



THE
INTERNATIONAL
SOCIETY OF
WOMEN AIRLINE
PILOTS

A Non Profit Corporation

www.iswap.org



Women Airline Pilots Land in New York

They flocked to midtown—that rare bird known as the woman airline pilot. One hundred and fifty-five members and guests of the International Society of Women Airline Pilots landed for a pre-theater dinner. Their show that evening? Of course it could only be *Come From Away*, the Broadway hit about events in Gander, Newfoundland in 2001 where thousands of passengers were stranded during the 9/11 crisis.

Come From Away is uplifting and hopeful, and, to the delight of the women pilots, depicts one of their own and how she came into aviation. The play was developed largely around the experiences of ISA+21 cofounder, Captain Beverley Bass, a Boeing 777 Captain, now retired. Some of the music celebrates what these women know: the joy of unlocking their feet from the ground and taking to the skies. These women pilots are here to celebrate and share that success.

Nancy Novaes



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Glenys “Gar” Robison: Chairwoman

It really was a great idea. Why not mix business and pleasure by holding our September board meeting in New York on a date we can get tickets for *Come From Away*? One hundred fifty-five ISA members, friends, and family reacted with cheers, tears and laughter at another stellar performance of this beloved play on September 26th.

Credit for pulling this event together goes almost entirely to Kathy McCullough, with huge thanks to Beverley Bass for assisting with dinner plans and for using her insider pull to give us a post-play Q&A with the show’s producers, writers, and cast. Beverley also donated delicious artisan wrapped cookies for each of us; mine barely survived the walk back to the hotel.

I don’t know if we can ever adequately thank Kathy and Beverley as they handled literally hundreds of calls, texts, and emails pulling this big event together. With each conference, side trip, ISA event, and board meeting, I witness again and again the incredible generosity of members who give so much to keep our organization vibrant and relevant. Kathy has organized three play dates for us; in Seattle, Washington, and New York all with incredible grace and much laughter. Thank you, Kathy!

40th Anniversary in Las Vegas

We will soon be celebrating our 40th year as a non-profit dedicated to camaraderie and support for women airline pilots and financial scholarship for women who seek to follow in our footsteps. Please start to plan now how you can make next year special. We are particularly keen to see old members renew and we need your help in reaching out to them. We would love to have all our scholarship winners attend either as members or guests, and with your help we can make our 40th conference the best yet. Please also consider clicking on our homepage “Donate” link to give to one or more of the funds we’ve set up for member aid, dues assistance, and scholarship for next year. Our scholarship fund has been primarily funded by the members who attend our conferences and it would be great to have a record-breaking award in 2018 with a donation from each and every one of us.

New Website

Check out our new website! Kari Harris and Kathy McCullough spent hundreds of hours working with our host provider doing a thorough redesign. Older content has been archived and there’s a ton of new material plus links to current projects, events, and aviation issues. It’s a brand new look and a clean design that I hope you’ll like. Let us know if there are any broken links or missing content.

Next ISA Event

Ski Days anyone? We’re going to mix business and pleasure again, this time with the January board meeting in Denver on January 8th followed by ski dates on the 9th and 10th. We’re at the early start of planning but looking at Breckenridge Village in Colorado. One of our members has already offered up her house for dinner (thanks Cindy!) Watch for more news on our Facebook page and website. We’ll be sure to send out an email blast when we get more information.



Glenys (pictured on Eva Brock and Linda Deos' rooftop deck in NYC with Sherry Hallson)

DIANE HELLY: TREASURER'S REPORT

BUDGET JANUARY—AUGUST 2017

Scholarship: \$49,184.65

Type Ratings: \$29,550.00 MEI: \$13,326.15 CFI: \$6,308.50

Donations: \$15,436.00

Individual Donations: \$4,950.00

David Mandot \$2,950.00

Gail Gorski \$100.00

Sherry Anderson \$100.00

Scholarship: \$1,800.00

Corporate Donations: \$5,250.00

Greater Kansas City Foundation: \$5,000.00

LPL employee matching \$250.00

Silent Action: \$3,831.00

Raffle: \$1,405.00

LPL Fund: \$342,000

Money transferred from LPL Fund into BofA: \$16,684.00

Toronto Conference 2017: \$33,130.00

Cost: \$28,641.30

Deposits 2016: \$2,186.55

Payments 2017: \$26,454.75

Refunds: \$1,220.00

Women in Aviation (WAI)

