



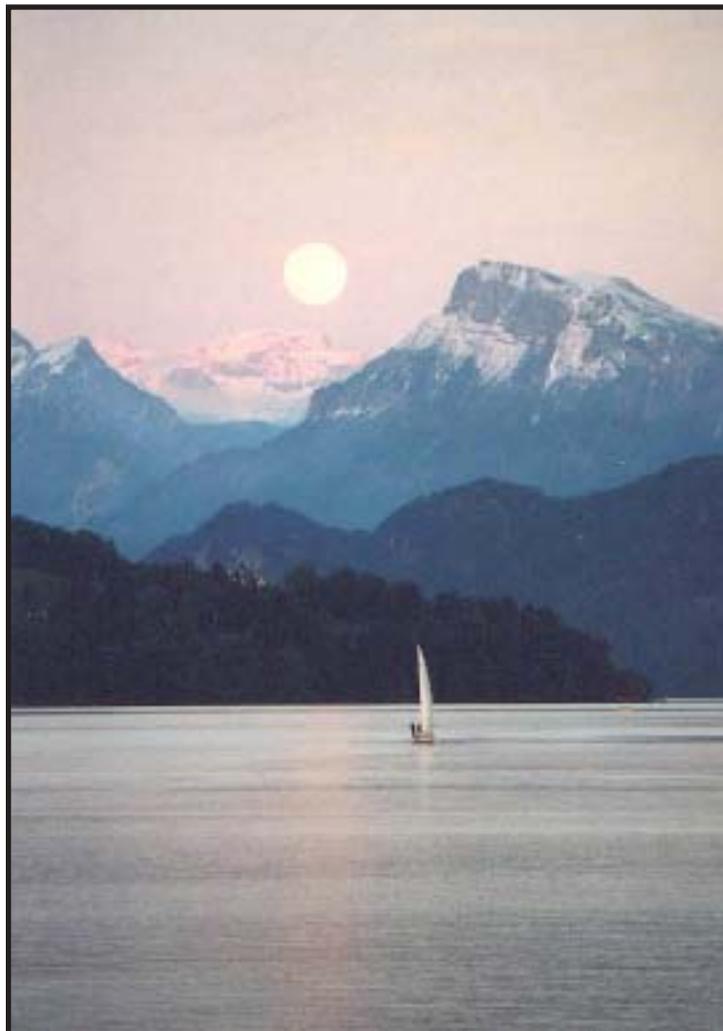
www.iswap.org

ISA News

International Society of Women Airline Pilots

August 2003

25th ISA Convention Highlights Zurich, Switzerland 2003



Inside:

2003 Convention Photos Album

In-Flight Radiation

Stress Management 101

Scholarship Sponsors

ISA PLANNING CALENDAR

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



August 2003

(12-14) ISA Board meeting, Bike Days in Dillon, CO.
Contact Cindy Shonk or Donata Hunt.



September 2003

(1) Scholarship recipients announced.
(1) ISA November Newsletter articles due.
(15) 2005 Convention bids due.

November 2003

() ISA Board meeting, in San Francisco, CA. Contact any board member for place and time.

December 2003

(1) ISA February Newsletter articles due.

February 2004

(1) ISA April Newsletter articles due.
() ISA Board meeting, Contact any board member for place and time.
() ISA Ski days, Keystone, CO.
(15) ISA Board of Directors Election Nominations close.

March 2004

(15) ISA Board of Directors Election mailing.
(11-13) WIA Conference, Reno, NV.

April 2004



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

May 2004



(18) Board of Directors meeting - Phoenix.
(18-20) Annual ISA Convention - Sheraton Wild Horse Pass Resort and Spa Phoenix, AZ.

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

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Next Newsletter Deadline September 1st

The International Society of Women Airline Pilots, founded in 1978, has over 486 members from 75 airlines in 24 countries. ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-U.S. equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg. or more.

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	USD\$3.50 (outside US)

Board of Directors Reports



Corporate Communications Chair

by Tiana Daugherty

As aviation celebrates its 100th year of flight, ISA successfully celebrated its 25th Convention. Due to the tragedy of 9/11, Zurich was delayed a year. Then world events (impending war with Iraq) and economic downturns (bankruptcy, furloughs, etc.) had us questioning Zurich as a destination again. The unanimous Board decision to continue resulted in 45 members experiencing the enchanting country of Switzerland and the camaraderie and fun that always happens when ISA members 'get together'.

The Board welcomes two new members, Sherry Anderson for HUPER and Danielle Cassell as Membership. Thanks to MaryAna Gilbert, Melissa Brumby and Jessica Stearns who signed up for another two years. The Board has tasked themselves with strengthening procedures and policies. This should help in the daily operations of ISA, as well as assisting the transition of future members to the Board. The decision to use an outside source (Travel Soft) to assist with administrative tasks did not go well. Consequently, we will bring all duties back to the respective Board member and review software options. The former Las Vegas address and mail drop will be used again. I will be reviewing the Board meeting format to make it more productive and less time consuming.

The past year on the Board has been exhilarating, as I witness the hard work so many members give ISA to make it a successful organization. Not only do the Board and Committee members produce on many levels, there are many others who quietly volunteer. Amy Jayo is compiling 25 years of ISA Newsletters to CD. Jenny Beatty is working with the 99s to preserve and expand the FIRSTS data. Susan Gillett has found a permanent home for the Beryl Markham Memorial in a new museum. Tracy Leonard coordinated over 22 volunteers at the Women in Aviation Conference. Julie Derrick mastered the awesome job of giving ISA the ability to do mass emails. Deb McEndree again gave numerous items to the Raffle and Silent Auction. The Scholarship Angels and those who interview applicants and the list could go on and on. 'Thanks' to these women and all the others I do not have the space to list.

As I write this article, it has been 48 hours since the airplane accident that claimed ISA member, Andrea Rice. I have ties that brought me on site within the first hour. Although I only casually knew Andrea, as I listen to those women aviators who knew her well, I once again appreciate what a truly accomplished and special breed we all are. Numerous female pilots will come to celebrate Andrea this Saturday, June 7th, 2003. I will be there too, not only to celebrate her life and accomplishments, but the path she helped lay for others to follow. I continue to be honored to be part of such a successful and exciting group. Thanks for allowing me to be your Chairwoman. I look forward to another great year.

Thanks to Jessica Stearns who submitted the picture of Lake Lucerne, featured on the cover.

ISA Newsletter Editor

by Krisan Wismer

The Zurich convention was wonderful. If you could not make it to Switzerland you can find highlights of the convention in this issue.

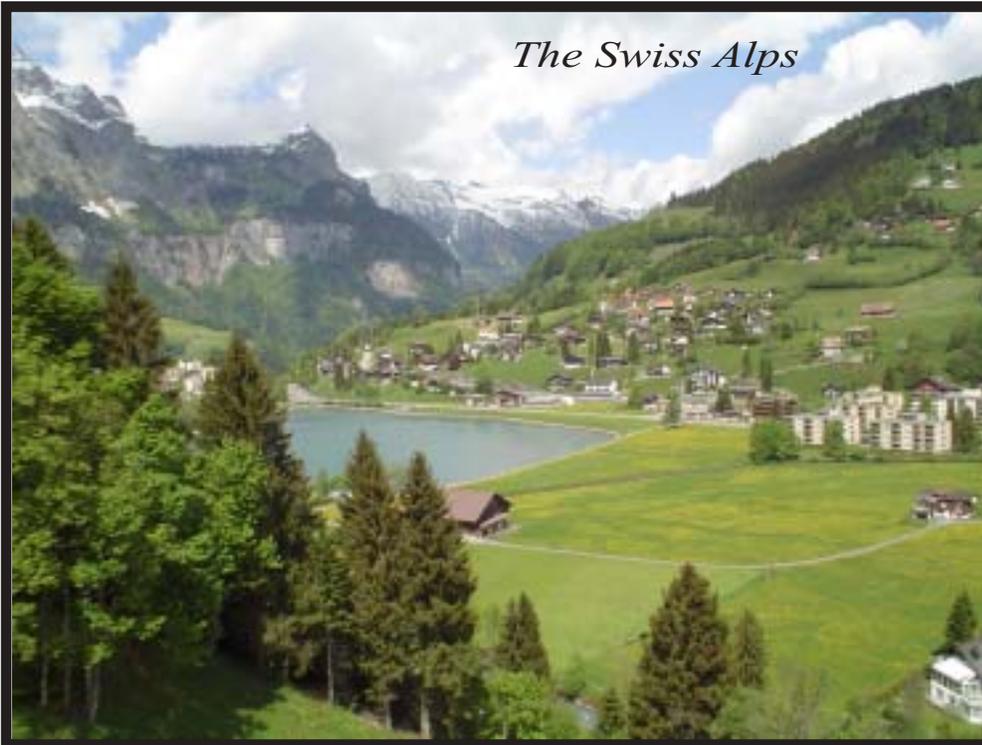
Editor's Notes:

- The roster updates will not be included in this issue as you will receive your new roster soon.
- Amy Jayo is archiving the ISA Newsletters for the past 25 years and they will be available for purchase.
- Due to the large August issue some articles not printed at this time will be in the November newsletter.
- "Crosswinds" by Amy Maddox will be in the November newsletter.
- The ISA Store items and order form is on the ISA website and will not be published in every newsletter.
- Other forms such as Change of Address, Family News, Calling All Captains, ISA application, etc. will be found on the ISA website and will not be published in every newsletter in order to save on printing costs.
- Please email Dore Heim at dore.heim@bfg.stzh.ch and thank her for coming to speak (see speech in this issue) at the cocktail party and for the City of Zurich's co-sponsorship of the cocktail party.
- Due to the canceling of Travel Soft we will be using a new printer for this newsletter.
- As I only had response to "10 Things Women Should Know About Financial Planning" by Bonnie Brisken, I will not pursue this series.

I hope you enjoy this issue!



Convention Highlights





Convention

by Donata Hunt

The three-year anticipation of the convention in Zurich was well worth the wait. I think everyone

would agree that Switzerland is absolutely breathtaking. Mother Nature even graced ISA with wonderful weather for the week with temperatures in the high 60's and mostly sunny skies.

First and foremost I would like to thank Ute Roth, the convention liaison from Swiss Airlines, for her patience and perseverance in planning all the wonderful events in Zurich. Thank you to everyone that attended as well. I was extremely pleased with the attendance considering the industry uncertainty and world events that have occurred in the last year. Switzerland is a far destination in such uncertain times. I am pleased to report that we had 81 people travel to Zurich. Ten international members made the trek from Austria, Canada, Italy, Russia, Switzerland, and the Netherlands. Forty-four members from the United States were in attendance. We welcomed Petra S.E. Wadl from Austrian Airlines, Margaret Flynn from Southwest Airlines, Connie Durney from United Airlines, and Olga Gracheva from Aeroflot Airlines as our 1st time convention attendees. Welcome! We hope that this is the first of many conventions that you will attend. Family and friends made up the rest of the 81 participants. I do want to say that I was disappointed that not one of the 21 original ISA members joined us in Zurich. Several members noticed your absence and we just want you to know that you were sincerely missed.

Convention registration started at 12 pm on Tuesday and was handled by Denise Bamert of the CBS Convention Planning Service and her assistants. They did a wonderful job of welcoming everyone and handling all the participants needs.

The convention was kicked off by a cocktail party held in the Hilton Hotel. The event was sponsored by the City of Zurich Chamber of



Commerce and Rolex watches. Mrs. Heim from the Chamber of Commerce welcomed everyone to Zurich with an eloquent and inspirational speech. As everyone rekindled old friendships and forged new bonds many members placed generous bids on the Silent Auction items. Some of the items up for bid included a Telex headset, paintings, an aviation quilt, two round trip tickets on Kenmore Air (a seaplane operator in Seattle, WA), books, "Women Fly" t-shirts, seaplane rides in a J3-cub and an hour of sim time at Higher Power. The Silent Auction and the raffle together raised approximately \$2000 for scholarship.



Later that evening a bus ride along the Lake of Zurich took us to dinner at the Vogtei of Herrliberg, a historic house of a 17th century governor. A traditional Swiss meal was served

with wine and coffee. Swiss Airlines graciously sponsored part of this dinner. The bus returned to the hotel around 11pm.

Wednesday was an action packed day. The business meeting was held in the Panorama Room for the ISA members while the HALPS were off to Mt. Santis and a tour of the Maestrani chocolate factory. Please read Jim Ernst's article to hear about the HALP's adventures. Tiana Daughery and the rest of the BOD kept the meeting running on schedule even with coffee breaks. Ute Roth was

(continued on the next page)

Board of Directors Reports

(Convention continued)

presented with a beautiful bouquet of flowers as a "Thank You" for acting as the local liaison for this convention. After the group photos, lunch was served in the hotel restaurant.



Lunch was followed by a wonderful talk by Capt. Peter Schauble of Swiss Airlines on "Women in the Cockpit". Ute Roth presented Captain Schauble with a token of appreciation for taking time to speak to our group. After the talk we were off to the airport for a tour of REGA, a Swiss Air Ambulance operation. We were greeted by Cedric Gitchenko, a pilot and Deputy Flight Ops Manager for REGA. After a



short presentation on the operation we toured the facilities and the aircraft. REGA operates about 1000 missions a month in its helicopters and jet aircraft. A few examples of their missions are rescuing skiers and transporting patients all around the world. A wine reception on the terrace of the REGA building concluded the tour allowing everyone to watch aircraft take off and land at Zurich International Airport. Returning back to the hotel everyone was on their own for dinner.

Thursday was bonding time for the ISA members as they embarked on an all day scenic bus tour. The first stop was in the town of Lucerne to visit the Lion Monument and a few quick minutes to shop. Then off to the town of Engelberg to take a gondola ride and a

revolving cable car "Rotair" to the summit of Mt. Titlis, a famous ski resort in Switzerland. The views were spectacular of the mountain ranges. Some people even participated in the activities the ski resort had to offer and went sled riding and toured the ice cave. The next stop in Engelberg was a tour of a Benedictine Monk Monastery, which was rich with Swiss heritage. The pristine grounds, vibrant with flowers, were picturesque. A cheese factory was part of the monastery as well. An educational demonstration of the process of cheese production entertained everyone and was followed by a wine and cheese tasting.

After filling up on delicious cheese and apple wine we were back on the bus to return to the town of Lucerne for more shopping. At 8pm we boarded a dinner boat cruise for a tour around Lake Lucerne. The sunset and moon rise were a perfect ending to a wonderful day. A Swiss folklore group provided entertainment during dinner giving everyone the opportunity to play the alpine horn (better recognized as the "ricola" horn). After the days adventures we returned back to the hotel around 12:30am. Some members headed home on Friday and some extended their stay to include additional side trips like the two day Zermatt Tour.



Overall Zurich was a wonderful experience of rekindling old friendships and forging new friendships. Thanks to everyone for making my first convention as Convention Chairman a very memorable experience. I look forward to meeting more of the members in Arizona in 2004. Just a reminder the 2004 convention dates are May 18th - 20th which is a week later than normal so mark your calendar now. Look for much more information about the 2004 convention in the upcoming newsletters!

