to increase competitiveness by improving the applicant/award ratio.

ISA Scholarship receives a number of inquiries from women seeking guidance on pursuing an airline career. Many of them are just getting started in aviation and have never spoken to a female professional pilot. If any of you members out there would like to talk with, or even mentor these ladies, drop me a note and I'll forward their inquiry.

Feedback from the membership on scholarship issues is always wanted and invited. Susi can be found at SusiFischbacher@msn.com, Christine Hilton at AviaChick@nc.prestige.net and I am available via isascholarship@mindspring.com.

New Interviewer Sign Up Process ISA Scholarship Needs You!

Traditionally, ISA Scholarship has used the energy and excitement of convention time to mobilize interviewers for the scholarship applicants. I know many of you have interviewed year after year, and look forward to the sign-up process at convention, but many of you have also been the recipient of a frantic last minute phone call (sometimes more than one), begging for you to "volunteer" when it is least convenient for you. That situation is unfortunate and doesn't generate the kind of emotion for scholarship that I want to cultivate. I want members, new and old, who are not able to attend convention, to be excited and involved with scholarship. So, we at scholarship are going to be generating a list of interested interviewers throughout the year prior to convention.

To be involved this year, just send an email to me at isascholarship@mindspring.com. When it comes time to match interviewers to applicants, we'll sort through the list and find regional volunteers. Unassigned applicants will be matched at convention, and only after all that will we start cold calling for last-minute interviewers. This will help so much with the time-crunch of scholarship season but it will only be successful if you take the time to put your name on the list. If you have never interviewed before, but would like to be involved, there will be guidance for you. We'll

(continued on the next page)

(Scholarship Report continued)

send you interview guidelines, an assessment form for evaluating your applicant and put you in touch with previous interviewers if you have questions. Adding your name is not a firm commitment on your part, but ensures we will only be calling those who have a genuine interest. Already a number of interviewers from this year have written to tell me how much fun it is and ask that I add their name. To those ladies, a heartfelt thank you, and to the rest of you, please consider joining them. I'm looking forward to those emails!

Do You Know Your FBO?

ISA Scholarship is exploring the idea of inviting flight training schools to donate a rating for our merit/career scholarships. If you have a close relationship with an FBO, please consider approaching the school with a proposal. For tips and guidance on how to initiate an inquiry, please call Susi Fischbacher or me. If you went to an exceptionally busy, well-known or franchised school (American Flyers anyone?), please let me know. I can compile alumni lists and use the information to create a formalized request for a donation. Although regionally restrictive, this idea has some real potential in drawing on established relationships. This year *ALL ATPs* generously donated a 10-hour ATP course. We'd love to see ISA expand on that great start! Email your name and flight school to isascholarship@mindspring.com.

Airline Scholarship

by Christine Hilton



Two of our 2002 airline scholarship winners have begun training. Theresa Jacobsen and Jill Schilmoeller, winners of the Higher Power 737 type-ratings, started class on December 2 in Dallas, TX. Keith Johnson was the ISA member liaison and was instrumental in helping to coordinate their training. Thank you Keith!

Suzette Umphrey, the Federal Express Flight Engineer Certificate winner, is coordinating her schedule and plans to start her training early next year. Penny Price and Valerie Thal-Slocum have been helping her coordinate her training, so thanks to Val and Penny too. Suzette also won the Cheryl Cage Consulting scholarship and intends to complete it next year, after attending her FedEx training in Memphis.

Lastly, Kristin McMahon has been working with ISA liaison Susi Fischbacher to schedule her 737 type-rating, sponsored by PremAir, hopefully early next year as well.

The scholarship program is undergoing some changes, which are intended to streamline the application and interview process. The board is still deciding on some issues, but more information will be available soon. As always, we would like to solicit members to get involved in the process. Specifically, we need interviewers for the scholarship applicants. If you might be interested in volunteering, please email me at AviaChick@nc.prestige.net.

Finally, one more thanks to the following companies for their support of the scholarship program in 2002:

Higher Power Aviation
PremAir
FedEx
UPS
Cheryl Cage Consulting

Without their donations, we simply wouldn't have

A Special Thank You to ISA



Board of Directors Reports



Membership

by Melissa Monahan

Greetings everyone! Membership welcomes 8 new members and 3 returning

members this quarter. ISA membership now totals 469 members.

Please take a moment to send in your 2003 ISA dues renewal, if you haven't already. You can either email me credit card info or send it to my address: 805 W. Boxborough Drive Wilmington, DE 19810.

Thank you for allowing me to serve as ISA's Membership Chair the past three years. I have had a wonderful experience and made some real lasting friendships. As my term comes to an end this May, I will be taking a back seat for awhile. My new baby and returning to work in March will keep me quite busy. Membership is a 2 year term beginning in May 2003. If anyone is interested in making new friends and being a part of something very positive and exciting please let me or one of the other Board members know.

Returning members:

Pei Pei Chen
China Airlines B747 CA Taipei
06-92

Pat Cloud
Federal Express

Lisa-Lotte Olsen
Maersk Air B737 CA
Copenhagen
11-01-90



New members:

Betsy Benton
United A320 CA DEN

Maria Converse
Pace B737 FO
09-01

Karen DeRam
American F-100 ORD
08-20-01

Luce Favre
Swiss EMB 145 FO
02-02

Athena Janke
American MD80 FO DFW
04-06-99

Kimberly Scott
Alaska MD80 FO SEA
02-05-01

Lori Taylor
Northwest A320 FO MSP
09-20-96

Melanie Ilene de Vries
KLM F-70 FO



Nursery News:

Janet Patton (and Kyle Patton) finally gave birth after 24 hours of labor to:
Lauren Elizabeth Amanda Patton
11-02-02
10:50 pm
8 pounds 0 ounces
18.5 inches long

Go to www.superiorflight.com for pictures.

Melissa Monahan gave birth to Jack Michael on 11-08-02. Jack weighed 6 pounds 10 ounces and was 21 inches long. Dad (Jerry) and Mom (Melissa) and Son (Jack) doing great as you can see!



Susan Bailey-Schmidt has been very busy since her furlough from NWA (DOH5/00.) She just had her first baby, Luke David Schmidt, born Aug 16, 2002. Also, thru the MN Workforce, the completion of her masters' degree was financed. She finished her last class this semester. Susan also has a class date with Pinnacle Airlines in January.

Alicia Kubida, AA, gave birth to Sophie Elizabeth on 5/25/02, weighing 9 lb 6 oz! Her big brother Jay is now 3. Alicia is now back to work on the 757 flying to the Caribbean and South America. Husband Jim is a stay home dad and home beer brewer.

Human Performance & Resources Chair

by Terri Bartolero



Upgrades/Transitions:

Shannon L. Jipsen finished Captain training for UPS on the A-300. Her first flight after IOE was 11-12-02 from SDF-MHT-SDF.



Board of Directors Reports

Secretary Report

by Jessica Stearns



Board of Directors Meeting Minutes

Chicago, IL
November 6th, 2002

Opening Statement – Tiana Daugherty

Welcome to the board meeting. We have a quorum so lets try to accomplish as much as we can.

Members present: Tiana Daugherty, Mary Ana Gilbert, Donata Hunt, Krisan Wismer, Jessica Stearns, and Lisa Peasley.