Total cost: \$3,607.85

Booth deposit 2016: \$750.00

Payments: \$2,857.85

WAI 2018 Booth deposit: \$900

Membership Dues: \$15,532.00

Operating expenses: \$11,768

Includes IFALPA, Marketing, Merchant fees, Professional fees

ISA 40th Conference: April 24-26th 2018

Mark your calendars and plan to join us to celebrate the 40th Anniversary of the first gathering of 21 women airline pilots back in 1978. We've come a long way since then! We're trying something new this time, holding the conference late enough in the month for most folks to bid around more effectively. For those of you who can commit, an early-bird discount is yours for the taking. The beautiful Renaissance Las Vegas is eager to host us. Watch for more information on the website www.iswap.org after January 1, 2018. Hope to see you there!

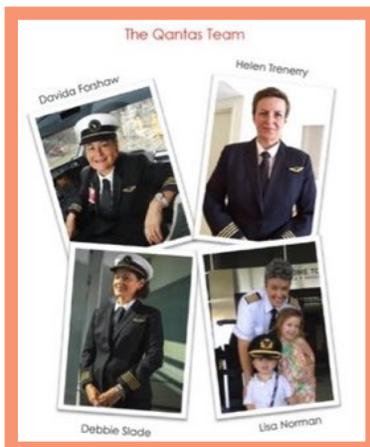
For those of you who want to book your hotel early: Conference rate available: April 20 - 30, 2018. Marriott hotel(s) offering your special group rate: Renaissance Las Vegas Hotel for \$199.00 USD per night. [Book your group rate for International Society of Women Airline Pilots Annual Conference](#)



Las Vegas: 1978 & 1998. Join us for 2018!

For those of you who like to plan even further ahead, our 41st conference is going to be held on **May 7-9, 2019** in **Sydney, Australia**. Thanks to the Qantas team, led by Captain Lisa Norman, and the unparalleled generosity of Qantas Airways in offering to us the use of their facilities, this will be an incredible experience. You'll definitely want to spend extra time before and after this conference just to take in more of all that Australia has to offer.

Karol Welling



Qantas will be celebrating their 99th birthday in 2019.

Membership: Linda Wright

The hot, crazy summer is over and hopefully you all had a great one! Now it's back to less crowded airports and maybe a real seat instead of a jumpseat on that commute back home.

To date ISA membership is increasing slightly. Currently we have 443 members. There are 16 new members and 2 returning members. Hopefully, with the increase of social media such as our ISA Facebook, Twitter, and the FAST Facebook sites we will increase our numbers. Most of you do a great job promoting ISA to other women pilots you meet and fly with, thank you and keep up the good work. Some of you might be hesitant to approach another pilot about joining. I know, I used to be this way, however I am so happy that an ISA member invited me to join many years ago. Please tell your fellow female aviators all about our social functions and of course our scholarship and the need to help the next generation of women pilots. I'm heading to Cairo in October to attend the Arabian Section of the 99s. With so many Middle Eastern airlines hiring women these days, I hope to sign up a few new members myself.

Here is the list of our newest members. Many thanks to Brittini Latos for again volunteering to mail our new membership packages (including the pin pictured below) out to these ladies.