(Convention items continued)

The Cocktail Party, Kicks Off the Convention

Editor's Note: Dore Heim, Head of the Equity Office of the city of Zurich, made this welcoming speech at the Convention in Zurich, Kloten, on May 13th.

It is an honor for me to be here today as head of the Equity office of Zurich to welcome you here in the name of the Zurich city council. I am especially happy to do so because this event demonstrates not only the determination of each of you to take to the skies, but also the collective benefit and success of women's struggles over the last hundred years to crack the code and ranks of assumed male professions. However, despite your success individually, women as pilots remain a minority in this profession today.

For once, I am glad to say Switzerland doesn't need to hide away as one of the last countries to have opened this profession to women. At the former Swissair, Gabriela Musy-Luthi became a commercial pilot in 1985. Although Canadian and American airlines were further ahead, Lufthansa and Alitalia for example were indeed slower as stated on the ISA website.

Changing the feminist slogan "good girls go to heaven, bad girls go everywhere" could in this context become "good girls go to heaven, strong girls take to the sky", reflects the determination it took the early pioneers to break the exclusive male code and begin as pilots themselves.

In literature, the thread of women flying is based on passion, trust and networking overall. The famous American pioneer, Amelia Earhart, in her book "The Fun of It", describes the first cross-country air derby of women fliers in 1929. Before the contestants had even reached their first stop, the derby had already been labeled by male journalists as the "powder puff derby".

It is typical, even today, that where women seize a degree of power for themselves, men insist on reducing it to face powder. However, it could only have been a great deal of self-confidence, trust and networking which enabled these pioneers and it is still these qualities, that are needed by women who dare choose the profession of pilot.

Looking back to the 40ties, when women took major steps towards independence as writers and journalists, they had to simultaneously be willing passengers in the commercial transatlantic flights beginning at that time. Simone de Beauvoir for example flying from Paris to Chicago had to endure a flight that went from Paris to Shannon, then 12 hours from Shannon to the Azores for refueling, further complicated by a tire puncture which delayed the flight by another 18 hours before it could even take off for Chicago. Such determination complemented the determination of women pilots in the 20ties.

It is clear that the relationship between pilots and passengers is exclusively one of trust. This was clearly demonstrated in 1998 when the Equity office of Zurich put together an awareness campaign. The campaign consisted of posters of various professions. One such poster showed two pilots, a man and a woman, followed by the question: Who would you prefer as the pilot for your flight to New York? The response to the campaign was immediate and intense. To this very day, so we were told, male passengers have been known to panic when they found out upon safely arriving in New York that both the pilot and co-pilot were women.

With the current world's economic and political situation heavily weighing on the airlines and airline employees these days, it is critical that the degree of professional recognition women pilots have gained until now, not lose ground. This can only happen, as elsewhere in today's economy, through women's determination to continue closely networking and fighting together to remain a visible and growing force within the airlines.

ISA stands for this critical networking among women pilots and those aspiring to become pilots. The ISA website demonstrates, through the various programs of mentoring and scholarships, your commitment to making this possible.

Let me, in the name of the Zurich city council, congratulate you on this work and wish you all the best in the future. I wish you a productive and successful convention.

2003 Zurich Photo Album









Board of Directors Reports





Secretary Report

by Jessica Stearns

Board of Directors Meeting Minutes Zurich, Switzerland May 13, 2003

Opening Statement – Tiana Daugherty

Welcome to the ISA convention in Zurich, Switzerland. I hope everyone experience good travel to Zurich and find the accommodations satisfactory.

I. Board of Directors Reports

- A. Chair Report – Tiana Daugherty
1. This year we need to make ISA procedures more formalized, but streamlined to meet IRS 501c(3) legal requirements for a non-profit organization.
2. Members present: 7 board and 1 committee.
3. Review of the minutes of 2-10-03 – Jessica Stearns.
4. Minutes of the last meeting were reviewed and approved.
B. Corporate Communications – Tiana Daugherty
1. Operations Manual update. Each board member is asked to review and recommend changes in specific procedures.
C. Convention – Donata Hunt
1. The convention schedule is published in the registration packet. The BOD meeting will be held in the Panorama Room.
2. The group photo is included in the registration fee.
3. Silent auction will be held at the cocktail party.
4. The Tee Shirt swap will be held after the ISA luncheon.
5. Due to the low registration (<100) the CBS fee will be \$5000 CF. \$3000.00 will be paid to CBS so that the Wednesday evening dinner will be included. This occurred, as our onsite representative did not coordinate all plans and expenses with Donata. The board consensus is that CBS has not met ISA's expectations.
6. The Wed. afternoon RIGA Air Ambulance tour transportation & refreshment fee of \$600 CF has not been approved. Tiana, Melissa B., and Mary Ana will resolve this problem with CBS.
7. Thursday's tour to Luzern and Mt. Titlus may require only one bus. Numbers will be checked and CBS will arrange the bus transportation.
8. A critique form has been put into each package and members are encouraged to fill them out and return to Donata.
9. A bouquet of flowers will be presented to Ute Roth at the luncheon to thank her for assisting with convention planning.

- 10. The '04 convention will be held at the Wild Horse Resort near Phoenix, AZ during the third week of May. The contract has been signed and a \$2000 deposit has been made to hold the rooms. ISA will get a 10% discount in the spa.
11. Suggestions were made for the '05 convention site. Lucy Young has proposed Boston, MA and will present a formal proposal.
D. Treasurer – Melissa Brumby
1. Paine Webber Allocation Survey
Paine Webber has supplied an asset allocation survey to be completed by the Board and attending members. This has not been done since the establishment of the fund in 1997. It will be reviewed and Paine Webber will determine if our current investments still meet the needs of the organization. There is no fee for this.
2. Taxes filed on May 15th. An additional \$920 was found for the Beryl Markham fund.
3. Membership Money Collected (as of May 5, 2003):
Membership \$11,266.00
Donation \$35.00
\$11,301.00
4. Scholarship Money Collected (as of May 5, 2003)
a. \$10,253 collected, \$5,126.50 available for this years scholarships so far.
5. Convention Money
a. Paine Webber has included information on the Global Allocation Fund.
b. Remaining convention funds that are currently in a B of A money market fund could be invested in this more aggressive mutual fund to give a higher return in the future.
c. The additional fees of this fund need to be weighed against those of the money market account at B of A. As of 5/5/03 there is \$16,541.29 remaining earmarked for convention of which \$3,000 is set aside for the Zurich convention.
6. Review final Budget for 2003. Based on current membership numbers the budget cannot exceed \$20,000.
7. Determine new signatories for accounts. No change required for Bank of America accounts. The Education Chair will become an additional signatory.
a. Paine Webber - New signatories needed.
8. Scholarship Calculations.
a. There are still a few areas that need to be voted as far as scholarship calculations are concerned.
9. ISA Property
a. If you have not already submitted to me a list of ISA property for your committee, please do so as soon as possible.
10. Travel Soft.
a. Our first quarterly payment will be due soon. Have we been getting what we are paying for? Treasury is not. This may require some renegotiations with Bobby before payment is due.
11. 2003 Budget review.

(continued on the next page)

Board of Directors Reports

(BOD minutes continued)

- E. Membership – Melissa Monahan
 - 1. Total members as of 5-03: 486
 - a. Countries represented 24
 - b. Airlines represented 75
 - c. Non US members 49 (10%)
 - d. Non renewals 169 (34%)
- F. Scholarship – Rebecca Fisher
 - 1. Keith Johnson has obtained two 727-type ratings from FedEx.
 - 2. Review, discuss and establish scholarship funds available for 2003. A proposal made to fund the next year's scholarship program to \$25,000 was voted down, as it would mean tapping the endowment. \$2500 from '00 can be used for '03 awards.
 - 3. Vote on proposal for money procedures. The vote was to keep the present procedures.
 - 4. Review annual report.
 - 5. Review and vote on distribution proposal.
 - 6. Review and vote on proposal for application screening. A record of applicant quality will be kept and a change made to the ops manual.
 - 7. Discuss time-line shift progress report and recommendations. The board voted to cancel the previous approval for alignment with WIAI. The motion will be reintroduced at the Aug. meeting.
- G. HUPER – Sherry Anderson
 - 1. Furlough assistance. The monies not used this year will carry over to '04.
- H. Education – Mary Ana Gilbert
 - 1. Web Page. Each board member to have own page.
 - 2. Guidelines for what is placed on the website and for how long will be developed.
- I. Newsletter – Krisan Wismer
 - 1. Tiana will get the additional address labels to Krisan.
 - 2. Krisan will get a new bulk-mailing permit.
 - 3. The newsletter will be published at KINKO's and billed directly to the ISA treasurer.
 - 4. Copies of the newsletter will be put on CD for resale.
- J. Committee Reports
 - 1. FIRSTs – Luan Meredith.
 - 2. ISA will turn over its data to the Ninety Nines Int'l where it will be maintained under ISA's auspices.
 - 3. ISA Store – Carol Cansdale
 - a. ISA Store. Only items that sell well will be stocked. Items can be ordered on the website.
 - b. Replacement for Carol. Volunteers are requested to contact Carol about this position.
- K. Unfinished Business
 - 1. Beryl Markham Fund. The board voted to put a deadline of 12-31-04 on fund raising efforts. At that time the accumulated monies will be turned over to the Louisbourg Maritime Interpretive Center in Louisbourg, Nova Scotia, Canada to be used for a permanent exhibit on Beryl Markham. Members are still encouraged to contribute to the tax exempt fund. Please send your check made out to ISA Melissa Brumby.
 - 2. Roster – Scholarship tab and information will be added to the binder.

II. New Business

- A. Travel Soft's future & ISA's mailing address.
 - 1. Fees will be renegotiated due to delays in forwarding and other problems.
 - 2. The Las Vegas mailbox will be retained.
- B. Software purchases and maintenance (newsletter & membership). Purchased will be approved, paid for, and be the property of ISA.
- C. Mentor list and Fast Track.
- D. New BOD members; Sherry Anderson (HUPER) and Danielle Cassell (Membership).

III. Meeting Adjournment

- A. The meeting was adjourned at 1500 hrs.

Treasurer's Report

by Melissa Brumby

This years fundraising at convention was a great success. As in past years our members and sponsors have been very generous. This year Silent Auction raised \$1,153 and the raffle raised \$659 for the Scholarship Program.



It has come to my attention that many members are not familiar with the financial goals at ISA so I would like to give a brief description and history. ISA maintains three separate accounts. First is a Bank of America checking account. This is composed of membership dues, which ISA uses to operate throughout the year. The amount of funds collected in this account determines our operating budget for the year.

ISA's second account is a Bank of America Money Market Account. This account contains money earmarked for special purposes such as the Beryl Markham Fund or Convention. This account also holds ISA's operating funds throughout the year to utilize a better interest rate.

The third account is with Paine Webber. It consists of a cash fund and numerous mutual funds. All of this money is designated to scholarship although not all of it is available for distribution each year. ISA has an allocation formula that allows us to give out financial scholarships each year while saving a portion to build a perpetual scholarship fund that will supply funds each year without being dependent on member and sponsor donations.

(continued on the next page)

(Treasurer's Report continued)

Here are the latest balances as of 4/30/03:

Bank of America checking*	\$ 18,346
Bank of America Money Market	\$ 32,860
Paine Webber Cash Fund	\$ 9,331
Paine Webber Investments	<u>\$144,580</u>
Total Assets	\$256,323

*Checking Account total includes \$4,104 of scholarship money not yet transferred to Paine Webber.

This year ISA has felt the effects of an ailing airline industry. Every effort is being made to streamline the organization and reduce expenses while still providing members everything they are used to. The ability to do this largely depends on our membership renewals that provide ISA's operating income. This year's membership income is 30% lower than expected. Please encourage your friends to stay involved and renew.



The Furlough Fund

By Melissa Brumby

This fund got its start at the 2002 convention when Nancy Lemmon suggested we find ways to help furloughed members attend the convention in Zurich. Our Convention Chair, Donata Hunt put out the request for donations from membership and the response was unbelievable! A total of \$900 was raised. Enough money was donated to pay for the registration fees of Christine Hilton and myself and there is a large amount left to pay for furloughees attending the 2004 Convention. The trip to Zurich was not only the most beautiful I have ever taken, the time spent with all the supportive members of ISA will be cherished and never forgotten. Many thanks to all you who made this possible for Christine and me.

Lynn Austin
 Shirley Autry
 Binka Bone
 Tsuey-ing Chang
 Malissa Cross
 Tanya Cunningham
 Ginger Cutter

Christina Doig
 Nancy Fooks
 Susan Gillett
 Louise Gilroy
 Sherry Harriman
 Amy Jayo
 Nancy Lemmon

Kimberly Lowe
 Cammy McHenry
 Sue Neilson
 Stephanie Padden
 Jennifer Palmer
 Maggie Rose
 Corrinne Woodcock

Board of Directors Reports



Education

by Mary Ana Gilbert

Thanks to all the wonderful volunteers, ISA continues to meet the needs of our membership year after year! Welcome to Kathryn Hansen, ISA's new Librarian. Kathryn has graciously donated her energies to both the library and furlough members' issues. Please contact her with your information, ideas, and suggestions.

The website has been receiving more of our time, energy, and focus. Due to the imagination, hard work and the meticulous detail of our web mistress, Julie Derrick, the website is being transformed into a more user friendly and informative venue. We also hope to reduce some costs associated with the newsletter by putting repetitive information on the web.

Several things will be happening in the future:

- We are in the process of developing policy concerning what is included on the web and what links will be authorized. Issues involving security, fairness, appropriateness, and accuracy all have to be addressed. Preliminarily, in the interest of simplicity, we will be only including links concerning professional aviation organization such as the 99's, WIAI, ALPA, etc. Other future inclusions will be discussed as appropriate.
- Updated calendar of events with contact people noted. Many things happen between newsletter publications but still need timely dissemination. The perfect example was the convention in Zurich when questions arose concerning location and activities.
- ISA store will be on the web complete with pictures of all available merchandise. Due to our inability to accept credit cards over the web, there will also be an order form available for download.
- We hope to resurrect the members-only section. Within that section, members will easily update their membership, personal news, and Captain's Club information quickly and easily. We will probably be using your membership numbers to access this section.
- A new feature within the members-only section will be a "Help Wanted" section. This would be a posting of requested speaking engagements so you can volunteer for one in your neighborhood. It has been too difficult to match speakers with events that range from a brownie troop of 4 girls to a large symposium of 120.
- As always, we are looking for pictures to keep the website fresh. Please be generous and send us your favorites.

As ISA matures and streamlines, our focus has been to have our membership look towards our website for more and more information. If you have any suggestions, please pass them on to Julie, me, or another board member. We look forward to your inputs.



Library welcomes Kathy Hansen. I am currently a First Officer for American Airlines based at LAX flying the 737-800 and I live in Phoenix. I was hired 5 years ago at American and have flown 3 different aircraft at 3 different bases. I started as a Flight Engineer on the 727 (based in Chicago), next was the Fokker 100 (based in Chicago and Dallas) and now I am on the 737.

I feel very fortunate to be a past ISA+21 scholarship recipient for the ATP scholarship in 1996. Receiving that scholarship spurred me on to look into more scholarships and in 1998 I received the America Airlines Women In Aviation Scholarship for a type rating!!! After receiving the WAI scholarship I interviewed at American two weeks later and the rest is history!!!