I. Board of Directors Reports

A. Chair Report – Tiana Daugherty

1. We need a new comprehensive mission statement for the Operations manual and a revised one for the brochure. The workload for the board is too great and needs to be restructured for scholarship, convention and newsletter.
2. Review of the minutes of 8-07-02 – Jessica Stearns. The minutes were reviewed and approved.

B. Corporate Communications – Tiana Daugherty

1. A new policy for survey requests needs to be developed. What kind of surveys will be accepted and how they will be answered. Also, guidelines for public speaking need to be developed and made part of the operations manual. Mary Ana Gilbert will work on these guidelines.
2. Fundraising: The operations manual will be changed to reflect that 100% will go to the designated ISA program. No donations will be accepted on a consignment basis.

C. Convention – Donata Hunt

1. The convention contract has been signed.
2. Ken Moore of Seattle Seaplanes has donated some flights for the silent auction. More sponsors are needed.
3. Space “A” travel. It’s suggested that attendees get to any European gateway by air, and then finish the trip by rail.
4. It is highly recommended that ISA merchandise be preordered to avoid taxes and or duties.
5. Attendees are requested to bring the full uniform, including hat and ISA nametag.
6. Future convention sites will be chosen based on the best total package. There is no set ratio of international vs. domestic locations for convention consideration.

7. The 2004 convention (Phoenix, AZ) is in the initial planning stage. Three resort sites are under consideration. Attendees must sign up as ISA members in order to prevent contract penalties, etc. This may enable a reduction in the registration fee.
8. The use of a paid convention planner will be limited to those locations where it is absolutely necessary.

D. Treasurer – Melissa Brumby

1. Revised Scholarship Allocation formula Account balances.
2. I am going to wait on the budget proposal for next year until we have some good estimates from the management companies.

E. Membership – Melissa Monahan

1. Total Membership as of 11-06-02 is 463, representing 22 countries and 69 airlines. There are 43 non US members.
2. Membership Renewals: I am waiting on the outsourcing information to determine if the selected company will handle the renewals for 2003. If not, the renewals will be mailed ASAP.
3. Membership Drive: Gift cards were supposed to be included in the November newsletter and should be circulated soon.
4. Membership Roster: The roster was mailed in Oct. We had some problems with the printer and the format. Last years roster was easier to read. I will work with Lisa Peasley (Printing & Publication) to correct those items for next year’s roster.

F. Scholarship – Rebecca Fisher

1. International: I was asked to focus on the international side of scholarship. Emails were sent to various German airlines with few replies. Lufthansa asked to know how many were from that airline.
2. There is not much support in various countries for several reasons, such as the lack of international members. There are 43 international members. Britain might be the best place for scholarship. One ISA member if from British Airways.
3. Corporate Sponsorship: Sponsorship of corporate type ratings may be more useful to applicants as they may help ISA members on furlough. It would also serve as a foundation for a latter airline type rating, B737, etc.
4. Support for ISA members: Many of our members are on, or facing a furlough.
 - a. Can we assist financially or through type ratings to help them find employment?
 - b. Should an ISA member and former scholarship recipient be able to apply again?

(continued on the next page)

Board of Directors Reports

(BOD minutes continued)

- c. Can we ask for donations through the newsletter to assist furloughed members to attend convention?
5. PremAir type ratings: Kristin McMahon will be scheduled for a January class. No exact date has been confirmed, but I will keep in contact with Kristin and check her progress.

G. HUPER – Terri Bartolero

1. I need to get together with Julie Derek, as the web site no longer has a “members only” section and could not access the maternity policies that were previously posted.
2. Melissa Monahan has given birth to a baby boy on November 7th.

H. Education – Mary Ana Gilbert

1. Discussion of a policy statement outlining what outside survey requests will be given to our membership. How and what kind of surveys will be considered.
2. Mary Ana will formulate a policy statement and submit to the board at the next meeting.

I. Newsletter – Krisan Wismer

1. The printer has lost the experienced representative who had been doing the ISA newsletter. I am working with them to get the problems experienced with the last issue resolved.
2. Late article problems: the submission deadlines must be kept so that the layout can be completed for printing on time.
3. Technical problems: I have a new computer and programs. The learning curve has been quite steep, but the next newsletter should be easier to complete.
4. An article from Julie Derrick about the web site and associated problems should be in the next issue.
5. A discussion was held on archiving the newsletter. It was suggested that previous and all future issues be copied to CD's to provide a history of ISA.
6. I will shop for a new publisher to help keep printing cost under control. Color will be limited to the cover pages. Any proposals for printer change will be submitted to the BOD for approval.

J. Committee Reports

1. None submitted

K. Unfinished Business

1. None at this meeting

II. New Business

- A. Alliance with Women's Online Institute: This organization develops online training courses, but the board does not feel that ISA has a fit with this type group as our pilot skills differ vastly from that of non flying jobs.
- B. Operations Manual Status: Each board member is to review their section of responsibility, propose changes if needed, and submit then at the next board meeting. The section on convention was changed to eliminate the requirement of a secondary hotel. This can be done by the convention chair on an as need basis.

- C. Outsourcing: Another look was taken at contracting services such as membership, roster updates, printing & publications, and newsletter. One company, Travel Soft, Inc. of Huntington, NY looked promising. The costs would be approximately \$115.00 per month and they would also serve as the ISA mail drop.
- D. Picture donation status: ISA may be willing to accept the offered pictures providing that they can be used for fundraising. ISA cannot maintain a gift as a permanent collection or exhibit.
- E. Contract policy: The board passed a proposal that all contracts are reviewed by legal, approved by the board, and a copy kept on file by the secretary and chairperson responsible for the contract.
- F. Historical data: it was agreed that the preferred method should be scanning the documents to CD and maintained by the area of responsibility.
- G. London Morning Paper web site; Tiana will check to see if a link with their web site is of benefit to ISA.
- H. Member roster: The roster will be cleaned up and reformatted for easier reference. The board approved the addition of a tab for scholarship information, statistics on the number and type of scholarships awarded. In addition, the membership will be asked to approve a change the bylaws to read that the roster will be published annually.
- I. Web site: Update the committee lists so that members may better use resources that are available. The member roster will include a job description for each committee.
- J. Scholarship: To reschedule the scholarship award date to Mar 1st present, align the awards with the Women in Aviation and do the presentations at the awards banquet. This will give the ISA scholarship program much greater exposure and improve the image of ISA.

III. Meeting Adjournment

- A. The meeting was adjourned at 1700 hrs.



Board of Directors Reports



Convention Report by Donata Hunt

Only four months and counting, until we all meet in Zurich for the 2003 ISA Convention. I hope everyone is planning to attend because this is going to be a great convention! In this newsletter you will find the Convention Registration Form, the Hotel Registration Form and the Furloughed Fund Form.

MAY
13th - 15th

These forms are different than in previous years so please read them carefully. The forms were explained in the November newsletter.

I bet those of you that are going to be attending convention for the first time are wondering: What should I wear? Well, here are some guidelines:

Registration:	Please bring your ISA Name Tag
Cocktail Party and Dinner:	Semiformal Attire
Business Meeting and Luncheon:	Complete Uniform without the Hat
Wednesday Dinner:	Dressy Evening Attire
Side Trips:	Warm Layered Clothing with comfortable shoes

Just a reminder, the weather in Zurich in May is quite unpredictable. It may be sunny out but at elevations over 10,000 ft the temperature will stay cold. After sunset the temperature drops rapidly. So come prepared and dress in warm layers.