Donna Barker—United Airlines: Captain A320

Sarah Beauchamp—ExpressJet: F/O EMB-145

Niharika Bhasin—IndiGo: F/O A320

Christine Boccola—Atlas: Captain B747

Janice Branigan—Air Canada: Captain A330

Christine Camie—Air Wisconsin: F/O CL-65

Maria Converse—Mesa Airlines: F/O CRJ-900

Cheri Dara—Delta Air Lines: F/O A320

Sarah Dickerson—Trans States Airlines: F/O EMB-145

Lisa Graham—Air Canada: F/O Embraer E190

Beth Graver—American Airlines: F/O B737

Gabrielle Hoekstra—Mesa: F/O EMB-175

Erin Jackson—PSA Airlines: Captain CRJ-900

Beth Janssen—United Airlines: F/O A320

Carolyn Jones—Delta: F/O B737

Karen Leckey—United Airlines: F/O B737



New Member List, continued

Kelly Lepley—UPS: F/O MD11

Juliet Lindrooth—American Airlines: F/O 767

Anastasia Messmore—Endeavor Air: F/O CRJ-900

Elizabeth Mitches—Porter Airline: Captain DH8-400

Marisa Palacio—American Airlines: F/O B737

Farah Khan Pethe—Jet Airways India: Captain B737

Beth Powell—American Airlines: F/O B737

Sabrina Riffle—Delta: F/O MD88

Christine Rupert—American Airlines: Captain 737

Jennifer Schwenk—American Airlines: F/O A320

Lindsey Scott—SkyWest: F/O ERJ-175

Razed Shams—Iran Aseman Airlines: Captain Fokker 100

Sopra Sharma—Air India: F/O B787

Patricia Spong—Air Canada: Captain B767

Roberta Stanford—United Airlines: Captain B737

Laura Sykes—Air Canada: F/O B777

Barbara Thomson—Air New Zealand: Captain 777

Danielle Wadden—Air Canada: Captain A320

Kayla Waskowski—SkyWest Airlines: F/O CRJ-900

Tracy Welch—American Airlines: Captain B737



If you know anyone missing from this list, or you haven't received your welcome letter and pin, please let us know at membership@iswap.org

We try hard to include everyone, but we do make mistakes!

Membership, continued

I'd like to welcome back ISA+21 member **Mary Berlinger-Meade**. Mary is a B777 F/O with United and was the 85th ISA member to join. (picture page 22)

Another returning member is **Muriel Zarlingo** with FedEx. Muriel's dues were graciously donated by Keith Johnson. Thank you, Keith!

As ISA+21 approaches the 40th anniversary, I realize that some of our members have passed away. One of my jobs as the membership chair is to change the status of those members to "New Horizons" members. One of the benefits of doing this is that the grieving family members will no longer receive reminders to pay their dues. I am asking for any help in identifying these members, not just the founding members, but anyone who was an ISA+21 member. I have suggested to the ISA Board of Directors that at every conference luncheon we should spend a few minutes acknowledging our members who have flown west.

I'm still finding my way around and learning about my new membership position, so if you have any suggestions or questions please don't hesitate to contact me. Thank you, Glenys, for all your hard work as membership chairwomen for the past two years.

Linda (pictured above right at Sardis)



Please send photos of yourself on the flight deck for our "Members at Work" album on the website!



Communications: Kathy McCullough

I have breathed many huge sighs of relief that the playdate was a success. Yes, as Gar says, I have done the planning for the play in Seattle, Washington D.C., and New York City. NYC was by far the hardest because the theater wanted me to collect the money. *Easy, right?* Suffice it to say, I'm just glad everyone had a great time and had a ticket after the swaps, additions, and payment methods! Just as Gar keeps singing my praises, I can't sing loudly or long enough for Tiana Daugherty and Kari Harris.

Tiana practically missed the dinner trying to get everyone together and in the right seats. Again, it seemed easy, right? Tiana was meticulous. She had a spreadsheet, and went to four different websites to get seating numbers, only to learn that the theater had shorted us some seats, and so had I. Dave at the theater was great to work with, and found us all the seats we needed. Then Tiana combined groups and tried to arrange them according to the date they paid. It wasn't easy, and I am so glad she volunteered to help!

Sardis was a great choice for a restaurant, and Beverley pulled her hair out on seating, finally getting us moved downstairs. She and Tom carted all the cookies from Texas, and they were wonderful! I asked the head waiter to save any leftover cookies, because there were extras on the tables when I headed off to the theater. I told him we would be back after the play. Imagine my surprise when, three hours later, there weren't any left over. The headwaiter said that when he asked his waiters if there were any extra cookies, they shook their heads. He said, "Show me your tongues." *They were all blue!* It was unanimous, the cookies were delicious. I know everyone appreciated the trouble and expense Beverley went through to get them for us.