I'm glad to give back to a great organization like ISA+21 by being the Library Lady!!! And look forward to next year's convention in Phoenix!!!



Scholarship

by Rebecca Fisher

This is the 15-year anniversary of the ISA Scholarship Program. I want to acknowledge and thank everyone who has been a part of it.

ISA Scholarship Program Status

As of May we have 36 applicants, including two for the Cheryl Cage Scholarship and two who have also applied for airline scholarships. It is likely the North Carolina scholarship will be paid out this year. The project to increase competitiveness is so far successful. For comparison:

2000	19 applicants	13 winners
2001	21 applicants	13 winners
2002	23 applicants	11 winners
2003	36 applicants	TBD

Some ways in which ISA increased awareness are through postings at numerous universities, the Aviation University Association Scholarship Book, list-server on the 99s, announcements at WAI chapter meetings, web posting on the WAI scholarship web site, *Flying Magazine Dispatch* on "current conference happenings" at WAIC, and an announcement by Mary Ann Eiff at the WAIC. We were well represented at the

conference, and our booth was constantly busy. Tracy Leonard did an outstanding job organizing the event for ISA, and all the volunteers were invaluable. Additional advertisement in several venues this year should ensure we meet the competitive target level for next year of 75 applicants for Airline and Financial combined.

2002 Status: Kristin Holby, Christine Juip, Melissa McKinley, Katy Moss, Hiroko Peltzer, Erica Schmidt and Jennifer Stazel each completed their training. There are three scholarships outstanding.

2001 Status: Monica Garg and Renee Whitton completed their ratings. Three scholarships remain outstanding and will be forfeited Sept. 1 if not collected.

There is a new scholarship award to announce! Jerry Dilk, Director of Westwind School of Aeronautics in Phoenix, announced their generous commitment to a ME rating. It includes 15 hours of Piper Seminole training, plus check ride. The training time is for two weeks, and they have included lodging and local transportation in their offer! This is available for the 2003 scholarship season and will be made available to each ME candidate during the interview process.

Future Sponsorship

There was an amazing amount of support for ISA Scholarship from vendors at the WAIC. Many offered items for our silent auction, or entered into

discussions of sponsorship. I focused on training programs that transition a pilot from Part 91 to Part 135/121. However, while I tried to coordinate sponsorship for this year, in most cases the deadlines were too close. I am now focused on sponsorship for 2004. The most promising is a possible relationship with Gulfstream Academy of Aeronautics in Florida. In a phone conversation with Mark Ottoson, owner of GAA, told me I could inform the BOD that he is "actively researching a joint program with FSI for a number of positions" and expected to have a progress report in two months. I'm hopeful this type of sponsorship will be available for next year.

I am also in active talks for ongoing sponsorship from Westwind School of Aeronautics, Regional Airline Academy, Aviation Training Center, and TAB International. If any members are alumni of these schools, please contact me at: isascholarship@mindspring.com.

Changes

There have been a number of ongoing changes and projects at scholarship this year. We have made a shift to more web-based functions. This year we received 64 applications between airline and financial. Virtually all of those were downloaded off the Internet.

Julie Derrick kept the scholarship web page up to date throughout the last months before the deadline, using moving messages to highlight alerts, change

(continued on the next page)

(Scholarship continued)

sponsorship announcements, eligibility criteria and more. She tirelessly problem-solved, snail-mailed apps to those few having difficulty downloading, made small adjustments and installed a tracking device to record web hits. Currently the entire text on the scholarship page is being updated. Julie is soliciting updated photos for use, and sponsors will now have a write up about their business and a link to their web pages, a project that is partially complete. The goal is to have a scholarship web page that is equally appealing to potential sponsors as to applicants. Quarterly updates to the web page will advise interested applicants of the currency of the information they are viewing. Links to WAI will become more prominent as they are likewise advertising ISA scholarships on their web page. Each of our merit scholarships will have a link to more information about Fiorenza, Grace Harris, etc. A new page will have FAQs we receive at Scholarship and there will be a menu to each link available on each page. For next year, we would like to have the Scholarship Assessment Form available (to members only) for download, to expedite the return of 2nd interviewer forms to the committees. For scholarship, the priority at this time is presenting sponsor information and links. I can't say enough good things about Julie and her willingness to learn how to manage our web site and create a better product.

One of her undertakings was to enter each ISA members' e-mail address from the roster

Board of Directors Reports

into her computer to give me mass email access to the membership for interviewing needs. The response has been amazing, 84 interviewers have replied, many of them first timers. They are unfailingly enthusiastic, often writing how important the scholarship program is and expressing interest in taking a more active role. I consider the mass emails an unequivocal success at answering the interview needs, providing a shortened timeline option (by decreasing reliance on the convention for sign-ups), and for generating enthusiasm, support and an important increase in member participation. In fact, with our successful increase in qualified applicants, nearly a third of ISA's members will be happily involved in the scholarship program. I stress "happily" because that is the overwhelming tone of the responses. In the future, we will add another layer of screening to keep the interviewing requirements from getting out of hand, and make sure everyone stays happy.

Thanks to Christine for representing Scholarship at the annual convention, and for all her hard work getting ready. I'd also like to thank Keith Johnson who continues to be a powerhouse, and Suzi Fischbacher who was instrumental in the PremAir/Alaska donations. We have an excellent scholarship team.



Three of the four winners of airline scholarships in 2002 have completed their training. Suzette Umphrey completed her Boeing 727 Flight Engineer Certificate at the FedEx facility in February. Congratulations Suzette!



Airline Scholarship

by Christine Hilton

We also have an update on a 2001 airline scholarship winner. Jennifer Martonick won a type rating from United Airlines. Unfortunately, United wasn't able to provide that training once the effects of Sept. 11 set-in. However, Jennifer won the Women in Aviation/Southwest Airlines scholarship this year and just obtained her 737 type-rating after all!!! Congratulations Jennifer.

This year, ISA is very fortunate to add two new sponsors to the airline scholarship program. In addition, all of last year's sponsors are once again donating! The airline scholarships offered for 2003 are:

Alaska Airlines/PremAir: 2 type-ratings in B737.

PanAm Int'l Flight Academy: \$7000 worth of training to be used for a type rating in one of the following: A300, A320, B727, B737, B747, B757, B767.

FedEx: 2 type-ratings in B727.
Higher Power Aviation: SIC training (ground school and simulator) in B737.

(continued on the next page)

(Airline continued)

Many thanks to our new sponsors Alaska Airlines and PanAm International Flight Academy for expanding our scholarship program this year. Thanks again to our sponsors who have once again supported ISA's scholarship program this year, FedEx, Higher Power, and PremAir. For more details about these companies and their relationship with ISA, please see the sponsorship pages in this newsletter.

Also, thanks to all of you who have offered to conduct ISA scholarship interviews! With about 28 airline applicants this year, we couldn't continue to offer this program without our ISA member volunteers. In addition, many thanks to Keith Johnson for her efforts in recruiting volunteers, Julie Derrick for establishing the mass email capability, and Rebecca Fisher for her coordinating efforts!

Another Successful Scholarship Recipient

By Captain Val Thal-Slocum (FedEx)

I wanted to let you know that Suzette Umphrey (proudly pictured right) completed all of her 727 Flight Engineer Training at FedEx. I spoke with her and she is thrilled with the experience and looks forward to joining the ranks of airline pilot in her future. She is very focused and goal oriented and I am sure that she will be successful in accomplishing her goals.



I heard nothing but glowing reports of how hard she worked and the outstanding job that she did while here in Memphis.

June Viviano was gracious enough to host her in her home for the duration of her training. June said she was a great roommate and was a great help taking care of the animals if June was out on a trip.

Penny Price secured all her training materials, arranged training dates, and handled all necessary security identification to ease her access onto the FedEx properties.

Thanks to ISA's scholarship program, the selection committee, all the members of ISA, Penny and June, and FedEx we have another aviatrix propelled toward her goals.

Christine & the members of ISA+21
Thank you for the scholarship for a
FE Rating sponsored by FedEx. I did my
best to make the organization proud
while learning & enjoying the training,
company, and its people. This is a once
in a lifetime opportunity and experience
for which I will forever be grateful.
I look forward to joining the ranks of
women airline pilots of ISA+21 where I will
contribute my energy and talent to help others
as you have helped me.
Suzette

The following poem is dedicated to the 2003 Scholarship Angels. They are probably unaware of the first break that their time, talent, and treasure have provided and will continue to give to so many aspiring and appreciative future women airline pilots. From each of us on the ISA Board of Directors and from the volunteers with the Scholarship Program, we say, "Thank you for your support and generosity, you've earned your wings!"

Do You Remember Who Gave You Your First Break?

Someone saw something in you once. That is partly why you are where you are today. It could have been a thoughtful parent, a perceptive teacher, a demanding drill sergeant, an appreciative employer, or just a friend, who dug down deep in her pocket, and came up with a few bucks. Whoever it was, had the kindness and the foresight to bet on your future. Those are two beautiful qualities that separate the human being from the organization. In the next 24 hours, take 10 minutes to write a grateful note to the person who helped you. You'll keep a wonderful friendship alive. Matter of fact, take another 10 minutes to give somebody else a break. Who knows? Someday you might get a nice letter. It could be one of the most gratifying messages you'll ever read.

"OUR ANGELS"

Thanks to the following members for their generous contributions for 2003:

Platinum Angels (\$501-\$1000)

Krisan Wismer

Gold Angels (\$250-\$500)

Angela Allen
Jean Harper
Karen Kahn
Deborah McEndree
Penelope Campbell Price

Silver Angels (\$100-\$249)

Tiana Daugherty
Fiorenza de Bernardi
Pamela Mahonchak
Denise Mowat
Terri Rinehart
Mary Trusler

Bronze Angels (\$50-\$99)

Laura Smith

Pewter Angels (\$5-\$49)

Lori Adams
Janet Cote
Nancy Fooks
Cathy Fraser
Mary Ana Gilbert
Alisa Goss
Kathleen Malone
Mary Murphy
Laurie Reeves
Susan Staples
Jessica Stearns
Leslie Thomas

Special Thanks to: HALPs, to all the husbands and boyfriends who pitched in to help.

All the ISA members, who worked behind the scenes in helping out with the Silent Auction, Raffle, etc. We could not have done it without you.

Editors Note: Starting in this issue of the ISA Newsletter we will be highlighting one of our proud scholarship sponsorship partners. Following the highlighted sponsor are more great companies that contribute to our scholarship program.



by Christine Hilton

In January, I attended the Air Inc. job fair in Dallas. While waiting in line for my opportunity to present Southwest with my resume, I noticed the Higher Power booth next door, and decided to pop over for a visit. I introduced myself to Mark Sterns as "Christine Hilton, from ISA." Mark immediately made me feel like I was his long lost

best friend! Having only spoken to him once over the phone, and corresponded a few times by mail, I was shocked he even recognized my name. But Mark not only knew who I was, he greeted me as if we'd known each other for years!

As one of our airline scholarship sponsors for 2002, Higher Power Aviation agreed to donate one 737-type rating with ISA's purchase of the first. In December, I'm happy to report, both of our recipients completed their 737 type-ratings, and raved about the training they received. Theresa Jacobsen and Jill Schimoeller, both of whom had never flown Boeings, started their training on December 2, and two weeks later, were 737 pilots!

Founded in 1994 by Mark Sterns and Joe Poore, with the assistance of the late Robert Miranda, Higher Power Aviation, Inc. (HPA) is an FAA part 142 approved training center offering cockpit and cabin crew training for jet transports. HPA specializes in the Boeing 737 from the Classic to the New Generation aircraft along with DC-9/MD-80, B-727, and B-757/767 aircraft. HPA is based at DFW with contracts for additional simulators all across the United States. HPA also provides simulator preps for airline interviews and those completing their type rating are invited to ride along at no charge.

I only spoke with Mark for about 5 minutes, but in that short time period, at least a half dozen pilots stopped by to say hello, all of whom had trained at Higher Power. A couple worked for Southwest, others were still waiting to be hired, but all of them expressed delight with the Higher Power 737 type-rating program. But what was even more amazing was that Mark Sterns remembered them all and seemed to know each one personally!

While both of our recipients described the training as "intense", Higher Power has had incredible success training pilots. Hundreds of their former students are now flying not only at SWA, but at a number of other airlines as well.

We would like to once again thank Higher Power for their generous donation in 2002! In addition, Joe Poore and Mark have recently confirmed sponsorship for 2003, consisting of a SIC scholarship. It consists of 4-5 days of 737 ground and simulator training and is valued at \$4250. The recipient also has the option to upgrade the award to a type rating for an additional \$4000. We look forward to continuing this enormously successful partnership between Higher Power Aviation and ISA!

Feel free to contact them for more information at 800-JETCREW or www.jetcrew.com.

other proud sponsors



In its more than 70 year history, Alaska Airlines has grown from a small regional carrier into a major airline that transports more than 12 million customers annually. Their fleet of 102 Boeing jets service over 40 cities and 3 countries. Although most well-known for their “niche” market on the west coast of the United States, Alaska also flies across the country into several east coast locations.

This year, Alaska has partnered with PremAir, Inc. to sponsor ISA’s airline scholarship program by donating two 737-type ratings. This is Alaska’s first year working with ISA’s scholarship program but nonetheless has a long history in supporting women pilots. Included in their pilot ranks are about 50 women, which represents about 3.4% of their total pilot work force, and about a dozen are ISA members.

For more information about Alaska Airlines, please visit their website www.alaskaair.com or call 800-ALASKAAir (800-242-7522) for reservations.



Having officially started its operation in 1973 with only 14 small aircraft in its Memphis hub, FedEx was the first company dedicated to overnight package delivery. Since then, FedEx has acquired the world’s largest all-cargo fleet, consisting of Boeing, McDonal- Douglas, and Airbus aircraft. FedEx handles 3.3 million packages nightly, employs over 200 thousand people, and serves more than 200 countries. FedEx planes travel nearly 1/2 million miles in one 24-hour period. And their couriers log 2.5 million miles, enough to make 100 trips around the earth.

Since 1996, FedEx has been committed to ISA and the goals of our scholarship program. Each year, they have donated flight engineer training and certification to one deserving applicant. Many of the scholarship winners are now employed by both regional and major airlines.

To find out more about FedEx, visit www.fedex.com or call 800-GO FEDEX (800-463-3339).



Pan Am International flight Academy (PAIFA) is pleased to announce their new partnership with ISA in supporting women who aspire to become airline pilots. Although this is the first year PAIFA has sponsored a scholarship, their presence in the aviation industry is longstanding.

Headquartered in Miami, with an additional 11 locations across the United States, Pan Am International Flight Academy offers training for nearly every segment of aviation. The Commercial division provides full flight simulator training to hundreds of airlines from around the world, and individual type rating training in the following aircraft: A300; A320; B727; B737; B747; B757; B767; MD80; DC9; DC10; and L1011. The Regional division provides simulator training in turboprop and regional jets, PAIFA’S SimCom division offers training in business jets, and the Career Pilot division offers flight training to new pilots. For further information please visit: www.panamacademy.com or call 800-874-6064.