Things To Bring!

Everyone loves a new T-shirt so in Zurich we are going to do an airline T-shirt swap. So bring a new T-shirt with your airline logo on it to trade. It would be great if the international members would bring more than one shirt since the international airline apparel is difficult to find in the U.S. and becomes very popular. Also, please bring photos of yourself when you first started flying. If you have a picture of your first airplane ride that would be wonderful.

If anyone has any question please email me at Donatahunt@aol.com. Have a wonderful winter season and fly safe!



Convention Furlougee Fund Form

I would like to pay for a particular furloughed members registration fee for the Zurich convention.

Name: _____

Amount Enclosed: _____

I would like to donate money to the general Convention Furlougee Fund that will be equally distributed to all furloughed members attending convention in Zurich. Monies will go toward registration fees and hotel expenses.

Amount Enclosed: _____

I have space in my hotel room at no charge to a furloughed member.

My Name: _____

Dates attending: _____

Number of People: _____

I would like to donate companion passes to a furloughed member at no charge.

My Name: _____

Airline: _____

Number of Passes Donated: _____

Instruction on how to use the passes: _____

Please send this form along with any monies or passes to the Treasurer:

Melissa Brumby

5 Whitford Drive

Burlington, NJ 08016

REGISTRATION FORM
ISA Convention 2003
 Zurich-Switzerland, May 13 – 15, 2003

Please type in block-letters and send the form not later than May 10, 2003: **Only for internal use:**

CBS Congress & Business Services

Technoparkstrasse 1

CH-8005 Zurich - Switzerland

Tel: **41-1-445 34 50 Fax: **41-1-445 34 55

Reg. Nr.

Date:

Mrs. Mr. Title(s):

Name: First Name:

Company:

Address:

Postal Code/City: Country:

Phone: Fax: E-Mail:

Accompanying Person(s) / Child(ren): (child please indicate the age)

Name: First Name:

Name: First Name:

	Registration Fees: up to April 30, 03	from May 1, 03	On-Site	Total rate
Participant	CHF 260.00 (~\$ 170)	CHF 275.00 (~\$ 185)	CHF 290.00 (~\$ 196)	.....
Guest rate	CHF 90.00 (~\$ 60)	CHF 90.00 (~\$ 60)	CHF 90.00 (~\$ 60)	.....
Children rate	CHF 90.00 (~\$ 60)	CHF 90.00 (~\$ 60)	CHF 90.00 (~\$ 60)	.....

Congress Events & Social Events:		rate	number	Total rate
Tuesday, May 13	Dinner at the Vogtei Herrliberg adult	CHF 100.00	.....	.....
Wednesday, May 14	Santis Tour for guests	adult	CHF 99.00	.....
		child	CHF 49.50	.....
Thursday, May 15	Titlis Tour incl. Night boat	adult	CHF 240.00	.....
		child	CHF 120.00	.....
Fri/Sat, May 16-17	2 days Zermatt Tour	adult	CHF 395.00	.....
		child	CHF 275.00	.....

Optional Tours (please indicate the day):		rate	number	Total rate
Tue Fri Sat Sun	Castle of Kyburg	adult	CHF 55.00	.....
		child	CHF 27.50	.....
Tue Fri Sat Sun	Jungfrauoch–Top of Europe	adult	CHF 190.00	.....
		child	CHF 95.00	.....
Tue Fri Sat Sun	Mount Pilatus	adult	CHF 115.00	.....
		child	CHF 57.50	.....
Tue Fri Sat Sun	Zurich and Surroundings	adult	CHF 45.00	.....
		child	CHF 22.50	.....

TOTAL AMOUNT OF REGISTRATION & SOCIAL EVENTS IN CHF:

Methods of Payment: Please pay total amount to:

Bank (free of costs for the recipient) to: UBS, CH-8152 Glattbrugg. **Account No: 840.023.08E – BC/283.**

Payable to: CBS Congress & Business Services. Please don't forget to mention **your name**.

Credit-Card: Visa Card Master Card / Eurocard American Express

Card-Number: **Expiration Date:**

Name of Card holder:

Date: **Signature:**

I Fell In Love with Switzerland!



by Heather Loomis
United Airlines, Captain
and ISA member

In the first week of October this year I had the pleasure of an impromptu, last minute trip to meet with some friends in Switzerland. I immediately fell in love with the country and it's friendly people and regard it as the most beautiful place on the planet. Perhaps some descriptions of my journey will encourage you to go to the convention in Zurich in May as well as plan side trips during your visit. Switzerland is not to be missed. You must go there if not in May 2003 at least someday.

The easiest and fastest way to get to Switzerland from Denver was to take the Lufthansa non-stop flight to Frankfurt and then connect to Zurich. The airline was wonderful and treated me very well with First and Business class seats. The plan was to meet friends in Lucerne so I took the train from Zurich and arrived there an hour later. Most of our trip was unplanned and transportation and hotels were obtained at the time we needed them.

A good recommendation is to obtain a rail-pass in advance on the Internet or from a travel agent as this will save you money if you are planning to travel to a number of cities. We learned to buy only 2nd class tickets and then enjoy the train rides drinking wine and dining in the service car!

Lucerne is a beautiful city complete with mountains, lakes, rivers, castles, cable trams, art galleries and museums and great food and drink! I joined in the sport of watch shopping and purchased the watch of my dreams for a great price. The tourist office at the train station was very helpful in securing our lodging for the first night. The second day we chose the Hotel Des Alps in the Old Market Town area overlooking the lake and river as well as the famous old wooden bridge. Climb the stairs or take the incline up on the cliffs to the Hotel Groetch for a scenic view of the Alps and the city while enjoying great food and drinks and possibly live jazz.

Next we boarded the train intending to visit Interlocken for a few days and also discovered what I deemed "Heaven on Earth"! After a brief visit in Interlocken, while doing laundry at the Washomat and waiting for the rain to stop, we took the train to Grindelwald. Since it was dark and rainy we had no idea what to expect for scenery. A short walk down Main Street in Grindelwald and we found rooms at Hotel Hirschen for a very reasonable price. In the morning we awoke to clear blue skies and the most beautiful sight in the world. Indeed it was a complete surprise to me to view many snow capped peaks towering a full 10,000 feet and higher above me. What a joyful sight for this Colorado resident. Though this sight is very familiar, it was still spectacular.



Grindelwald is a valley village at 3300 feet elevation. It is in the Eiger, Monch, Jungfrau region, and these three mountains tower above 13,000 feet. It is a wonderful place for skiing, hiking, mountain climbing and glacier visits. There is also plenty of shopping and dining. You can hike or ride the train between the many towns in the area. The most exciting trip is to take the train to the "Top of Europe" on the Jungfraubahn, a cogwheel train that climbs to an elevation of 11,300 feet. At the top there are restaurants, an ice palace, dog-sled rides, an observatory and an outdoor plateau on the snow and ice with views that make you feel as though you are on the top of the world! To the south all flows to the Rhone Valley and north flows to the Rhine. I was so in love with this area that I was tempted to quit my job and get one in Grindelwald so I could stay longer!