Beverley and I have decided to get adjoining rooms at the insane asylum. (*Is anyone an artist who could do illustrations for me? A caricature of two crazy women?*)

The website was a huge ordeal, and we paid Club Express \$600 to update the site. I hope you all love the new look. Kari and I still had to check all the content and create photo albums. Kari did a majority of the design work and made decisions on issues that I was clueless about. The site is current, and modern, and yes it is still the same "underneath." Designing a whole new website just wasn't an option.

I can use help labeling photos and collating them into albums. As always, we need your input on content and current happenings to keep the website viable. Even if our members don't use the website as often as the Board wishes, it is great for dues, donations, voting, and conference signup as well as being a repository for our documents and photos. The website helps our organization position itself as one of the first places people around the world go for information about women airline pilots, and to find speakers.

Keep up the good work, ladies! Our dues go a long way to support our mentoring, scholarship, and visibility.

Kathy

On a sadder note, Mary Bardon's husband Bill (pictured right) passed away unexpectedly on October 18th. A Celebration of Life is being held November 4th at 1PM at the John Knox Presbyterian Church in Normandy Park, WA.





Can you say \$18,000 worth of tickets? Tiana, Donna, and I picked them up, then met Beverley and Tom at the “empty” Sardis to tie up a few last minute preparations, had lunch, then hurried to get ready for the play. The theater had an insert in the program about ISA+21 (above) and they had a talkback session afterwards just for us. Then it was back to Sardis! What a great night!

Here is the link for the theater’s pictures:

<https://arthouseny.egnyte.com/fl/pyZrMNALMS#folder-link/>





Upper right: United Airlines pilots



CFA used this photo with Jane Saddler cheering on their Twitter feed!





Above: Linda Friedman, Pam Perdue, Maggie Eickhoff, Emma Taliercio. Back row: Tara Cook, Miyukiko Kostelny, Brittini Latos



Below: Delta Air Line pilots: Andrea Ratfield (F.A.S.T. creator), Meghan Smith, Strike Fongeallaz, Maggie Eickhoff, Suzanne Skeeters, Kathy McCullough, and Crystal Barrois.

Our Stories



Ft Capt. Andrea Ratfield (Delta) and F/O Erich Ries (Delta) volunteer at a Wings for Autism event in Atlanta, Ga.

but we're always supportive and respectful," said Ratfield, adding that negative or political statements are deleted from the organization's Facebook page and website and that repeat offenders are expelled from the group.

FROM PASSENGER CABIN TO COCKPIT

Ratfield began her aviation career as a flight attendant in 1999 for Delta Air Lines. In the days prior to 9/11, as the lead flight attendant she was permitted to ride the cockpit jumpseat for landings and takeoffs and did so repeatedly. She routinely talked with cockpit crews about their backgrounds and everything that went into becoming an airline pilot.

As a birthday present to herself, she scheduled her first flying lesson on Sept. 11, 2001. However, due to the terrorist attacks that occurred on that day, the flying lesson didn't take place. Yet Ratfield was determined and quickly earned her necessary licenses and ratings. She flew for Pinnacle Airlines for three years before being rehired by Delta in February 2007.

Looking back, Ratfield acknowledged that early in her career she could have benefited from having a mentor. This realization and the fact that her eldest son was diagnosed with autism in 2011 prompted her to network with Delta F/Os Christine Pudas, Dawn Cook, Rachelle Kerr, and Trina Huarie to create FAST.

NEW HORIZONS

In 1934, Helen Richey became the first female airline pilot in the United States, briefly flying for Central Airlines, and it wasn't until 1973 the next female pilot, Emily Howell Warner, flew for a scheduled U.S. carrier, Frontier Airlines. Also in 1973, Rosella Bjornson became the first female in Canada to be hired as a pilot for a scheduled airline, flying for Transair.