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other proud sponsors



PremAir, Inc. is an FAA part 142 certified training center that, since 1994, has offered clients several flight training options. They provide crew training to part 121 airline, customized programs to private operators, and type-ratings to individuals seeking a particular aircraft qualification. In addition, PremAir offers specialized training courses, temporary pilots, aircraft ferry service, test flight, and aircraft delivery. Headquartered in Seattle, they also have satellite facilities in Phoenix and Orlando. Their 30+ instructors offer training on the B737, B757, and A320.

This is PremAir's second consecutive year sponsoring ISA's scholarships. In conjunction with Alaska Airlines, one of their customers, PremAir will be offering two 737 type-rating scholarships.

Call 877-377-9222 or visit www.premair.com for more details about PremAir's services.



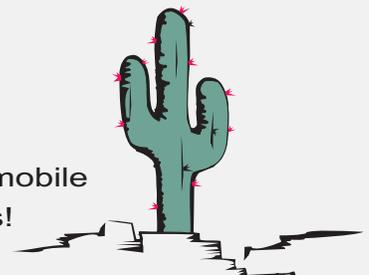
UPS history with the ISA scholarship program is long-standing. The relationship started in 1995 and, to date, UPS has donated more than \$40,000. Their sponsorship, coupled with other financial donations, has helped over 100 women pursue their training.

As the largest express carrier and package carrier in the world, UPS handles over 2 million packages a day and delivers to more than 200 countries. Their fleet of 263 jet aircraft completes more than 1800 flights a day into more than 700 domestic and international airports. They are among the 10 largest airlines in the world.

For more information about UPS delivery, call 800-PICK UPS or visit www.ups.com.

You're Invited! Mark you Calendar

- Who: All ISA Members and Their Family and Friends
What: The 26th Annual ISA Convention
Where: The *Sheraton Wild Horse Pass Resort and Spa*. Located on the Gila River Indian Community, Phoenix, AZ
When: May 18th – 20th, 2004
Note: This is a week later than normal for the convention.
How: Make it there any way you can! Plane, Train or Automobile
Why: Because it is going to be a huge party you can't miss!



Human Performance & Resources Chair

by Terri Bartolero



IN WITH THE NEW...

I am pleased to announce that Sherry Anderson will be taking over the position of HUPER Chair. Sherry has been a long time member and now is taking on a Board position for the first time.

It has been a fabulous getting to know the women on the board and the members of ISA these past few years. I look forward to enjoying membership and attending conventions and other ISA events without the responsibility of the board position.

Hi, I am Sherry Anderson. I have been an ISA member since 1986, and I am currently a B777 F/O for United Airlines in SFO. I am honored to be your new Huper Chair. If you don't know what that is you are not alone, I didn't know either until I became one. It is the short



by Sherry Anderson

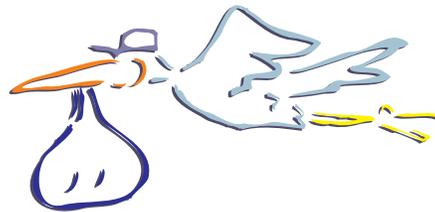
acronym for the long title Human Performance and Resource Chair. I would like to thank Terri for all the work she has done in this position and for making my transition smooth. We wish her all the best as she is very close to furlough status at American. I am very excited to join this board. The women serving you are putting their best in carrying ISA through some troubling times in the airline industry, but I have no doubt we will emerge as a stronger more vibrant organization. We only have to remember why we first join ISA. It is about people one-on-one relationships and that is what we enjoyed in Switzerland. It was a beautiful country but most important to me was renewing old friendships and making some new ones. Please take time to reach out to each other; it is worth the time it takes. Don't forget to send me your news: new jobs, new pets, new babies, and old flames. We want to know about what is important in your life.

WEDDING BELLS/NURSERY NEWS



Michelle (Turner) McClellan, AA/767 Intl/FO, married Dan McClellan on February 14, 2003. Dan is an AA F-100 CA based in ORD.

Eliska Wysocki (UAL) became Eliska Schneider March 2002. Her husband, William, works for the National Weather Service as a meteorologist. On Feb. 8th 2003, they were blessed with a beautiful baby boy, Ian William Schneider, weighing in at 12 lbs and he was 22 inches long.



UPGRADES

Aileen Watkins recently completed Captain upgrade training and IOE on the B737 at Pace Airlines.

Aileen's story is an inspiration to us all. Aileen gave up a job to follow her dreams of being a major airline pilot and was immediately furloughed from United right after 9/11. She was able to get a job soon after and has now upgraded to captain. She wrote to share her story. (See Captain's Club)

NEW JOBS

Fresh back from convention Christine Hilton accepted a job with Chautaugua Airlines as Assistant Chief Pilot. She is currently training in IND but she, her hubby, Tim, and their dogs, Pratt and Whitney, willing be moving to her new base in sunny Orlando. Ask her about her cool watch bargaining in Zermatt.

Our Treasurer, Melissa Brumby, will start B-747 F/O training at Kaltta Air on the 23rd of June 2003.

(continued on the next page)

(HUPER continued)

CUTE BABY

Melissa and Jerry shared this cute photo of six-month old Jack. Thanks to Melissa for her time on the board.



RINEHART'S CELEBRATION



Bob, Terry, and baby Justin.

Terry Rinehart, Delta, celebrated the retirement of her husband Bob from United this year and the graduation of their son, Justin Rinehart, from San Jose State University.



Terry and Justin are pictured with twin sisters, who are working on their own private licences.

Justin graduated with a degree in Aeronautical Operations and is currently flight instructing and looking forward to a career with the airlines. Terry was the commencement speaker at Justin's graduation.

That is all to report for now but I hope to hear from you soon and I look forward to welcoming everyone to Phoenix, my hometown, for convention next year. Thanks, Sherry.

Hello, I'd like to introduce myself as the new membership chair volunteer. My name is Danielle Cassell and I've been a member of ISA for a number of years. I must admit I have not been a very active member, so I decided it was about time I changed that. With the state of the airline industry I felt the need to get involved and to connect with other people in my field. In times like these we need all the support we can get. I'm looking forward to working with you all. Unfortunately, I was not able to attend this year's convention in Zurich but I do plan to attend ISA Bike Days in Colorado. I hope to see many of you there.



Membership
by Danielle Cassell

Now that the convention is over we have the 2003 membership totals. Our total membership has reached 492 but with 159 not renewing we are now down to a total of 333 members. The reason our annual renewals are down this year is most likely due to the fact that the 2003 renewal cards were late. This was because membership had tried outsourcing some of the more time consuming tasks of membership to a company called Travel Soft. This turned out to create more work instead of less, so we are in the process of canceling our contract. I will try and contact these members and encourage them to rejoin, but I could use your help. Please take a look at the "Lost Members" list in this newsletter to see if you can help us locate these members. If you see someone you know please give them a call or drop them a note and remind them to renew their membership.

This quarter we do have twelve new members to welcome and one returning. Our new country represented is Austria with the addition of Austrian Airlines. Remember, we are always looking for new members. Whenever the opportunity arises, check with your coworkers and friends to see if they are members of ISA. I have brochures with applications that I'd be happy to mail to you. Additionally, applications can be downloaded from our website. I can be contacted through our

(continued on the next page)

Board of Directors Reports

(Membership continued)

website or you can email me at isa21member@aol.com.

The 2003 Membership Directory should be distributed by now. Binders are available for purchase at the ISA store or through our website. If you did not receive your directory please let me know. If any of your personal data is incorrect in the directory or if it changes in the future, please contact me, we don't want to lose track of you.

Finally, I'd like to thank Melissa Monahan for all her hard work over the past three years. Good luck to her and her family in their new home in Florida.

Have a great fall!

New Members

Lisa Bell
United Airlines B-737 F/O
DOH 11-99

Ealine Marie Buchanan
Federal Express B-727 F/O
DOH 2-14-01

Karen Cullinane
Alaska Airlines B-737 F/O
DOH 4-19-99

Tamara Dotson
Northwest Airlines DC-9 F/O
DOH 7-23-01

Melissa Feinmel
American Airlines B-727 F/O
DOH 10-90

Rebecca Gifford
Delta Air Lines B-737 F/O
DOH 7-10-00

Kathleen McNulty
United Airlines B-737 F/O
DOH 10-11-99

Tracey Nix
Delta Air Lines B-727 S/O
DOH 7-10-00

Olga Gracheva
Aeroflot Russian Airlines
A-310 F/O
DOH 1973

Ellen Olson
United Airlines B-737 F/O
DOH 10-4-99

Petra Wadl
Austrian Airlines F-70 F/O
DOH 6/01

Anne Witcher
Laker Airways B-727 F/O
DOH 2-28-02

Returning Member

Katie Smith
United Airlines A-320 F/O
DOH 8-27-00

Lost Members

We have lost **159** members this year. I have listed their names here. Due to outsourcing, we were late getting out this year's annual renewal cards and I'm sure this contributed to the unusual amount. Others may have moved and did not let us know, or simply may have forgotten. Please take a look at the Lost Members list and see if you recognize any of the names. If you do, please contact these ladies and remind them to renew. Annual dues are \$55 or \$20 for inactive members. They can either mail to my home a check payable to ISA, or they can mail or email me their Visa or MasterCard information. Once they pay their dues I will send them a 2003 Membership Directory and they will continue to receive the ISA Newsletter. Thank you for your help!

<u>First Name</u>	<u>Last Name</u>	<u>Airline</u>			
Faela	Cronin	Aer Lingus	Cheryl	Guidoboni	American
Natalia	Vinokurova	Aeroflot	Alicia	Maricle	American
Sarah	Barry	Air 2000	Kerry	Daley	American
Heather	Jennings	Air Canada	Jeanette	Rode	American
Carolyn	Gubb	Air New Zealand	Carrie	Muehlbauer	American
Valentina	Tzvetkova	Air Sofi	Jennifer	Dettinger	American
Vanessa	Jago	Air Wisconsin	Kelly	Jeffries	American
Tisha	Frick	Alaska	Nancy	Walter	American
Michelle	Miles	Alaska	Roberta	Galarza	American
Theresa	Armbruster	Aloha	Jeanne	Flanagan	American
Christina	Redfern-Oliver	America West	Kathleen	Julien	American
Debra	McCormick	America West	Dana	Dabbs	American
Susan	Laun	America West Airlines	Stefana	Taylor	American
Kelly	Brown	American	Donna	Miller	American
Audrey	Kinkin	American	Joellyn	Newbold	American
Prudence	Durand Hostetter	American	Britt-Marie	Larsson	American
Andrea	Chovanec	American	Jane	Clement	American
Stephanie	Gray	American	Barbara	Green	Ansett Worldwide

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Board of Directors Reports

(Membership continued)

Karen	Marchbanks	Atlas Air	Cindy	Allen	United
Camilla	Morkholm	Braathens Safe	Ellen	Thompson	United
Debbie	Harvey	Braniff	Lainey	Richardson	United
Helen	Parker	British Airways	Karen	Bland	United
Susan	Schmid	C.T.A.	Sue	Harrelson	United
Linda	Friedman	Continental	Sue	Yamamoto	United
Cindy	Shonk	Continental	Julie	Tizard	United
Gail	Johns	Continental	Tone	Diaz	United
Kathleen	Petersen	Continental	Marilyn	Orloff	United
Lynn	Rippelmeyer	Continental	Ana	Vegega	United
Nancy	Novaes	Continental	Cindy	Rucker	United
Carmela	Atwood	Continental	Heidi	Oberndorf	United
Arlene	Hankins	Delta	Roberta	Stanford	United
Elaine	Schumy	Delta	Trina Jarish	Dora	United
Melinda	Hotinger	Delta	Betsy	Benton	United
Alicia	Hayes	Delta	Angie	Taylor	United
Karol	Welling	Delta	Lore	Probst	United
Kristy	Gentry	Delta	Tami	Halloran	United
Julie	Venable	Delta	Kathryn	Bustle	United
Carolyn	Lee	Delta	Sandy	Wilson-Barnes	United
Joy	Walker	Delta	Karen	Gallisath	United
Stacy	Moore	Delta	Anne	Mitchell	United
Michelle	Johnson	DHL	Janna	Shea	United
Merav	Schwartz	EL-AL Israeli Airlines	Mary Ann	Schaffer	United
Wendy	Albright	Emery Worldwide	Lorraine	Morris	United
Cyndhi	Berwyn	Federal Express	Mary M. B.	Meade	United
Dolores	Pavletic	Federal Express	Diane	Walker	United
Nancy	Peterson	Federal Express	Katina	Malliarakis	United
Jodi	Dever	Federal Express	Christina	Grohs	United
Amy	Himic	Federal Express	Denise	McDonald	United
Renita	Herrmann	Federal Express	Anne	Falandes	United
Patricia	Kessler	Federal Express	Sharon	Wilder	UPS
Brandi	Harvey	Federal Express	Christine	Deeble	UPS
Kelly	Bass	Federal Express	Carolyn	Williams	UPS
Muriel	Zarlingo	Federal Express	Cidney	Ferguson	UPS
Karen	Smith	Frontier	Nicole	Anderson	UPS
Loreto	Costa-Kramer	Iberia	Deborah	Rowe	UPS
Saudamini	Deshmukh	Indian Airlines	Patricia	Socha	US Airways
Joelle	Ben-Peretz	Israir	Marilyn	Koon	US Airways
Deborah	Lawrie	KLM Cityhopper	Carole	Litten	US Airways
Felicity	Bush	KLM Cityhopper	Nancy	Law	US Airways
Bobbie	Snoden	L382 (C130) F/O	Catherine F.	Beirne	US Airways
Caroline	Aylen	Laker Bahamas Ltd.	Margaret M.	Bruce	US Airways
Mary	Bell	Mesaba	Michelle	Nester Baird	US Airways
Anne	Simpson	Northwest	Kimberly	Bost	USAirways
Angie	Smith	Northwest	Heidi	DeKoster	USAirways
Lynda J.	Stockmeier	Northwest	Jennifer	Muellner	USAirways
Sandra	Anderson	Northwest	Susan	Grskvich	USAirways
Linda	Morrison	Northwest	Jennifer	Rafferty	USAirways
Helena	Sutherland	Northwest	Karen	Barnett	USAirways
Kim	Hinshaw	Northwest	Janet	Zweber	USAirways
Daneane	Martin	Northwest	Laura	Takacs	USAirways
Karen	Ruth	Northwest	Kassandra	Cassano	Vanguard
Gemith	Gemparo	Philippine Airlines	Kalina	Cox Comenho	Varig
Leisa	Dupuy	Ryan International			
Judy	Holly	Southwest			
Astrid	Deira	Surinam Airways			
Ute	Roth	Swissair			
Claudia	Mattig	Swissair			
Brigitte	Girardin Haesler	Swissair			
Gabrielle	Musy	Swissair			
Mary Anne	Lappier	TWA			
Tiffany	Tokar-Vlasek	TWA			
Linda	Sartnurak	TWA			
Michelle Hill	Carter	United			
Debra	Knepper	United			
Lori	Rossier	United			
Kathleen	Hurst Tracy	United			
Heather	Loomis	United			





Captain's Club

by Cammy McHenry

Jan Dolf, USAirways
Joanne McIntosh Hickman, Alaska Airlines
Fjola Hliddal, Cargolux
Shannon L. Jipsen, UPS
Lorraine Morris, United Airlines
Lainey Richardson, United Airlines
Aileen Marie Jost Watkins, Pace Airlines



Congratulations



Fjola Hliddal and Aileen Watkins attended the convention in Zurich where Fiorenza deBernardi presented them with their Captain's plaque. Since Fiorenza has been a Captain since 1969 she obviously knows something about the job. Congratulations to all our new Captain Club inductees. May you wear the title proudly.