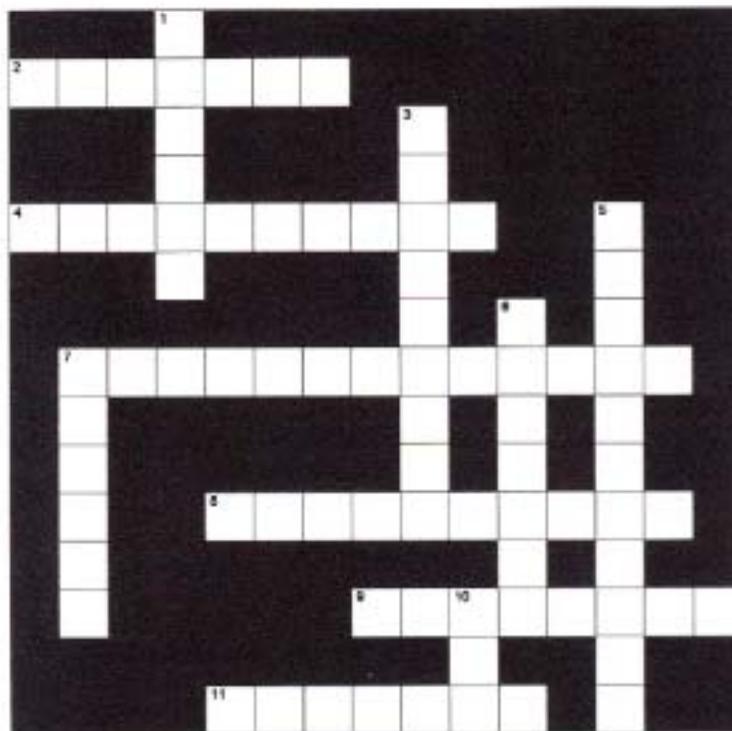
It was so simple and pleasurable to travel by train through the most scenic country I have ever been to. From Zurich to Lucerne was an hour ride. Lucerne to Interlocken about 2 hours. Interlocken to Grindelwald 40 minutes. The Jungfrau Region and the Top of Europe is definitely a must see on your trip to Switzerland! Enjoy!



CROSSWINDS

by First Officer Amy Jayo

Switzerland Convention Fun!



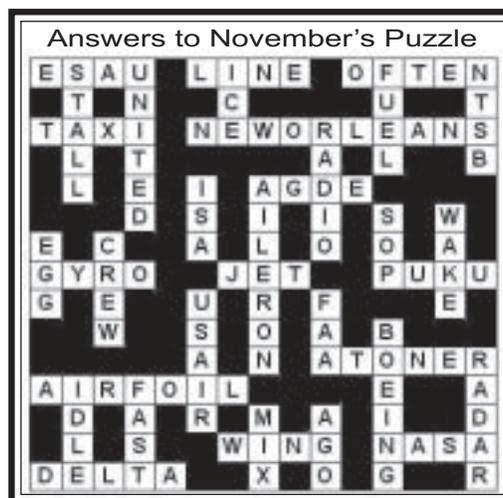
Across

- 2. City on Lake southwest of Zurich, known for cheese
- 4. What all ISA members look forward to in May
- 7. First event of the first evening at convention
- 8. Highest peak in Alps range
- 9. National Airline of Switzerland
- 11. Compressed snow

Down

- 1. City know for its peaceful pursuits
- 3. Swiss sweet indulgence made from cocoa & milk
- 5. Neutral country east of France
- 6. Timepieces of the highest quality
- 7. Popular Swiss dairy product
- 10. Produces glaciers, good for drinks

Check your answers on page 24 of this newsletter





14th Annual Women in Aviation Conference

by Tracy Leonard

Once again, ISA+21 will be operating a booth at the 14th Annual Women in Aviation Conference to promote our scholarship program and solicit new members. In commemoration of 100 years of flight, the conference is being held in Cincinnati, Ohio on Wednesday, March 19 through Saturday, March 22, 2003. As a member of ISA, we are each asked to **Do One Thing**. If you have never participated in the Women in Aviation Conference, this can be the most fun and rewarding "one thing" that you can do. We operate a very popular booth at the conference, and the attendees are some of the most inspiring, enthusiastic, and motivating young women that you will ever meet. If you are interested in volunteering please contact Tracy Leonard at tsleonard@yahoo.com or 913/367-9461. If you are in the unfortunate position of being furloughed I would highly recommend that you volunteer with us, then attend the whole conference. You can register at www.wiai.org. Traditionally, any airline that is hiring will be there. It is better than an Air Inc. job fair. Thank you in advance for your participation. I look forward to seeing everyone in Cincinnati.

ISA Ski Days

Monday, Feb. 10th – Thursday Feb. 13th 2003
 By Cindy Shonk - CindyShonk@pobox.com
 93 Cooper Dr. Dillon, CO 80435
 (970) 468-0626 after Jan. 9th //cell (210) 241-3921

Although it's 2 weeks before Christmas, sunny and 70 degrees here in Texas, Krisan and I are starting to think about the upcoming ISA annual Ski Days.

Yup, it'll be the same as years past, with most of the women staying at the Keystone Ski Area. For those bringing family members or friends, we recommend making your reservation directly with Keystone at 1(800) 239-1639. The last couple of years, many of the women have been staying in the new River Run area for convenience and location. If you are coming alone, give me a call or e-mail me, and I'll probably be able to set you up with a roommate in a group condo.

We will probably stick to the same schedule as we have in years past, starting with skiing on Monday, with Tex-Mex dinner at my house at 6pm.

That evening, we'll renew acquaintances, introduce new attendees, and discuss the ski and evening activities for the upcoming days. Also, if the Board of Directors is in attendance for it's quarterly meeting, we'll introduce them and find out what's new.

Usually, for skiing, we meet at the lodge at the top of Keystones River Run, at a moderate 10am and break up into groups of like ski abilities, with a planned meeting place for lunch as well as an afternoon regrouping for hot chocolate. One evening, we plan to have dinner at one of Keystones finer restaurants like the Alpen Glow Stube, the

highest in the country, The Garden Room, fine dining overlooking the skating lake, the elegant Golf Course Ranch, Der Fondu Chessel, a German atmosphere with German band, or the Dinner Sleigh Ride out to the old Ranch. All are great!

When arriving at Denver, you have the option of renting or riding Resort Express, a van service that will take you directly from the airport to the Resort or to my house 1 Mi. from the Resort. Once at the resort, many find that they don't really use their cars much, as the resort bus service is handy.

If renting ski equipment, you can either rent right at the slope or in the town of Dillon 5 miles at the Gart Sport Super Center, next to the City Market Supermarket.

If you are interested in attending, please feel free to e-mail or call Krisan or myself for further info. A couple of weeks prior to the Ski Days, I'll send via E-mail, a list of attendees, further information, and a map.

So if you plan to attend, be sure to let us know so that you will be included on the list. As always, families are all welcome as are friends.

If you're not a skier, there are lots of other activities, as well as one of the best ski schools in the country.





Flying While Pregnant

by Patty Barrera

Can you imagine the looks I've been getting walking through the airport terminals in my maternity uniform? They're not just the everyday "oh, there's a female pilot" looks, but the "jaw-dropping, eyeballs-popping, look-down-then-up" kind of looks. It's pretty funny, especially when I think how it's rattling a few cages of the old stereotype mindset.