Captain Aileen Watkins first trip was as follows:

Pace Airlines / Captain / B737-300 / USA
BNA-MEM-CUN-MEM-BNA
February 27, 2003

I want to thank ISA and all of its members for the support and encouragement I have received over the years. It is so wonderful to have a support network to help us realize our goals and opportunities, and to help inspire the woman pilot of tomorrow. One of my proudest moments in my career was standing at the cockpit door as the people were deplaning and hearing the great job, great landing, and you go, girl! Comments coupled with big smiles and Thank You! Many thanks again!

Aileen Watkins



Women In Aviation Conference

by Tracy Leonard

You missed out, if you didn't make it to the 14th Annual International Women in Aviation Conference. The conference took place in Cincinnati, Ohio on March 20-22. ISA+21, once again, had a booth to promote our scholarship program and solicit new members. There were over 2,000 conference attendees and we spoke with hundreds of women. It is a fantastic experience to meet motivated women who are working toward their goal of becoming airline pilots. Each one of us has had help reaching our goals, and being able to offer these women an opportunity to win a scholarship to make their dream possible is a great way to give back.

In addition to dispensing scholarship information, we gained a few new members, renewed a few old members and handed out numerous copies of our *Tip's on Becoming an Airline Pilot* booklet. Also, for those of us who are furloughed, there were many opportunities to speak with companies that are currently hiring and expand our network of aviation friends.



To celebrate the Centennial of Flight, Women in Aviation honored the 100 most influential women in aviation and aerospace industries over the past 100 years. Our own Fiorenza de Bernardi was one of the great women chosen to receive this honor.

Thank you so much to everyone who volunteered to work at the booth:

- | | | |
|--------------------|-------------------|-----------------|
| Karen Anderson | Strike Fongeallaz | Jennifer Neal |
| Karen Barnett | Mary Ana Gilbert | Carolyn Reisz |
| Jenny Beatty | Christine Hilton | Cindy Rucker |
| Melissa Brumby | Becky Howell | Bev Sinclair |
| Tiana Daugherty | Donata Hunt | Jessica Stearns |
| Jane Dlisle | Amy Jayo | Elisabeth Swain |
| Teri Donner | Shannon Jipsen | Patty Tomich |
| Rebecca Fisher | Cammy McHenry | Aileen Watkins |
| Susie Fisherbacher | Denise Mowat | Lucy Young |
| | Jennifer Muellner | |

An extra special thank you to Cammy for being our "on the scene contact". She stored all of our supplies and helped get everything set up on time. Another big thank you to Carol Cansdale for making it possible for our booth to have one of the most impressive selection of give away items ever.

Thanks also go to Jerry Monahan and Matthew Curry for assisting with the booth setup, Cheryl Ferguson for driving all of our supplies to Nashville, and Angie Smith for driving all of the supplies back to Memphis. An extra special thanks to Laura Takacs and Aileen Watkins setting up the booth, putting together all of the bag tags, and picking up all of the last minute supplies!!!!

Mark your calendars for next year, March 11-13 in Reno, Nevada.



Peer Support

by Lucy Young

Stress Management 101

ALPA, several other pilot unions, foreign carriers and ISA have established Critical Incident Response Program (CIRP) or Flight Assist Teams. These volunteer pilots stand ready, willing and able to assist pilots who have experienced an unusual event on the line, an accident or an incident. Critical incident stress is a normal reaction by a normal person to an abnormal event. A Peer Support Volunteer responds by contacting each crewmember to talk in a confidential manner about their experiences. This serves to provide peer support and education in order to diminish the emotional impact of the event. No records, written or electronic, are kept and none of the information is reportable to the company or the FAA. The record of these interactions has been very positive and crews that have used this resource have returned to flying over 80% of the time. The union team compliments the resources available through a corporate Employee Assistance Program (EAP).



Back row L to R: Eva Brock, Patty Tomich, Pam Krueger, Connie Tobias
Front row L to R: Sandra Stephens, Lucy Young, Nancy Novaes

The environment we find ourselves in today is chaotic and unpredictable. Career expectations have been dashed and many feel as though their lives are increasingly stressed. The educational part of the CIRP is very useful for stress management, regardless of the source. We all have stressors in our lives, and they have different effects on different people. This article is intended to give pilots a toolbox of resources for managing stress, which can be extended to their family members and friends.

Stress is a response arising as a direct result of an exposure to any demand or pressure on a person. Some stress is benign, but humans can suffer when the coping mechanisms of the body are overloaded. The basic stress response of “Fight or Flee” worked for cavemen confronted with a saber toothed tiger. Life is much more complicated now, and with few opportunities for fighting or fleeing, the stress remains. Stress is cumulative, and can lead to weakened immune systems, heart strain and vulnerability to disease. Chronic stress can cause elevated stress hormones in the body, such as cortisol and adrenaline. There are many sources of stressors, including biogenic (caffeine, nicotine, etc.) and psychosocial (an event or person that is potentially challenging, threatening, or affecting our sense of control). The top ten stressors in order are personal finances, career, too many responsibilities, marriage, health, children, loneliness, sex, relatives and neighbors. Stress reactions may include fatigue, headaches, poor attention, intense anger, withdrawal, elevated alcohol consumption, and sleep disturbances. A stressor coupled with a stress reaction constitutes stress. Simply stated, it is wear and tear, and there are many ways to mitigate or manage it.

Healthy relationships buffer individuals from the effects of long-term stress. Avoid isolation and maintain supportive relationships with other people. Maintain a healthy routine, with good nutrition, exercise, enough sleep, and finding time to relax. Support systems with friends, family, clergy, and professionals can be very positive. Avoid excessive use of alcohol as it slows body chemistry returning to normal. A sense of humor is the best medicine!

The Jeppesen-sized ALPA Critical Incident Response Program Guide, inserted in the ALPA Pilot magazine centerfold from time to time, lists many helpful actions to help crewmembers mitigate stress. Call ALPA national or email Lucy Young if you would like a copy.

If any ISA member has any questions or a need to speak confidentially to one of the ISA Peer Support Volunteers, check the list in the ISA directory under Committees for the names. The goal here is pilots helping pilots. We hope that pilots will find this information useful as we endure the painful restructuring faced by the airline industry.



IFALPA Conference

by Liz Jennings Clark

I attended the 58th annual conference from the 3rd to the 8th of April. Attendance was quite good as almost 300 pilot delegates and 150 guests made the trip to Madeira. It was the eighth year in succession that I managed to attend. Hot topics were the State of the Industry, highlighted by presentations from Duane Woerth and Ana McAhron-Schulz of US-ALPA; the effects of SARS; the influence of internet bookings on worldwide airline profits and the growing strength of the Low Cost Carriers. As a European pilot whose company had just announced some profits for the last financial year talking to US colleagues who had lost pay and pension or to Cathay Pacific guys who saw their pax loads disappearing in the early weeks of the SARS problem really brought home the dependence of our sector on the perceptions of others.

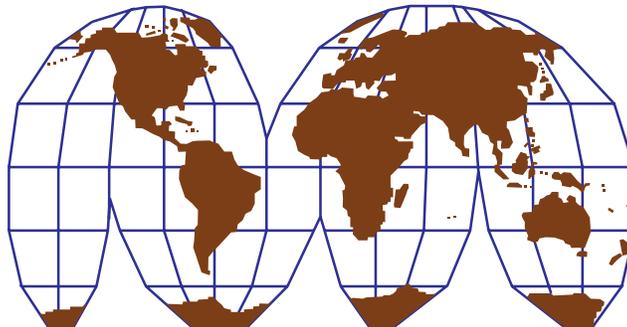
On a slightly different note, a month before the conference the Board let me know that they had decided to entirely withdraw funding for the IFALPA conference attendance. This allowance had been US \$800 for a number of years and lately changed to the cost of registration plus 4 night's accommodation. This year standard registration would

have been about US \$305 and the hotel \$160 a night giving a total of \$905, as most things these costs have been rising steadily. Also I always covered the costs of travel and often an extra night as the meeting is for 5 days. Some 18 months back I was made aware of the possibility to request a reduction in fees and for the 2002 conference ISA paid registration at a reduced rate of \$150 (officially the rate for chief delegates). This year there was also a split scale for hotel accommodation and IFALPA confirmed that our association could book one person at the (60% discounted) chief delegate rate (whereas we are officially only observers). This put the total costs at \$340 (admittedly since the dollar has fallen against the euro since April it would now be about \$380) with me covering travel and the last night's accommodation. Of course I was disappointed at the board's decision but decided that since we had been given the reduced rate I would accept the costs as my "one thing for ISA" this year.

The next thing is the future, please write, email, or call with your views. Personally I think our IFALPA link is vital to our mission as an International society

concerned with the ongoing education of our members and support of women in our profession in countries where they are few and far between. I know that attendance at IFALPA has gained us many new members, this year from Austria and our first El Al member (second from Israel). Possibly even some future members from mainland China (see business meeting minutes). I enjoy attending these meetings, otherwise I wouldn't use my vacation days and pay for travel. But it is up to you the members to decide if IFALPA is relevant to the future of our society. It will mean finding a few hundred dollars per annum in a time that we do have to be careful of our money. Maybe the board would release some of the few thousand dollars excess built up in the convention account over the years. Depending on the actual fees I might agree to cover costs for next year as my "one thing" for another year. But most importantly what do you, the membership think??

As mentioned in the business meeting minutes I have a lot of information from Conference - an email to lizjc@tiscali.nl will get you copies and other articles will follow this year.



Mountains, Bells, and Chocolate

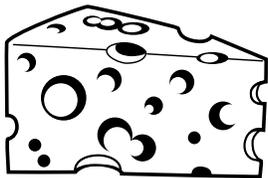
Jim Ernst, Cindy Shonk's Husband and Katrina's Dad contributed this article.

Wednesday, May 14th, dependents and guests trip to Mt. Santis.

"All in all" the trip was uneventful. That doesn't mean it wasn't fun but when Cindy returns from a flight, I always ask her how the trip was, and so far she has always replied "uneventful" meaning nothing drastic took place.

The bus and guide met us at the convention hotel around 9:30 and we headed into Zurich to the main bus depot to pick up another passenger. From the depot we headed East along Lake Zurich and several other lakes en-route to the capital city of Vaduz, Liechtenstein where we spent 45 minutes on our own. Despite being the capital of Liechtenstein, Vaduz is little more than a village with a population of 4,975. Of all the countries in Europe, Liechtenstein is the only one that charges you if you desire to have your passport stamped. Several from our group had their passports stamped while others spent time writing and mailing postcards.

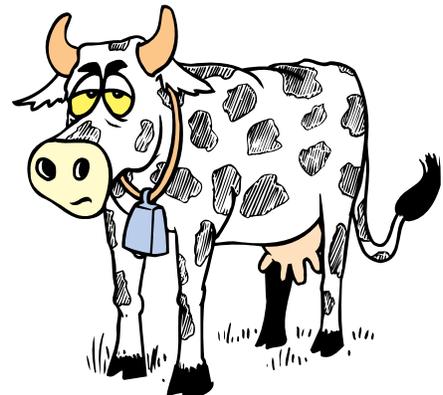
From Liechtenstein we returned to Switzerland heading for Mt. Santis through the Swiss countryside. Our tour guide pointed out that Switzerland has Cantons, which are similar to our states, and each Canton speaks a different dialect of German, Italian, or French depending on where the Canton is located within the country. Also, that the architecture of homes varies from one Canton to another. The hills and mountains were a lush green with cattle and goats wearing bells. The weather varied from sunny to cloudy, rain, sleet and snow - and repeated itself throughout the trip.



We arrived in the hamlet of Schwagalp and a cable car carried us to the peak of Mt. Santis (8,209 ft) the highest in the region. Our tour guide said we would enjoy seeing beautiful views of the Bodensee as well as of the Graubunden and Bernese Alps. About a third of the way up we entered the clouds and snow. We arrived at the top in a snowstorm. As for seeing other mountains in the Alps, it didn't happen. The bus trip and visit to Mt. Santis cost \$65 and a nice meal at the top another \$20 and a beer \$3.00. Seeing Suzanne Skeeters 11 year old son Kevin running through the snow without a shirt on was priceless!!

En-route back to Zurich we stopped at a chocolate factory. The tour was interesting and the samples great. However, those that stuffed samples in their pants pockets discovered warm legs and chocolate don't mix - the chocolate stains probably won't ever come out. Evidently, we bought a lot of chocolate because as we were departing the chocolate tour guide (Tony) came running out in the rain to give the bus driver and tour guide large sacks of chocolate - must have been their reward for stopping at his chocolate factory - what a surprise!!

We returned to Zurich around 6:30 pm and joined the pilots for the rest of the evening. "All in all" it was a nice way to spend a day in Switzerland and Liechtenstein.



Nightmare in Switzerland

By Jessica Stearns (CAL Retired)

The convention of the International Society of Women Airline Pilots had been a wonderful experience... after all, meeting with your peers for a few days to socialize, see the sights of a new place, and swap stories of flying... until I realized that my purse wasn't where I'd put it just a short time before the night cruise had begun.

That realization is a life altering and traumatic experience. At first I thought that I'd simply moved it to my table, or that it had fallen on the floor, or a crewmember had moved it thinking that it was misplaced. Though I've been careful, this is a secure boat with an honest crew, and my purse must be somewhere ran through my mind.

I asked a few friends if they had seen it anywhere. I asked the crew but they were not interested. I asked to see the boat's captain... no response. Finally I found the pilothouse but the captain was not interested and would not call the police. In desperation I sought out the tour guide and told him of my situation. My fellow pilots joined in the search, but still no purse.

As the boat neared the dock I stressed, no demanded that the police be called and that no one be allowed to leave until they had showed up. Two police officers from the Luzern police department finally appeared. I told them that my purse was missing and that we had not been able to find it. The one in charge said to me, "that's unfortunate but what do you want us to do?" I said that I wanted the boat searched and crew questioned. This they did not want to do. I had to insist. I stated, that I needed to file a report. The reply was that it was too late (the hour or what), I didn't know. I did know that without a report getting a replacement passport, driver's license, and etc. would be next to impossible. Everything I needed to prove who I was and pay for my needs were in that purse, plus personal items which could never be replaced.

After some discussion, they agreed to talk to the crew, look through the boat, and told me that if I went to the nearest station, they would take a report. The convention director agreed to act as an interpreter, arrange a taxi to Zurich for us so that the group could return to the hotel on the bus. After a one-mile walk to the police station, 20 minutes waiting to get in, we were finally seated. All the details of the theft, amount of money, credit cards, description of legal documents, personal items, etc. were listed. This done, I asked for a copy of the report. "No, we don't give out copies." "Well then, how do I get a replacement passport, drivers license, file an insurance claim, or prove that my purse was stolen?" I replied. A minute later the very young officer handed me a summary of the report. At 1:30 am we started the long taxi ride back to Zurich.