For those of you who don't know me, my name is Patty Barrera, and I've been an ISA member since 1990. Today I fly as captain on the 737 for United Airlines, which keeps me flying mostly in the USA. I am 37, and currently pregnant with my second daughter. I thought I'd share with you some of my thoughts and experiences during my journey of flying-while-pregnant. For those of you who have been down this road before, this might bring back memories. For those who haven't yet embarked on this adventure, maybe I can give you a little food for thought.

As many of you know, just getting pregnant can be a challenge with our varied airline schedules. That little "fertility window" is pretty short each month, and it requires some careful bidding, trip-trading, or selective use of sick-time, if necessary. I recommend using ovulation predictor kits to help identify the right time. They are easy and inexpensive, and it doesn't seem to matter which brand you use, so buy the cheapest one you can find.

Just after I found out I was pregnant, an ISA friend made me aware of a very important fact that I didn't know about for my first pregnancy. According to a book published by the Mayo Clinic, I learned that the developing embryo is most vulnerable during the period from three to eight weeks after conception. All major organs are forming at this time, and injury to the embryo can result in a major birth defect, such as spina bifida. Once I had this information, I decided I didn't want to take any chances exposing the fetus to any possible chemicals, radiation, or other unknown hazards present in our occupation. Since I only found out I was pregnant at the beginning of the third week after conception, I immediately put myself on the sick list at work for the next 5 weeks. At the beginning of week nine after conception, I was back to work.

Every airline seems to have a different maternity policy, if they have one at all. At United, we can fly until our 32nd week if we want, as long as we have the approval to do so from our physicians. We are supposed to return to work 90 days after the birth of the baby, but that is easily extended if desired for breast-feeding or medical needs of the mother or baby. During the time we are off, we must use our sick time, and we can use up our vacation, too, to keep the paychecks coming. When we run out of sick and vacation, we have a 90-day short-term disability that pays 55% of our gross salary (tax-free). Some of us also collect state disability, which helps a little more. Since I used up all of my sick time three years ago for my first pregnancy, I don't have a lot to use this time. The end result is that I will go without pay for two or three months before I return to the line.

Both of my pregnancies have been very easy, with only minor discomforts to worry about. I know some women haven't been so lucky. During my first trimester, I was very tired and had to find time for naps. (This was very difficult when my two-year-old wouldn't take HER naps, or when I was on a twelve-hour duty day at work with no breaks.) I also had to carefully meter-in the food, because if I ate too little or too much at one time, I would feel uncomfortable. I craved proteins and vegetables, which is strange for me since I'm a "starch queen." It's amazing how your body tells you what it needs. While flying, I found it was very difficult to stay hydrated, considering the hassle-factor of stepping out of the cockpit to use the restroom after 9/11.

Toward the end of the first trimester, I felt great. In fact, I was an "eating machine." I could eat just about anything and everything, and did. It seemed I was hungry every hour. My waistline started to grow, but I still managed to squeeze into my normal uniform. Very soon, though, I had to change to my "bigger pants," the ones I wore after my first pregnancy when I was still trying to lose the pregnancy weight. Soon, the belt was too tight, and I had to unbuckle it and leave the top button unbuttoned when sitting down in the cockpit. Then the zipper had to come down a little (albeit discreetly!). I joked to myself that when the zipper reached the bottom, it would be time to break out the maternity uniform.

In the fourth month, I finally donned the uniform that would tell the world that I was a pregnant pilot. Until then, I was able to keep it private, revealing it only when and to whom I chose. But once I wore something that was so obviously different, I felt like I had become a walking billboard, announcing

(continued on the next page)

(Flying While Pregnant continued)

my maternal status, and exposing myself to all sorts of comments, looks and questions, whether I wanted them or not. I quickly learned to be prepared for certain questions, like “How far along are you?” or, “How pregnant are you?” (answer: I’m VERY pregnant. There’s 100% baby inside of me.) There were questions about how I felt, and if I would end my career once the baby was born. I also received many comments about the uniform, usually from flight attendants, which were almost always complimentary. The most curious responses were the looks from my fellow airline pilots. I can only guess what they were thinking, but to see their faces, often contorted as they were digesting what they saw when they looked at me, was really quite amusing. Were they thinking, “she looks great”? Or, were they saying to themselves, “that looks unprofessional and unbecoming of an airline pilot; she shouldn’t fly looking like that”? Probably there was a little bit of both, and everything in-between.

Speaking of the maternity uniform at United, it’s really quite nice. I have to thank my ISA girlfriend pilots for lending me their uniform pieces. Our uniform has a few options. Primarily, there’s a sleeveless vest/smock, underneath which we can wear our regular pilot shirts or a maternity version. The smock has an adjustable strap across the back, and I found that I needed to let out a button a month during the second trimester to keep it comfortable. The pants I wore were regular uniform pants where the front pleats and pockets had been cut out and an elastic panel sewn-in in their place. Another option is that we can rent a maternity uniform jacket from the company tailor, and wear it with the maternity blouse out over the pants. The uniform has a very good, functional design. I commend

United on realizing the necessity of having a professional-looking maternity uniform.

In the middle of my second trimester, I had an amniocentesis, which is where they extract amniotic fluid from your uterus and study it for chromosomal defects. This was optional, but it is usually recommended if you will be 35 years or older when you have your baby. I was a bit nervous, since I didn’t have this done during the first pregnancy, but I must say that it really wasn’t bad at all; the thought of it is worse than the procedure itself. I only mention this because some doctors will recommend that the pregnant pilot not fly for a week after the procedure in order to give the hole in her uterus a chance to heal before she submits herself to pressure changes in the cockpit.

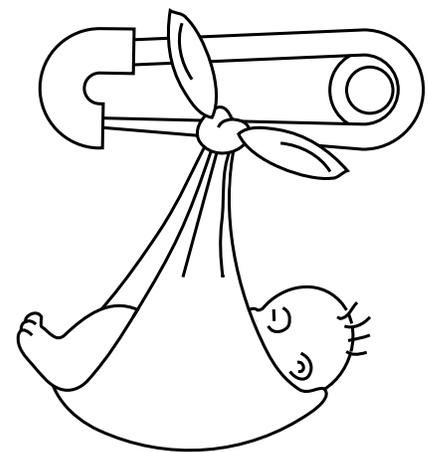
Towards the end of the second trimester, I started feeling “pregnant.” My center of gravity was changing, and my belly was getting in the way of certain activities, like leaning forward to raise the gear lever. Since I live at sea level, I really noticed how I was huffing and puffing as I pulled my bags from one gate to another in places like Denver. Another thing I noticed was cabin altitude; the higher the cabin, the less “sharp” and more fatigued I felt. Luckily I was the captain so I could control what altitudes we flew at. Personally, I’m glad I fly domestically in the USA so I could remain in the lower latitudes (for radiation exposure purposes) and be closer to home, if necessary.

By the 28th week (the beginning of the third trimester), it was time to start my maternity leave. I could have continued another 4 weeks, but I’m glad I stopped. In the seventh month I felt agile and full of energy, which has enabled me to get my life organized and build my “nest” at home. Currently, I’m in my eighth month and growing more uncomfortable by the day. But, I

am comforted by the fact that our baby girl will arrive soon.

I plan to return to work four months after the birth of the baby. I did this last time, and it seemed a perfect amount of time. For me, returning in three months is too soon. All I can remember about those first three months after my first daughter was born was that I was living in a haze of exhaustion, with no time or energy to study or even think about flying airplanes. Then, between the third and fourth month, the haze lifted and I was able to get back into the books, study up, and look forward to returning to the line; I was ready to be a mom AND a pilot. Other women pilots I have talked to have had different timelines and needs. It’s very much a personal decision.

Pregnancy is an amazing adventure. Your body is suddenly not your own as it modifies itself to create and nurture that tiny being inside. Adapting our jobs to the demands of pregnancy is a challenge, but the rewards are worth every discomfort or inconvenience. I am sure that as more women airline pilots fly while pregnant, the rest of our peers, and our passengers, will not think twice but consider it “business as usual.” I know I do.



“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...the 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. 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.

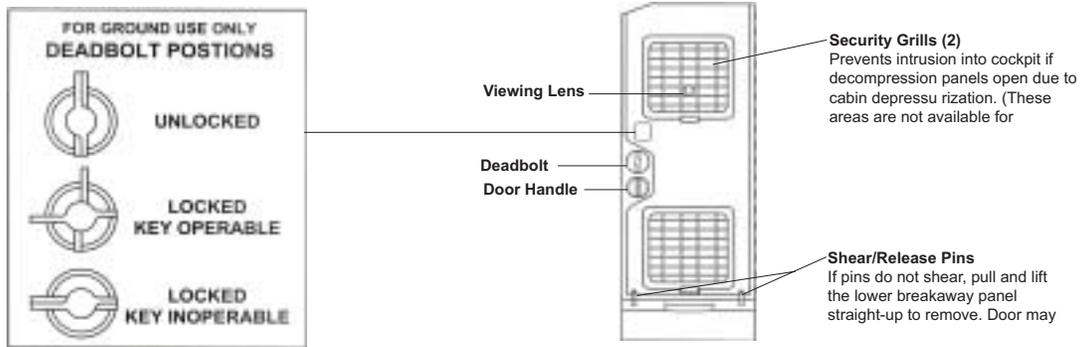


REINFORCED COCKPIT DOOR

After the events of September 11, 2001, many air carriers began installing new reinforced, bulletproof cockpit doors in all of their fleets. The installation of these doors is a mandate of the FAA and must be completed by April 2003. This article overviews one manufacturer type of door and entry system.

Not only is a new door being installed, but new door controls and indicators are also being installed. Cockpit door controls include a door control panel with a three-position selector and door indication lights, door power cutoff switch, and deadbolt lock. A viewing lens in the door allows observation of the passenger cabin. In the cabin, just outside of the door, a cockpit access panel is installed and includes a keypad and three LED door indication lights.

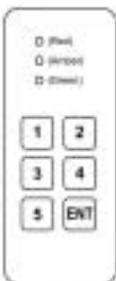
When the door closes, it locks automatically when electrical power is available and unlocks when electrical power is removed. The door can be opened manually from the cockpit side by turning the door handle.



A deadbolt lock is installed for use in the event one or more components of the door access system are inoperative or if electrical power fails. It can also be used to lock the door when the airplane is unattended. Certain discrepancies of the reinforced cockpit door may be deferred with an associated MEL placard that requires the use of the deadbolt.

The door latch system incorporates a pressure rate-sensor that unlocks the door in the event of cockpit depressurization. Two hinged decompression panels open to equalize pressure in the event of cabin depressurization. Each panel opening has a security grill on the cockpit side.

Features are included to prevent a jammed door due to structural deformation. A lower break-away panel is attached to the main door section by interlocking extrusions and two shear pins. If sufficient upward force occurs, the pins will shear and the break-away panel will separate from the door. If the pins fail to shear, they can be removed manually to aid in evacuation.



There are two modes of cockpit access from the cabin:

Routine Access

Requesting routine access requires entering a code on the cockpit access panel. A cockpit aural alert sounds two times, a half second each time. The pilot then has the option of allowing access through the use of the cockpit access panel, if no action is taken, the door remains locked.

Emergency Access

Emergency access requires yet another code to be entered on the cockpit access panel. The cockpit emergency aural alert sounds (30-second steady tone) and the amber AUTO UNLK light on the door control panel flashes until the door releases. If no pilot action is taken (dual pilot incapacitation), the door unlocks after 30 to unlock the door. The door must be opened within the next five seconds (35 seconds total). The pilot can stop the emergency access anytime within 30 seconds by momentarily placing the FLT DK DOOR selector to DENY. The selector returns to AUTO when released; however, the door remains in the DENY mode, inhibiting all alerts and disabling both routine and emergency access for 30 minutes. The pilot can open/unlock the door at any time during this period by holding the selector in the UNLKD position or by turning the door handle. After 30 minutes, the door mode automatically reverts to AUTO, the normal locked position.



CABIN VIDEO INTELLIGENCE SYSTEM (VIS)

A United Airlines B747-400 has been equipped with a cabin video intelligence system (VIS). This system has been provided for the purpose of affording the pilots the capability to survey the status of the upper deck area of the B747-400. The VIS is a FAA-sponsored program to evaluate the concept of video surveillance as a means to enhance cockpit security. This installation is planned for a six-month trial period during which pilots will be evaluating the system and reporting on its effectiveness.

The heart of the VIS are the two cockpit display units, Fujitsu P-600 hand-held computers, which are mounted in the cockpit, outboard of the Captain's and First Officer's seats. The VIS also consists of four video cameras installed in the upper deck:

1. One camera will be installed at the entrance to the cockpit door.
2. Two cameras will be installed adjacent to the upper deck emergency exit doors looking up and down the aisle.
3. The fourth camera will be installed at the top of the upper deck stairs looking down the stairs.

An infrared sensor will be installed in each upper deck lavatory, there will be no video cameras in lavatories.

Wireless Personnel Data Assistants (PDA) will be included in the trial evaluation. This PDA allows a user to view camera images wirelessly from anywhere in the cabin. The PDA will be evaluated by United Airlines for potential future uses by pilots or Sky Marshals.

Once the VIS application is running on the display unit, the pilots will be able to view the image from any of the four cameras. The display will show a thumbnail presentation of each camera image along the side of the display, with the selected image in the center. A larger image of the selected image will also be shown. The user can select the display to be made larger by pressing on the thumbnail image directly on the display screen with a pointing device.

The lavatory sensors provide the pilots with information regarding the occupancy status of the lavatories just outside the cockpit door. The sensor operates by sensing temperature changes. It does not rely on the position of the lavatory door latch. Once the lavatory becomes occupied a window on the display unit will display "Lavatory One Occupied" or "Lavatory Two Occupied." The lavatory status display will remain on for 30 seconds after the sensor status changes states (i.e., the lavatory is vacated).

Current cockpit access procedures are still in effect. The VIS is not the sole method for identifying and verifying persons/crew needing access to the cockpit.



ON LIFE AND ... SACRIFICE

It seems to me, that the number of women in any career field is inversely proportional to the amount of personal sacrifice required.

Professions like medicine and law also require great sacrifices of time, energy, and money. But these careers are now filled with women because after the initial investment, they afford good incomes paired with flexibility, portability, predictability, and independence.