As I left the dock area to walk to the police station, one of the women pilots called out to me, ran up and handed me a plastic cup filled with money. The group had quickly taken up a collection to help see me through the near term. What friends, I don't even remember how much was collected, but it was enough to see me through the next two days. American Express failed to get me replacement checks in time and VISA Int'l failed to get me a replacement credit card. On the way back to Zurich the board members present also voted to leave the cash raised at the scholarship silent auction and raffle with me. That was a lifesaver, because I had to pay my hotel bill in cash. Need less to say, I am very proud to be a member of an organization whose members would make sure that I was taken care of. My deepest appreciation, thanks, and hugs to all of you.



(continued on the next page)

Things of Interest

(Nightmare continued)

I have learned several valuable lessons and I'd like to pass along some helpful hints. Adapt to meet your own situation.



- 1. Make a copy of the passport and it's number, date and place of issue.**
- 2. Take a spare set of passport photographs with you.**
- 3. Take only a couple of credit cards leave one in the hotel safe.**
- 4. Make a list of the credit card numbers and put them in your luggage or in the room safe.**
- 5. If you are not driving, leave the driver's license in the hotel safe.**
- 6. Use a hidden body purse that is under a layer of clothing to place money, checks, credit cards and ID (passport). Leave the rest in a room or hotel safe.**
- 7. Use a camera case that not only has a shoulder sling, but a waist strap.**
- 8. Wear costume jewelry. If you need the good stuff, put it in the hotel safe until you need it.**
- 9. When you check in, ask for phone numbers for the nearest travelers check office, the US Embassy, and how they are set up to assist you in an emergency.**
- 10. Travel in groups, look out for each other, and be aware of your surroundings. You might consider taking a picture of people who approach and ask for money or observe you in a suspicious manner.**

I have traveled around the world for over forty-five years. This was the first time I have experienced a theft of property. It turned in to a nightmare. Thanks to the help of my friends, I was able to get through the ordeal. I am determined to make sure this doesn't happen to me again. If it does, I will be much better prepared. You won't have to spend many hours reconstructing your life.

A Convention Education

By Donata Hunt

I believe some confusion exists among the membership about convention planning so I have a few topics that I would like to discuss as Convention Chairman to clarify some of these issues. The two topics are the convention planner and the need to stay at the designated convention hotel.

First of all I would like to explain the utilization of a convention planner for the international convention in Zurich. There was some concern expressed toward the additional cost in the registration fee for their services. The decision to hire a convention planner was made by the BOD 3 years ago after the Alaska convention to help alleviate the tremendous work load associated with convention planning in regards to registration, scheduling of events, hotel contracts and dealing with foreign language barriers. Even though the convention in Switzerland was already planned by Ute Roth the BOD felt that this service would be beneficial for everyone especially the convention chairman and the local liaison. The need for this service will be evaluated on a year to year basis depending on the location of convention. It is not an ISA policy that a convention planner will always be used. I hope this addresses your questions and concerns.

Secondly, I would like to stress the need for everyone attending convention to stay at the hotel where convention is taking place and to register under the ISA Convention name. I understand that this may not be the cheapest room rate you can obtain especially with the internet deals available but please allow me to explain some points of hotel contract negotiations. In this day and age hotels require a signed contract to have a convention at their facility which was not always the case in previous years. In the contract negotiations the hotel does not charge ISA for such things as meeting rooms or hospitality suites with the guarantee that we will be booking a certain number of rooms. This keeps the cost of registration down for the members. When people don't pay the convention rate and don't book under the ISA name we don't get credit for that reservation. If we don't uphold our end of the contract this results in additional cost to ISA at the end of the convention. Just to give you an example the cost of the meeting room for the business meeting is \$4000 - \$5000 for the day. This is a fee we do not pay since we have say 50 rooms booked for that day with the hotel. When considering what hotel to hold the convention at we look at many different qualifiers and try to go with the best overall value to have an exceptional convention.

Thank you for your attention and I hope this clarifies some of the questions and concerns floating around out there.

My First "Unmanned" Flight

By Carolyn Reisz (AA)

This picture was taken on a flight from Miami to Washington D.C. after being with American Airlines for only three months. I had finally learned how to sign in for a trip and where to find the correct airplane to start my preflight. I arrived early in Operations to check my sequence and learned the names of the crew that I would be flying with. I read the names Captain Christine and First Officer Dianne and of course beside Flight Engineer was my name Carolyn. I read on down the list and all of the flight attendants were also women's names. I thought to myself that this is either a typo or there is a man with a strange name. When it was apparent that there would be three of us women flying the trip I was quite excited. The flight attendants all stopped to say how cool it was to see such a sight and the passengers were asking to take pictures. As far as I know, nobody asked to get off of the flight. It was uneventful although the conversation was different. Dianne just had a baby and Christine and Dianne were friends who liked to bid trips together.



I keep this picture in my kitbag in a photo book of interesting pictures. On my trips most of the pilots bring pictures and this is a favorite picture of most of the male pilots and crewmembers. They have comments like I hope none of you had to go to the bathroom. Implying that women always have to go together. Or do you guys talk about hairspray and make-up? Is there a secret handshake or wink between you gals? These are just a few that I can remember. It is just fun to see their expressions and comments about this situation.

I have been with the American Airlines for four years since that picture was taken. I am now a First Officer flying the Boeing 757. A few years ago, when pulling up my paperwork I read the Captain's name and it was Pat. I was somewhat hopeful that it would be a lady. It turned out to be a very nice male pilot. I am sure that someday soon I will get to fly with another lady pilot. But since we have retired all of our three pilot aircraft I will most likely never again get to fly with two other lady pilots at the same time.



Beryl Markham Fund Report

by Susan Gillett (UPS)

Some of you may not be familiar with Beryl Markham. She was the first woman to fly from East to

West across the Atlantic. She landed her Percival Gull monoplane near Baleine Cove, Cape Breton Island (now part of Nova Scotia) on September 5, 1936 after a flight of 21 hours and 25 minutes from Abingdon, England. The closest airport to her landing site is Sydney on Cape Breton Island. Those of you who do trans-Atlantic flights have probably flown over the site many times. Beryl was 31 years old at the time, and the mother of a seven year old boy. She was born in England, but raised in Kenya. She made a name for herself as a

racehorse trainer before she became a pilot. She died at the age of 84 in 1986 and is buried on the grounds of the racecourse in Nairobi, Kenya.

Although Beryl's accomplishment was acknowledged by public appearances and a ceremony in New York, there was no permanent public memorial to her in Nova Scotia. A few years ago, a few local citizens paid for a small plaque to be put up in the village of Baleine.

In 1998, ISA was contacted by an American artist in Nova Scotia, Stephanie May, who wanted to see a more public memorial to Beryl. She had made a clay life-size model of Beryl and wanted to find an aviation group that would help raise funds to cast it in bronze. Her

(continued on the next page)

(Markham Report continued)

original idea was to mount it on granite and get permission to place it at the Sydney airport. The Board of ISA created the Beryl Markham Memorial Fund in late 1999 to raise funds for this project.

The amount needed to make a bronze and to mount it on granite was priced at around \$20,000. As of April 22, 2003 we have received donations totaling \$7,255. The current economic climate and the lack of volunteer help have made fund-raising difficult. So another option has been presented to us.

Louisbourg is a town about 45 miles southeast of Sydney. It is the sight of an old French fortress. In Louisbourg there is a small museum called the Louisbourg Marine Interpretive Center. Their Board of Directors has expressed an interest in turning Stephanie May's clay relief of Beryl into a plaster relief that would be part of a permanent exhibit in their museum. They are in the process of getting funding from the government to build a new building for the museum. The process for this will not be complete until the end of 2004. I spoke with the Chairman of the museum's board, Ernie Parsons, in April and asked him if his board would be interested in accepting our Memorial Fund money towards the cost of making a permanent exhibit on Beryl. He told me after their board meeting on April 9 that they would be delighted to accept our contribution. Their Board has found a local restoration specialist who can turn the clay model of Beryl into a granite-like statue. He uses a modern epoxy-based substance mixed with ground granite. The cost of this statue is about \$5,200. They are currently looking for a designer to do a storyboard on Beryl and want to include information on ISA and ISA's contribution in the exhibit. The story board part of the exhibit may cost about \$2,000 to produce.

The ISA Board voted at their May meeting to keep the Memorial Fund open until December 2004. They also approved donating the money we raise in the fund to the Louisbourg Marine Interpretive Center. (If for any reason the museum is unable to accept the money, then it will go to a scholarship in Beryl's memory.)

I am going to try to get an article about the project and the Fund printed in the AOPA and WIA magazines. The earliest this could happen would be the autumn of 2003 because of the lead time needed for articles. I have collected old photos of Beryl, and hope to be able to donate copies of them to the Louisbourg museum for their exhibit.



I would like to be able to give the museum \$10,000. Of course, it would be nice to get more, because the museum will have upkeep expenses. The difference between \$10,000 and the amount we have collected to date of \$7,255 is \$2,745. If ISA has at least 500 members and each gave \$5.49, we would have the additional \$2,745 that we need. I would like to thank those of you who have donated to the fund. I would also like to urge those of you who have not donated yet, to consider a donation. As you can see, a small donation can go a long way. (The donations are charitable tax deductions under U.S. law. Canadian members may be able to get a tax deduction by making the donation directly to the Louisbourg Marine Interpretive Center. If you need the address, contact me.) Anyone wishing to make a donation can send it to the ISA Treasurer, Melissa Brumby at 5 Whitford Dr., Burlington, N.J. 08016. Make the check out to "ISA" and in the memo portion of the check put that it is for the Beryl Markham Memorial Fund. If any of you have comments or questions about the fund, you can reach me at smhgill@attglobal.net or by telephone at 410-685-3368.

They look so young!

Ladies' Night Over Afghanistan

By Capt. Elizabeth Ortiz

376th Air Expeditionary Wing Public Affairs

Editor's Note: This article was submitted by ISA member Val Tha-Slocum.

02/06/03 - OPERATION ENDURING FREEDOM (AFPN) -- In one of her songs, country singer Shania Twain croons about all the things women do these days; they are judges, politicians, doctors and soldiers, to name a few.

Not mentioned in the song, but occurring more frequently as the global war on terrorism continues, is something else: female fliers in combat missions over Afghanistan.

Early on Jan. 31, a KC-135 Stratotanker took off from Ganci Air Base, Kyrgyzstan, carrying more than 180,000 pounds of fuel and an all-female crew-both pilots, a navigator and a boom operator. The event marked the first all-female crew to fly an air-refueling mission into Afghanistan from Ganci.

"We've been really lucky," said 1st Lt. Alison, the navigator on board. Last names are being withheld for operational security. "You don't always deploy with a lot of women. The fact that we have four women on this deployment, and the fact that we make up a crew is amazing". After living with each other in the same tent for almost two months, the women were eager to fly on the same mission. "We've gotten along really well living together, so we were very excited to finally be able to fly together," said Capt. Waynetta, one of the two pilots on the mission.

The women, including the other pilot, Capt. Heather, and the boom operator, Senior Airman Lyndi, are all assigned to the 99th Air Refueling Squadron at Robins Air Force Base, Ga. They have been deployed here since Dec. 9.

(Clockwise from lower left) 1st Lt. Alison, Capts. Heather and Waynetta and, Senior Airman Lyndi, all from the 376th Expeditionary Air Refueling Squadron, flew an all-female KC-135 Stratotanker air refueling mission over Afghanistan on Jan. 31. (Photo by Capt. Elizabeth Ortiz.)



(continued on the next page)

(They look so young continued)

Once inside the tanker, the women began their preflight and takeoff duties with an ease borne of plenty of experience and skill. Most of them have deployed before, to places like Saudi Arabia, Qatar, Iceland and Thailand.

Between the four of them, they total almost 4,000 flying hours in the KC-135. The flight path to Afghanistan traversed three of the "Stans." The country itself remains a dangerous place. Just a few days before the historic flight, coalition forces on the ground encountered the heaviest fighting since Operation Anaconda last year. Norwegian F-16s from Ganci dropped munitions in support from the air.

Once over Afghanistan, the crew got down to business, refueling F-16s from the European participating air forces of Denmark, the Netherlands and Norway. Based at Ganci, the aircraft provide combat air support to coalition ground forces. In the refueling world, the motto is, "Nobody kicks ass without tanker gas." The crew emulated that motto when the boom operator connected two moving aircraft together on a night with 1 percent moon illumination. "It's awesome knowing that I'm having a direct impact on the mission," said Lyndi on her 17th combat mission over Afghanistan. "The fighters couldn't put bombs on target without gas, and I'm the one who gets it to them," she said.

More than 50,000 combat missions have been flown in support of Operation Enduring Freedom. In all, Lyndi refueled 10 European F-16s during the flight, off-loading 63,000 pounds of fuel. "I'm accomplishing something with my Air Force career," said Alison. This is especially true in the case of OEF, an operation that more than 1,800 women support, according to the public affairs office at Central Air Forces, the air component of U.S. Central Command. "I've always thought the greatest thing I could do with my life was to serve my country and be willing to die for it—for my family, my neighbors, people I don't even know," Waynetta said. "Now, we're here supporting troops in Afghanistan who are defending our freedom and way of life."

Basking in the early morning sunlight, the tanker headed back to Ganci. As the snowcapped mountains poked out above the clouds, the women reflected on the significance of the flight. "All we wanted was to fly together," said Lyndi. "I'm so excited we got to do it." "We believe in equality," Waynetta said. "But, the fact of the matter is, we're still girls, and we're doing something our grandmothers couldn't do."

RENEWAL NOTICE

If you forgot to renew your yearly ISA membership, contact Danielle Cassell, ISA Membership Chair, 2012 Timberline Lane, Petaluma, CA 94954 or e-mail her at isa21member@aol.com or log on to the web site--www.iswap.org.

Pregnancy Policy At Iberia Airlines

By Maria del Mar Alguacil (Iberia Airlines)

Editor's Note: The following article was sent to me by Maria del Mar Alguacil about Iberia Airlines maternity policy after reading Patty Barrera's article, Flying While Pregnant in the February, 2003 issue of the ISA Newsletter.



My name is Maria del Mar Alguacil and I am an ISA+21 member. I did my flight training at the Lufthansa school in Bremen and in Arizona, where I met my “nowadays” husband. He is an A320 Captain at Lufthansa Airlines. I live in Munich.

I have worked for Iberia Airlines since 1991, (eight years on the B727 and three years on the A340). I have a daughter 5 years old and a daughter just seven weeks old. I took a year of mother leave for the first one and I am doing the same for the second one.

When I think how many years that I am going to be flying, I think this is the least I can do for them.

I think the best we have is that our medical insurance depends on the state and therefore is not problem to keep getting paid once we are unable to fly.

I hope this could help you to get an idea for a policy at your company.