The aviation career field requires great sacrifices at every level of career development. Just getting started in this field requires a bullheaded resolve not required in many other professions. But it is the long-term challenges and sacrifices, which can continue to mount instead of abate, that are daunting to so many women.

I think of all the sacrifices that our founding ISA members endured. What they fought dearly for - just the CHANCE to fly in the airlines - is taken for granted by the majority of us. These pioneers' professionalism, tenacity, and highly honed skills opened the doors for all women. Their early successes were instrumental in breaking down barriers in both civilian and military worlds alike.

The evolution already wrought in the airline industry is extraordinary and has been built on layer upon layer of sacrifices. The groundbreakers in our midst fought just to gain basic professional respect along with the airline employment opportunities.

The next "generation" of women pilots addressed new challenges through a series of firsts: first to fly a specific airplane, first to upgrade to captain, first pregnancy, first all female crew, and so on. Every new "generation" of women could take the previous successes for granted because of the sacrifices of the women before them. And consequently, our numbers have increased significantly.

Unfortunately, there are still too many sacrifices required of women in this profession. Marriages and family too often fall victim to career demands or delays. Divorce rates are up, fertility rates down, and stress-related illnesses run rampant. Even after being fully established (if that is ever really possible) in this fickle career, women can find themselves too often with empty wallets, empty homes, and empty hearts.

Sadly, in times like these, when careers are moving backwards and airline employment is tenuous at best, the sacrifices required of us increase dramatically. Do I invest in a B737 type rating? Do I give up a seniority number to gain employment, currency, and PIC time? Do I fly for a non-sched/regional/local FBO? Do I start a family now or wait until my career is more secure? Choices and challenges will always require some sacrifice. And in this career field, it usually requires more rather than less.

Now, once again, many of us are relearning the pitfalls of an aviation career. Years of easy advancements have lulled me and many others into a false sense of security. Surely, 3 years, 8 years, 16 years of employment should be enough to insulate us from the upheaval. But no, even the largest airlines are flirting with bankruptcies and playing havoc on careers for women and men alike.

I guess that's why the women who choose this profession are so special to me. From the very beginning of our careers, each and every one of us knows what it's like to accept the difficult challenges, make the hard choices, and sacrifice something dear.

It takes a clearheaded, results-oriented, hardworking, dedicated professional to be able to sacrifice to the extent we all have just to get to this level. There is a comfort in knowing that there are others before us who have sacrificed and not just survived, but thrived. I know I can look to my colleagues for inspiration and guidance...and comfort.

I also know that after I'm done feeling sorry for myself and get my frustration in check, I will find that clearheaded, results-oriented, hardworking, dedicated professional in me. I just have to remember what those original women sacrificed just to give me the chance at this profession and I know I have a whole lot more sacrificing to do to catch up with them.

I guess I better get started.

Note: This is the third in a series of articles submitted under the pen name M. Vogel. They will be one woman pilot's view "On Life and ... Whatever"

Jessica Daisy is an ISA member and a United Airlines B757/767 First Officer based in JFK.

One of the most challenging and rewarding experiences of my life was a “flight” of 26.2 miles. My name is Jessica Daisy. I am a United Airlines First Officer currently flying the 767/757, and on October 28, 2002 in Dublin City, Ireland, I completed my first marathon! This wasn’t any marathon though, I not only ran to finish the race but also to contribute to the National Leukemia Society’s TEAM IN TRAINING (TNT).

The Leukemia Society made it possible for me to run and help others at the same time. They trained me, coached me, and kept me encouraged. My responsibilities were to raise some money for cancer research and of course – finish the marathon! I joined this team after finding myself with a lot of time on my hands post 9/11. I really needed something to put things in perspective for me and Team in Training was just what I was looking for. Instead of sitting at home worrying about the future of United Airlines, I met some incredibly wonderful people who are focused on finding a cure for the most insidious disease the human race faces today - cancer.



Jessica Daisy finishes her first 26.2 mile marathon in 4 hours and 45 minutes.

During the marathon, I wore three names on the back of my shirt. I ran in honor of my neighbor Jane Collette who is in remission and looking forward to walking the Bermuda Marathon with TNT in November; my other neighbor Tom O’Hara who has started chemotherapy but is in good spirits and our prayers are with him; and Audra Falco, a United Airlines Captain’s daughter, who is doing exceptionally well on new drug therapy that was developed solely from funding by the Leukemia and Lymphoma Society.

How can I describe the most amazing event of my life? I was one of 8000 marathoners of which 400 represented Team in Training. Lined up, waiting to start our 26.2 mile run through the streets of Dublin, Ireland, was truly inspirational. The realization that my teammates and all the people who sponsored me were confident that I would complete the entire marathon was very uplifting. How could I ever let them down? I kept remembering the slogan of a very enthusiastic fundraiser – “If you think running a marathon is hard – try chemotherapy!” - I knew then I HAD to finish! Six words describe the gamut of emotions I observed and experienced: inspiration, courage, humility, fun, perspective and thankfulness.



I met with my brother, Louis, (who also joined TNT at my convincing) at mile 6 of the marathon. We stayed together enjoying all the unbelievable cheers and incredible support from the sidelines! I was delighted to finish with a time of 4:45! Running our first marathon together, making new friends, seeing Dublin for the first time, and serving a good cause, all simultaneously, was as enjoyable as it could get!

Louis and I raised over \$10,000 and I am so thankful that the 1.2 million dollars that the 400 TNT Marathon participants raised will go toward the research needed to find a cure for Leukemia, Lymphoma and other blood related diseases. I thank God for blessing me with good health so I could take part in this challenging event!

I am also very grateful to Team in Training, my coaches, and of course all the people that donated to my cause. I know times are tough for a lot of us in the airline industry right now, but by getting involved in Team in Training and remembering that there are life-threatening battles going on every day truly kept things in perspective for me.

For anyone looking for a worthy cause I highly recommend a Team in Training event. You will meet the most amazing people and will be guaranteed the most memorable, incredible, experience of your life!!

**For more information go to:
www.teamintraining.org or
www.leukemia-lymphoma.org**

Southern Women

Two of our ISA members and former Scholarship winners were highlighted in the premiere issue of the Memphis, TN based magazine *Southern Women*. The first issue contains a section on aviation careers and hobbies of Memphis women, from flight attendants to mission specialists and all the in-between. The two of our members that were featured are Angie Russell Smith and Brandie Bertrand Harvey.



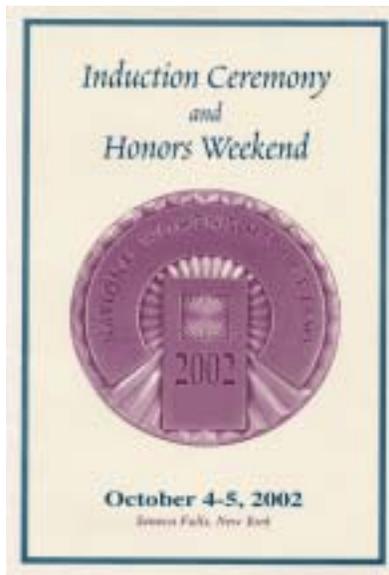
Angie Russell Smith (pictured above) is a pilot for Northwest Airlines based in Memphis. She started her career after her first flight in a C-172 in Columbia, TN. She was a B727 type rating ISA scholarship winner.



Brandie Bertrand Harvey (pictured above), is a pilot for Federal Express based in Memphis. Like Angie, she also started her career in a small plane. Brandie went on to win an ISA scholarship to earn her ATP rating.

We are privileged to have the successes of our members highlighted in magazines outside of the realm of aviation. It is also encouraging to know that each of these women was a recipient of an ISA scholarship. *Southern Women* is published six times a year in Memphis, TN.

Thank you to Captain Keith Johnson, also an ISA member, for forwarding this issue of *Southern*



The National Women's Hall of Fame Inducts ISA Member Emily Howell Warner

ISA member, Emily Howell Warner, attended the 2002 Induction Ceremony and Honors weekend celebrating great American women in Seneca Falls, New York. The National Women's Hall of Fame inducted Emily Howell Warner in 2001 and presented her with this honor at a ceremony on October 5, 2002.

The men and women of Seneca Falls created the National Women's Hall of Fame in 1969, believing that the contributions of American women deserved a permanent home. Its mission is "to honor in perpetuity those women, citizens of the United States of America, whose contributions to the arts, athletics, business, education, government, the humanities, philanthropy and science, have been the greatest value for the development of their country."

Emily Howell Warner became the first American female commercial airline pilot when Frontier Airlines broke the barrier against hiring women pilots. Emily was recognized along with Lucille Ball, Dorothy Andersen, Rosalynn Carter, Lydia Maria Child, Bessie Coleman (first licensed black female aviator), Dorothy Day, Marian de Forest, and Althea Gibson.

The National Women's Hall of Fame, Seneca Falls, New York, provided the photo of Emily accepting her medallion from Marilyn Bero, President of the National Women's Hall of Fame.



Captain Beverly Bass Receives Stinson Award

The National Aviation Club, an affiliate of the National Aeronautic Association, awarded Captain Beverly Bass of American Airlines, the *Katherine and Marjorie Stinson Award for Achievement* this year. Captain Bass is one of ISAs Founding Charter members.



The National Aeronautic Association began the Stinson Award in 1977 to honor “a living woman for an outstanding and enduring contribution, a meritorious flight, or a singular technical development in the field of aviation, aeronautics, space, or related sciences.” The two Stinson sisters, Katherine and Marjorie, were among the first women to receive their pilot certificates and participated in exhibition flying as well as flight instruction.

Beverly has many firsts in her pocket. She actually flew bodies for a mortician! She was the third woman hired by American Airlines and was the first female to captain the B777 in the world. She is one of those “clearheaded, results-oriented, hardworking, dedicated professionals”(see ON LIFE AND.... SACRIFICE article in this newsletter).

The ISA newsletter would like to thank Captain Jean Harper for bringing this information to our membership. Captain Harper is also a Charter member of ISA+21. (For more information please see *Air & Space* December 2002/January 2003 issue page 88 and *Aviation for Women* November/December 2002 issue page 12.)

Answers for this issue's *Crosswinds* puzzle



Are You Interested in Interviewing Scholarship Applicants? We need you to sign up now! Get on the List to do Interviews! Contact Rebecca Fisher at isascholarship@mindspring.com or Christine Hilton at AviaChick@nc.prestige.net.



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.

Krisan Wismer, Editor
kaptainkrisan@aol.com
 1261 Northcrest DR
 Highlands Ranch, CO 80126 USA
 303-791-4246

Sign up now to be on a Scholarship Selection Committee! Help make that important decision. We need your input and help! Contact Rebecca Fisher at isascholarship@mindspring.com or Christine Hilton at AviaChick@nc.prestige.net.

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.¹

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 Research² 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.³

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.

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

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

³ Source: Health Insurance Assoc. of America, 1994.

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.

ISA DONATION SAMPLE LETTER

This is a sample letter for you to use to solicit scholarship donations. If you need more help or guidance on how to approach a prospective donor, contact Tiana Daugherty, ISA Corporate Communication Chair, at TianaD777@aol.com or 925-516-3600.

February 1, 2003

ABC Aeronautics, Inc.
123 Wings Avenue
Kitty Hawk, NC 12345

Dear Madam:

I am writing to you on behalf of the International Society of Women Airline Pilots (also known as ISA+21). Our organization has almost 500 members from 69 airlines in 22 countries. Its 25th annual Convention is in Zurich, Switzerland on May 13-17, 2003. We expect about 150 members, their families and guests to attend.

Two of the highlights of our annual Convention are a silent auction and a raffle. Items for these events are donated by businesses. Proceeds go to our Scholarship Fund. ISA+21 awards scholarships for advanced flight training to women from around the world who aspire to become airline pilots. As a charitable and educational organization under Section 501(c)(3) of the U.S. Internal Revenue code, your donation is tax-deductible under U.S. tax laws. Our U.S. Tax I.D. number is 52-1465669.

I would like the opportunity to introduce your company and its products to my colleagues, their families and friends. Would you be willing to donate_____ for our auction and raffle this year? We will gladly display information about your products at our auction and in our registrants' welcome packets at the Convention. As well as, in our quarterly Newsletter that is mailed to all of our members.

If you are able to donate, please send me a letter describing the donation and the estimated retail value. If you have questions, please contact me at 123-456-7890 or at AliceAileron@birds.com. More information about our organization is available at our website, www.iswap.org. Thank you for your consideration.

Sincerely yours,

Alice Aileron
ISA+21 Member

The ISA Store

by Carol Cansdale



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

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.

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.

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 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

Membership Binder

\$6.00 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.

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 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.

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.

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 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.

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.

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;
phone: 952-906-2833.

See the ISA Store Order Form, on next page.

HELP WANTED!

Are you looking for a good volunteer opportunity, but don't have the time to serve on the executive board? Then we have the job for you! The ISA Store is looking for a new manager. Briefly the duties are:

1. Bringing the ISA Store to our conventions and manning the store for 3-5 hours during registration and one other 3-hour period of your choice. This usually involves shipping about 3 boxes prior to arrival.
2. Ordering new merchandise as needed, which is usually every year or two.
3. Sending in quarterly expense reports to the Treasurer.
4. Taking orders for ISA merchandise by mail throughout the year and shipping the orders. I've been averaging 1-2 orders per month.
5. Periodically communicating with the ISA Executive Board via email especially prior to the newsletter publication.

You'll need a small closet or storage space for the existing merchandise. I will ship the contents of the store to your house and also include a training manual with all kinds of information from previous years. A personal home computer is helpful to make address labels and keep inventory.

Does this sound like a volunteer opportunity you would enjoy? Here's your chance to give back to ISA and help raise money for our general operating fund. More information? You can email me at: carolcansdale@cs.com or give me a call at 952-906-2833. I'll be waiting to hear from you!

Carol Cansdale
ISA Store Manager

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	_____		\$ _____
Buzz Pen	\$6.00	_____		\$ _____
ISA Clothing:				
ISA Logo Polo Shirt (white or navy,S or M only. Sorry, no L or XL.)	\$27.00	_____	_____	\$ _____
ISA Logo T-Shirt (M, L, X-L) Medium (M) not available until spring of 2003.	\$15.00	_____	_____	\$ _____

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