Unfortunately, I had two miscarriages in the past so I didn't want to take any risk at all. As I'm flying A-340, I did not want to be in the middle of the Atlantic or in Caracas or in Bogota if something should have happened so as soon as I knew I was pregnant I went to the company doctor to inscribe me unfit to fly.

We can choose if we want to go on flying until the 25th week with the approval of our gynecologist or we can work on the ground. Some collages managed to work as theory or simulator instructors or you can go home and wait for the baby, and that's what I did. During the time of pregnancy, if somebody decides not to work at all, due to radiation exposure, jet lag, or eating disorders, these are reasons enough for our Health Care System to pay us 75 % of our basic salary; the company pays the remaining 25%. It could sound unfair but I was getting full payment while I was “knitting” at home. Our Social System works pretty good, it depends on the State. I think that it is not the same in the USA. After the baby is born we have 16 weeks for mother leave, then the state pays our basic salary. After those weeks we can have a break up to three years for childcare, then we don't get paid but we are medically insured. After this the company has the obligation to hire you back.

In our company, seniority is an important matter so there will be no problem to go to our former seat after the required training. Once we are flying, we can choose the amount of flying hours we want to fly: 50%, 37%, or 25% less of the average of what the fleet flew during the last three months. This means more off days per month and an accordingly reduction of the salary. Iberia used to be a state company until three years ago. It is big and we have about 40 women, so the company does not suffer too much economically from us. I know from other smaller companies who do not treat their female pilots as good as in Iberia. I hope this information helps somehow to get a better recognition of being women and pilots.





GETTING INFORMED ABOUT IN-FLIGHT RADIATION

By Captain Joyce A. May

Joyce May, a B757/767 Captain, has been with American Airlines for 18 years, flying as Captain for the past 10 years. She has also flown left seat on the MD80 and DC10 as well as co-pilot on the B727 and DC10. Before joining AA, she flew C141's in the Air Force Reserves. Capt. May has a degree in Environmental Science from Rutgers University and prior to beginning her aviation career, was employed with the Occupational Safety and Health Administration (OSHA) and also in private industry, in employee protection from chemical and radiological workplace hazards. Presently Capt. May serves as the Aeromedical Committee Deputy Chair, Radiation and Environmental Issues with the Allied Pilots' Association. Capt. May is involved in continuing efforts with aviation, medical and governmental agencies, to educate and raise aircrew awareness, and get action on various workplace hazards, particularly aircrew radiation exposure. She can be contacted at joycemay2@aol.com or by phone at (212) 459-2107.

Radiation from the sun and deep space, known as "cosmic radiation" constantly hits our planet and is present all around us. Fortunately, the Earth's atmosphere shields our planets' surface from most of the radiation that emanates our way from these cosmic radiation sources. This is a good thing for the living organisms here, including we humans. Radiation is generally harmful to us, especially "ionizing" radiation like that from x-rays and nuclear reactors, which is energetic enough to disrupt and destroy cells both on the surface and deep within our bodies. The more radiation we are exposed to, the greater cumulative damage it does to our living cells. As a crewmember, cosmic radiation is of even greater significance to us than our fellow ground-bound citizens because we generally receive much more of it in the air than on the ground. *How much more*

is a function of how high, how frequent, how close to the Earth's poles your flights are, or, if airborne during the occasional--but potentially very serious--solar flare. (More about these variables later.)

As a matter of fact, most airline pilots receive more radiation than the government considers "allowable for the general population", which effectively means that you, as an air crewmember, are also a "radiation worker". In fact, the FAA openly admits that air crewmembers are radiation workers (i.e. someone who because of their job receives more radiation than is allowable to the general population). Indeed, flight crews--on average--receive much more radiation in the course of doing our jobs than other "typical" radiation workers such as atomic plant workers and x-ray technicians. It is unfortunate that despite the higher doses of radiation received by today's high-flying aircrews; we are not officially classified as a radiation-exposed profession by our government. Lacking this classification deprives us of the mandated benefits to include specific training, dose, and health monitoring, as the law requires.

So how much radiation do you as an air crewmember receive, why should you care, why aren't we officially protected by our government from our radiation exposure and what can you do about any of this?

How much radiation? The Earth's atmosphere shields out most of the harmful cosmic rays, but as we go higher in the air, there is less atmospheric shielding, and thus less protection. As a general rule, *total atmospheric radiation doubles with every approximately 6,500 foot increase in altitude.* So with a few math calculations, the atmospheric cosmic radiation at FL390 is about 64 times greater than at sea level! Descending to FL330 cuts the radiation level down significantly to about 35 times more than sea level amounts. Therefore flying at lower altitudes results in less atmospheric radiation exposure than at higher altitudes. Some may conclude, "If I just fly at night, I won't have to worry about any of this, right?" Sorry, but no. Since we are talking about cosmic radiation, it is present all around the globe, day or night.

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(Radiation continued)

There is also more atmospheric shielding over the Earth's equator, and less towards the poles due to the Earth's magnetic field. Therefore, more northerly or southerly latitude flight routes are through less atmospheric shielding. Again, this means more cosmic radiation for the aircraft flying at these higher latitudes and for all of the aircraft's occupants (yes, the passengers and flight attendants get it too--ionizing radiation unlike ultraviolet radiation is not stopped by the aircraft's skin). Latitudes between 50 to 60 degrees is about where radiation levels "max out", and at these latitudes and above, there is about four times more atmospheric radiation than if you were flying at the same altitude at 25 degrees latitude. Crews with regular flights from North America to Europe and Asia are routinely the most highly exposed to in-flight cosmic radiation.

Time aloft of course also affects your exposure; the more you fly, the more cosmic radiation exposure you will receive.

The other exposure variable is from solar flares. A solar flare of sufficient intensity to be *of health concern* is rare, with an average occurrence of about one a year, which raises radiation levels about 10 times above normal. This is *roughly* the equivalent of about one chest x-ray per hour at about FL350. A solar flare can last from a few hours to a few days. Solar flares of even greater intensity are more rare still, but can--and have--occurred. The most powerful one ever recorded was back in 1956, and produced radiation levels at jet cruising altitudes of the astounding equivalent of about *100 chest x-rays per hour!* Mild solar flares occur more often, but are only significant for the disruption they may cause to radio operation.

Why Should You Care About Your Exposure To Cosmic Radiation? Studies thus far have been inadequate to *definitively* prove any direct health effect on aircrew, mostly because not enough studies have thus far been done. With the emerging evidence of health problems that seem to plague air crewmembers more frequently than the general public, whether the cause is from cosmic radiation or from other factors such as circadian rhythm disruption,

electromagnetic disturbance (from the cockpit electronics) or from lifestyle factors, is not clear. However, as the data continues to roll in, evidence is mounting for particular health issues that aircrew are encountering more often than the general public. Studies are suggesting higher rates of breast, thyroid, brain and prostate cancers. Malignant melanoma (the most serious form of skin cancer) is occurring at three to four times the rate found compared to the general population--and *does not* seem to be related to "all that fun-in-the-sun" time spent on the beach during layovers and vacations! (It is also not likely caused from any UV radiation coming through the aircraft windshields; nearly all commercial aircraft windshields manufactured since the 1950's screen out practically all UV rays. This was done to protect the aircraft instruments! But it also means that you can skip the wearing of sunblock on the flight deck.)

It is also important for you, as a woman, to give very serious thought about flying and pregnancy. Every expert on this topic recommends that crewmembers do not fly during pregnancy unless their flying will be short hops at FL290 and lower, to keep from overexposing the fetus to radiation. For example, with a 75 hour flying month with cruising altitudes of FL350 or above on transcon or European routes, the fetus will likely exceed the recommended radiation dose before the end of the first trimester. Flights between the U.S. and Asia will take only about one month for fetal overexposure to occur. If you are unfortunate enough to be flying during a solar flare, one flight alone can overexpose your baby! An additional important consideration is that flying during the first trimester is the most critical time for your baby since this is the time for major organ development. Because of the rapid growth that the baby undergoes, it is very sensitive to the destructive power that radiation has on all rapidly growing cells. Since a baby's body is comprised completely of growing cells, it is much more sensitive and easily harmed by radiation than an adult is. Be aware that your physician is likely not an expert on flying and pregnancy! Physicians are not trained on the presence or hazards of in-flight cosmic radiation in medical school and, more often than not, are totally uninformed about the

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(Radiation continued)

hazard it poses to your baby. Ob-Gyn's usually tell their pregnant frequent flier patients that as long as they feel O.K., it's O.K. to fly. This is not what the true experts on in-flight cosmic radiation advise. Another note of interest to those of you who have been trying to conceive but have been experiencing difficulty. At least one study has shown that many crewmembers with fertility problems may actually be getting pregnant, but are miscarrying early in the pregnancy before they even know they have conceived. Time away from flying during the earliest weeks of conception has "resolved" the apparent infertility in a number of cases.

Why Aren't We Regulated As The Radiation Workers We Are? In fact, as of May 2000, European crewmembers have been regulated and are receiving the special training, dose monitoring, and health studies that the "officially designated" radiation workers here in the U.S.A. receive. Most European crewmembers are also not permitted to fly once they learn they are pregnant, and are given ground-based work, if they choose, for the duration of their pregnancy. The answer as to why this has not yet been done here in the U.S. most probably is because air crewmembers have not yet demanded it. That is what it took in Europe, and that is what it will likely take here in the U.S. as well. It is the aircrew who are most at risk from this issue, while for other involved parties (such as the airlines and the government); their concerns on this subject do not necessarily align with ours. It will take a unified call to action from the aircrew to get us the protection that we are entitled to, as the radiation workers we are.

The FAA's Civil Aeromedical Institute (CAMI) is doing some great work on this issue, with excellent programs and recommendations, to include solar flare alerting systems for the airlines and training programs for aircrew. Unfortunately CAMI does not have enforcement power to *require* the airlines to use any of the measures they devise. Again, it will take the united voices of the air crewmembers to change this.

What Can You Do? You have read this short article and now know perhaps more on the subject than you did before. You now have an idea as to what things affect your exposure levels and perhaps you can choose to arrange your flying schedule accordingly. If you belong to ALPA, APA, CAPA, or IFALPA, there are individuals within your union who are working on this issue, but they need your support to move this issue from the background into the foreground. Contact your union leaders and voice your concern and demand that more be done to address this issue. Let your Chief Pilot know that you are concerned about cosmic radiation exposure and what the airlines are doing to address it. Also, you can get more in-depth information on this issue by reading the article and the references listed for it, entitled "Aircrew Radiation Exposure", found on the Allied Pilots Association website at: www.alliedpilots.org, click on *Flightline* magazine, April/May/June 2000 issue; and also in the Summer 2001 issue for the article "Addressing In-Flight Radiation Hazards". Another excellent article can be found in the January 2000 issue of ALPA's *Airline Pilot* magazine, entitled "Inflight Occupational Exposures To Cosmic Radiation And Magnetic Fields". To calculate the estimated radiation doses that you are receiving on your flight routes, see the FAA's aeromedical website: www.cami.jccbi.gov/aam-600/610/600radio.html. For solar flare information and occurrences have a look at: <http://sec.noaa.gov/aboutSEC/index.html>.

The issue of in-flight radiation exposure need not interfere with our health and our ability to perform our jobs professionally and safely. However, more needs to be done to properly address this issue and the potential hazards. Get informed and get involved!

For a list of the references used in this article, please contact the author.





**ISA Bike Days
Keystone-Copper Ski Areas, Colorado
August 12-14, 2003**



Hosted by Cindy (Shonk) Ernst, Donata Hunt & Krisan Wismer
(In conjunction with the ISA August Board Meeting)

Hey, was Zurich a great convention or what? We had a great time! Yea, we're reviving the old ISA Bike Days. Who's it for? Mountain bikers, road bikers, motorcycles, hybrid bikers, & non-bikers, as well as families & friends.

The activities, hopefully, planned so far are: Tues evening, supper at Cindy's house, Wed. morning, trailer the rental bikes up to the Vail pass, and enjoy a gentle paved bike ride down the mountain with stops at Krisan's condo, lunch either at Cooper Ski area or a picnic, and ride on to Frisco. And if you're hardy, bike on to Cindy's house near Keystone.

Another day's activities may include a Keystone clinic for beginner mountain biking. (I try to take this class every year as a refresher). As well as biking, there are many other really great activities offered daily in the Keystone and Summit County area. Other activities might include daily tennis workshops, fly fishing and casting, a sailing class (Donata took this last summer), and some of the nicest hiking in the world, as well as shopping in the charming town of Breckenridge (8 miles away), and the local outlet mall.

Oh, for you with motorcycles, why don't you put together a ride around the area as some of you have done in the past? I understand that it's beautiful riding in Colorado.

And for you that want a longer family vacation, the Keystone 7th annual Bike, Bluegrass & Beer Festival is the weekend prior, Aug, 9 & 10th.

For those traveling alone, we'll arrange a group condo if you'd like to share, or if you're making it a family vacation, you're welcome to make your own reservations. We'll iron out all of the details toward the 3rd week of July, after monthly bids close. (It's easy to get reservations in the mountains during the week.)

For car-pooling, we'll try to coordinate who's arriving when, so that some can car pool. Or you can ride Resort Express, a van service that goes directly from Denver airport and drops right at my house or the condo's. (It may be just as cheap to rent a car).

For Keystone info call 1 800 235 4099 or www.keystoneressort.com. Bikes are easy to rent, as are the children's "tag-a-longs" and children's bike carts. The first day, we'll probably go as a group to rent the bikes to make it easy. We'll need to know how many bikes to tell them, so let us know if you're going to want a rental.

This will be an opportunity for old and new members to attend, a chance to cool down, and an opportunity to make lasting friendships besides having a fun time!.

Cheers, Cindy



ON LIFE AND ... MENTAL ILLNESS

My mother says that mental illness is contagious – when someone has a mental illness, it drives everyone else crazy right with them. After these past few years, I tend to believe her.

Two years ago, my younger sister started the long, heartbreaking process of a second divorce. What we didn't know was she started her slide into manic depression and anxiety disorders several years earlier. She had always been "theatrical" in her life, so a little more drama seemed just an extension of that personality trait we had grown accustomed to... a little more exaggeration, a little more manipulation, a little more hysterics. It seemed, well, a little more "normal" for her.

Then the first letter came. Vicious, mean-spirited, hurtful words were hurled my way. I was not living up to my responsibilities as a sister. I had not shown the proper support (read funding) for her and her teenage daughters. Sadly, my parents were soon faced with these same accusations, but in person. With them, she followed up with a call to the police crying assault and long ago abuse.

The next letter was written in red ink and (I later found out) was nearly identical to the letters received by all my siblings. It revealed her desperation, her struggles, and her contemplations of suicide. On one hand, it was a calculated attempt to manipulate our reactions. On the other hand, this was not just another drama; it was a real expression of the extent of her sufferings.

I had three days before I left for annual training to help find her access to proper medical treatment. I spoke endlessly with family members, friends, and every mental health agency in her state and mine to find alternatives from which to choose. One sibling tirelessly spent the next weeks working to find options. Frustratingly, our sister chose to continue with what we all felt was inadequate counseling and medication, ignoring our efforts to find real solutions to her illness.

We felt betrayed, used, and manipulated. She demanded our help, but when given, it wasn't what she wanted. She didn't want a mental hospital; she wanted the Betty Ford Clinic with beautiful grounds and high tea. But I could hardly blame her - so did I.

So where did this come from? What caused this to manifest itself now? Had we teased her too much as a child? Had we neglected her decline too long? Had we been culpable like she so ardently tried to accuse us of? (And privately, selfishly,) will this also affect me someday? Could I keep my medical with "that" in the family?

But it wasn't about me – or was it? Was I trying to fit her into the logical, predictable, challenge/response world in which I thrive? Was it wrong of me to expect her to act on one of the solutions we outlined? Why couldn't she just pull herself out of this funk and get on with her life?

Sadly, mental health is the most intangible aspect of humankind. Someone can look and even act healthy and yet be suffering from the most devastating, inexplicable, debilitating illness. Every one of us has been through depression at some time in our lives. Though we survived, there are some who are trapped in the downward spiral of hopelessness and despair. Modern science can't truly explain it and yet, we Type-A people have to find a tidy place for this affliction. The mere fact it is called a "disorder" strikes terror in the hearts of us ultra-organized.

So how is my sister now? Counseling and medication have stabilized her at this time. She is luckily a very functional woman when left to survive in her world without our interference or judgments. She and her daughters continue to have their life challenges and upheavals. Much of their hardships continue to be self induced and frustration has caused more splits in the family. She has gone back to school and is working towards starting her own business. That she would embark on such a venture is unfathomable, but nonetheless, inspiring.

And me? Well, I've come to terms that she can no more live in my ordered world than I can live in her chaotic one. I can't expect her to make the same choices I would make because our ideas of logic and reason aren't even close. I can see the hardships she and her daughters will face because of the path she chooses for them. And I also can't fix her life after she has made those choices.

So even after such time of frustration, hurt, accusation, anxiety, darkness, and despair, I have come to love her even more. Nothing is harder than to see someone you hold dear in pain – except maybe to have seen it coming and been unable to prevent it. That part is still enough to drive me crazy.

Maybe my mother really is right – mental illness IS contagious.

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

Memories from 25 years ago...

By Captain Karen Kahn (CAL)

I was the fourth woman hired at Continental in July 1977. My class date was delayed due to questionable medical results for their thyroid test... my taking birth control pills screwed up the results and none of the airline docs thought to ask me!

I was hired in a class of 15 guys and me. The uniform fitter came to class to help outfit the guys and started talking about "dressing right" or "dressing left." Hmm, that was news to me! I'd never heard the term and it took a moment to figure out it didn't apply to women!

I frequently got locked out of the restroom, as the women's restroom was in the flight attendant wing and was closed on weekends when we had many of our simulator sessions. Hence, the guys would post a "lav-guard" when I used the men's room!

CAL hired its first woman in February 1977. In those first few months, Captains were told NOT to let women make in flight PA's lest they scare the passengers. That year, the first four of us got our pictures taken with Robert F. Six for the 1978 annual report...finally admitting that we DID indeed exist!



Norah O'Neill and Karen Kahn at ISA's second annual meeting in Miami, 1979.



This photo appeared in a 1978 issue of *Parade Magazine*.



Claudia Jones, Karen Kahn, Lennie Sorenson, and Pat Toher tried out a uniform with an ascot (way too hot!) as an alternative to a uniform with a man's tie in 1978.

Girl Scout Day, April 5, 2003

By Patricia M. Crigler

(ISA member, Connie Tobias, asked the author to submit this article for the ISA newsletter.)

If simulators had engines, there would have been lots of revving up and throttling down at Girl Scout Day, held at NASA Goddard Space Center in Greenbelt, Maryland on April 5.

“I love to watch the girls faces when they are flying the simulator, their concentration is amazing,” said Morgen Reeb, a member of the Old Dominion 99’s and a pilot for American Airlines. “Some of the girls are afraid they can’t operate the simulators,” she said. “If I can gently convince them to give it a try, you can see their confidence level go up about 50 percent.”

“I lost several cups of coffee doing barrel rolls with the girls,” laughed Larry Ulm, a captain with Atlantic Coast Airlines, who was recruited for the day to help with the simulators.



The Av-Ed Flight School and the Tel Aero Flying Club provided the two single-engine general aviation simulators. The Old Dominion chapter of the 99’s has been instrumental in helping Girl Scouts earn their aviation badge.



On a stage nearby, Harriet Quimby, American’s first licensed pilot, held the kids in awe as she described her historic flight across the English Channel. Her engine cut out and her hot water bottle froze. Connie Tobias, a captain with US Airways, dressed in a replica of Harriet’s purple flying suit, posed for dozens of pictures with the excited Girl Scouts and their leaders. “I wanted the girls to learn about Harriet’s contributions to flight, but I also wanted them to know that they can be commercial airline pilots today,” she said. Tobias also answered many questions about her flying career.

The recreation center at NASA was filled with exhibits. One such exhibit NASA had displayed the food astronauts take into space. The brown freeze-dried mixed vegetables caused quite a number of little noses to wrinkle. There were posters of aeroplanes and spacecraft with their pilots, to take home with them. A lot of the girls wanted to pet the stuffed beaver at an ecology exhibit. And in the corner of the room, the girls tried out mechanical contraptions by remote control.

“Girl Scout Day is all about introducing young girls to science and technology,” said Morgan Reeb. “And to show them it is a lot of fun too.”

Approximately 650 girls and 300 adults attended the annual event.

In Memory of Andrea Rice

by Lucy Young
USAirways

It is with tremendous sorrow that I report that Captain Andrea Rice, United Airlines, perished in an aerobatic mishap in an L-39 aircraft on May 30, 2003. She was practicing an aerobatic routine with the Patriots Aerobatic Team near Tracy, CA. Her husband, Captain John Posson, was airborne in another aircraft at the time. She is survived by her husband, and brothers Mark of Princeton, NJ and Philip of Santa Cruz, CA.



Commissioned as an ensign upon graduation from the University of Minnesota NROTC program in 1976, Andrea started her aviation career in the US Navy. She flew the T-28 at Naval Air Station (NAS) Whiting Field, Milton, FL then transferred to Corpus Christi, TX for advanced training flying the TS-2 Tracker. She received her wings of gold in 1977 and was named to the Commodore's List. Women naval aviators were very few in numbers in those days and Andrea was, like several of us, an accidental pioneer purely by timing. She was female naval aviator number fifteen. More importantly, she was incredibly fun loving and a practical joker. A music aficionado, she often entertained us at the Officers Club piano with impromptu concerts.

Ensign Rice's first duty station as a "nugget" or new naval aviator was in "paradise," Fleet Composite Squadron One at NAS Barbers Point, HI. She flew the TA-4J in a variety of fleet support missions. We had great fun cruising the beaches, waterfalls and rainbows in the Hawaiian islands. She graduated from the Naval Aviation Safety Officer School in Monterey, CA in 1979, and subsequently received the Navy Achievement Medal for superior performance as the Safety Officer. She was awarded the Winifred Quick Collins award, a Navy award for inspirational leadership in 1981. Her next duty station was the Pacific Fleet adversary squadron in NAS Lemoore, CA where she flew the TA-4 in instrument training and air combat maneuvering flights. She qualified as section leader, division leader, and post-maintenance check pilot and was the first female adversary pilot in the Navy. She had Chuck Yeager eyes, which was a great advantage!

Andrea left active duty in October 1982 and moved back to the Hawaiian Islands where she joined the naval reserve. She worked for Air Molokai flying the C-402 in 1983-1984. In July 1984 she became the first female DHC-7 Captain for Hawaiian Airlines. In December 1986 she became the first female DC-9 captain in the world at Hawaiian. She was inducted into the ISA Captain's Club in 1985. Some ISA members may remember Andrea at the San Diego and Memphis convention in 1986 and 1987. A staunch supporter of ISA, Andrea coordinated the 1989 ISA Convention in Maui, HI. Andrea was hired at United Air Lines in 1991 as a 727 Flight Engineer, and later became a 737 Captain and Line Check Airman.

Andrea was very involved in the local community, serving on the Petaluma Airport Commission and always giving rides in her Piper Super Cub. She loved to show her passengers the thrill of flight with aerial tours of Napa and Sonoma. She flew aerobatics in a Pitts special and a One Design aircraft. She and John flew to Alaska and Oshkosh in their Super Cub.

Andrea's commitment to mentoring women pilots through the UAL Women Mentoring Women program, Women in Aviation and ISA showed her true passion for aviation. She wanted success for all those around her and worked creatively and selflessly to help women achieve their goals victory by victory. It is with this unwavering spirit that we, as aviators and friends, will continue to follow her amazing example. We will forever honor her as she soars into blue skies.

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(Andrea Rice continued)

In accordance with her husband's wishes, ISA members who wish to honor Andrea are encouraged to contribute to the ISA scholarship fund to further the careers of aspiring women pilots.

Andrea's career highlights:

1976 Graduated from University of Minnesota, BA in political science.
Commissioned Ensign, US Navy through the Naval ROTC program – 1976

1977 Designated Naval Aviator with honors - Commodore's List
1979 Graduate US Naval Aviation Safety Officers school

May 1978-May 1981 TA-4 pilot in VC-1, NAS Barbers Point, HI
Awarded Navy Achievement Medal for service as Aviation Safety Officer

June 1981-October 1982 TA-4 pilot in VA-127, NAS Lemoore, CA

1983-1984 Air Molokai, C-402 Captain

July 1984 First female DHC-7 Captain, Hawaiian Airlines,

Dec. 1986 First female DC-9 Captain in the world, Hawaiian Airlines

1991 Hired by United Airlines. B727 Flight Engineer, B737 First Officer, Captain and Line Check Airman



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



MidSouth Air Show

by Captain Keith Johnson (FedEx)

The Gods were with us for the presentation of flawless weather on the weekend of the MidSouth Air Show in Millington, TN on May 31 – June 1. Cloudless blue skies and sunshine prevailed, with temperatures in the low 80's and a steady breeze of 10 – 12 mph to prevent any feelings of discomfort from the heat. The crowd responded enthusiastically to the ideal conditions and turned out in large numbers.

The 12 ISA + 21 volunteers stayed busy all day on Saturday and Sunday, serving ice cream to the hungry masses and pleading children. All of the concessions at the air show were contracted to Umbrella Food Services, which serves many air shows nationwide throughout the season. The food is provided by UFS and local volunteers from area charitable organizations staff the concession stands. A portion of the proceeds from the concessions is donated to the organizations that staff the booths. ISA + 21 covered

3 ice cream carts with 2 volunteers for

each cart on both days of the show. Some of the carts sold Dove Bars, M & M bars and Frozen Snickers bars. The other carts sold Frozen strawberry and lemonade cups. It was an ideal venue for the weather conditions.



All of the volunteers were provided with a complimentary lunch and unlimited soft drinks and bottled water. Everyone also received a free ticket to the air show to use for a guest or to attend another day.

Volunteers were required to report for duty at 7:30 am, with gates opening to the public at 8 am. The air show culminated with the Blue Angels at 3:30 pm and ended at 4:30 pm. Cash and inventory had to be reconciled at the end of the day, after everyone left the grounds. It was a long day for the volunteers, but it seemed to pass quickly because we were so busy.

On Saturday, our able ice cream servers included: **Teresa Reed, Angie and Mike Smith, Melanie Zentgraf, Deb Ziebart** and myself. Sunday's crew was comprised of **Betty and Bill Mullis, Bobbie McLaughlin, June Viviano** and her son, **Doug Carwile** and Doug's friend, **Jared Clayton**. June was delighted that her son was so nimble in the change-making department – a weekend reality math lesson.

I suggested to all of the volunteers to bring sunscreen and wear a hat for sun protection. Accordingly, I slathered myself generously with sunscreen several times during the day on my arms, legs and face. It was only at the end of the day that I discovered the part of my anatomy that I neglected to cover with sunscreen. The back of my neck had developed a good case of sunburn. I can now truly say that I am a REDNECK from Mississippi!! But, this redneck is deeply grateful to the volunteers who turned out for a long duty day at the air show. My thanks to all of you!!

(continued on the next page)

(MidSouth continued)

The final tally will not be in for several weeks, but according to the sales generated by the ice cream carts, I think that ISA + 21 will garner a nice donation for our Scholarship Fund, as a result of our efforts. The cart that Teresa Reed and I staffed earned over \$1000 in sales. June reported almost \$1800 from her cart on Sunday. I will report the final results in the next newsletter. I think this could be an ideal way for ISA + 21 to raise money for our Scholarship Fund! Umbrella Food Services provides concessions to air shows all over the country. ISA volunteers in other cities could mount a similar effort. In Memphis, we did not limit ourselves to ISA members. Husbands, friends and children over 16 years old can also volunteer. The added benefit is the opportunity to meet other ISA members who were previously only names in the membership directory. It was a great effort for a good cause with free aerial entertainment thrown in for the backdrop to our labors! Go Blue Angels!!



ISA Store Order Form

Name _____ Phone _____
 Date _____ E-mail _____
 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	_____		\$ _____
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)	\$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

THE ISA STORE

The ISA Store by Carol Cansdale



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

www.iswap.org

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 a tweezers and toothpick? \$10.00 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.



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.

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 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.

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.

FURLOUGH NUMBERS AS OF MAY, 2003

While the furlough numbers still look grim and will continue to soar this upcoming year, we do have some great news to announce. Some of our members are finding jobs out there.

NEW EMPLOYMENT

Melissa Brumby, (Treasurer, furloughed US Airways) will soon begin class with Kalitta Air flying a B-747.
 Jane McCaffery DeLisle, (Furloughed US Airways after 14 years) just completed Captain training on the CRJ for Midway Airlines/ US Airways Express.
 Julie Derrick, (Webmaster, furloughed American) was hired with PSA Airlines/US Airways Express.
 Suzi Fischbacher, (Scholarship) is in class with JetBlue Airways.
 Christine Hilton, (Scholarship, furloughed US Airways) accepted a position as Assistant Chief Pilot for Chautauqua Airlines.
 Congratulations! These ladies have been tirelessly searching for employment and the hard work has finally paid off.

Many members have asked for us to list the names of our members that have been furloughed. We are working on this but due to problems with the database we don't have the list yet.

Number of Pilot Furloughs (change since last ISA News)

Majors

Airborne Express	32
America West	---
American Airlines/TWA	1054
American Trans Air	135
Continental Airlines	439
Delta Air Lines	1118
Northwest Airlines	668
United Airlines	1372
US Airways	1827
TOTAL	6645

Nationals

Air Wisconsin	0	Midwest Express Airlines	80
Atlas Air	0	Ryan Int'l Airlines	25
Champion Air	27	Polar Air Cargo	0
Gemini Air Cargo	5	Spirit	22
Hawaiian Airlines	34	Sun Country Airlines	217
Kitty Hawk Air Cargo	100	USA Jet	0
		TOTAL	510

Commuters/Smaller Carriers Total **701**
GRAND TOTAL **8857**

Not Operating	
Vanguard	125
Express One Int'l	231
Midway	475
National	170
Total	1001

Numbers furnished by Air, Inc. www.jet-jobs.com



International Society of Women Airline Pilots
 2250 E. Tropicana Ave., Suite 19-395
 Las Vegas, NV 89119-6594 USA

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