Despite the tremendous strides women have made in aviation since these breakthroughs, only about 5 percent of the total pilot population is female. Ratfield noted that in addition to providing existing pilots with this networking opportunity, she hopes FAST will motivate other women to consider careers in air transportation. Always looking forward, Ratfield remarked, "Female Aviators Sticking Together is only two years old. With the kind of success we've witnessed, imagine where we can take this amazing organization in the next two years. The possibilities are endless." ☺

Pilot Creates Global Support Network

Draws on Personal Challenges to Help Others

By John Perkinson, Senior Staff Writer

Capt. Andrea Ratfield (Delta) recognizes the value of helping others. Having been on her own since the age of 16, she knows what it's like to need help. Whether confronting life's challenges or simply wanting someone to bounce ideas off of, being able to access a network of peers can be invaluable. That's the reason she and several other women established Female Aviators Sticking Together (FAST), a global community of more than 7,700 women who fly in every segment of air transportation.

"FAST was created because there was limited peer support to help pilots coming back from leaves of absence," said Ratfield, who currently serves as the organization's president. "I had personally struggled with some of the challenges of being a new mom returning to flying and didn't have a support group of women I could reach out to for help and advice."

MOTHERS ON BOARD

FAST began in 2015 as a secret Facebook page specifically for Delta pilot mothers, but quickly expanded its reach to include other female flyers. "The idea was to have a positive, uplifting place we could go to talk, get advice, seek support, and vent if we needed to," Ratfield recalled. But what



To raise cancer awareness, Capt. Ratfield wears red lipstick during a trip to support a fellow colleague battling cancer.

she and her colleagues didn't plan for was the response they would get.

"By day six, we had more than 1,000 women trying to get into our group, and by day 13 it was more than 2,000," said the MD-88 captain. "It was absolutely crazy and eye-opening at the same time," she noted, adding that to join FAST you simply need to be a female with a private pilot's license.

Last year, FAST became a 501(c)(3) nonprofit organization, awarding nearly \$10,000 in scholarships to aspiring female pilots. In August 2017, the organization created a website, www.femaleaviators.org, to expand participation and further its outreach for scholarship donations.

FAST is intended to be a refuge where women from around the world can go to talk about virtually anything related to flying without being judged. "We may have differing opinions and views on life,



Newsletter photos (and more!) are available on our "new" website online at iswap.org. Many thanks to everyone who sent me their photos!



Above: Maggie Eickhoff's group enjoying NYC; Suzanne Skeeter's group at Sardis; Pam Perdue and friends with New York's finest; Bonnie Tiburzi, Johnie Olsen, and Beverley Bass at Sardis after the play; Lucy Young's table at Sardis.
Right: Suzanne Skeeters, Linda Wright, and Strike Fongellaz with characters.

Scholarship: Karen Guadagni

I finished my B737 type rating on June 30th as scheduled. I had such an amazing experience and there are no words to express my most sincere gratitude for awarding me this scholarship. I posted my picture on Facebook where I gave thanks to the entire group for supporting such a wonderful cause and mission.

Thank you for all of your help in the process and if you need me in any type of organization representation as a scholarship recipient or any other form please let me know.

My summer was lovely I got hired by jetBlue and I attribute this to the scholarship that was awarded to me. I just finished IOE this past week and I am so excited.

Let me know if there is anything I can help with in the organization. I have a lot of time off until February.

Camila Turrieta



I wanted to write you a short message to let you know I passed my MEI checkride last Thursday! After a small hiccup with the plane being down for maintenance about a month, I finally have it finished. I want to thank you and everyone at ISA so much for giving me this opportunity to achieve more in my career; I will never take it for granted! Now onto my CFI-I training! Thanks!!!

*Macy Cupp
Purdue University*

I had a really good (working) summer in the UK. I completed the CFII training and then worked with CAE at Oxford. I also completed some additional training for the Multi-Crew License (I don't know if there is an equivalent in the US) and have been working as instructor all summer. I am now "standing" with a grand total of 810 hours. I know there is still a long way to go and I am really trying to get additional hours on multi-engine aircraft. I am really determined to get there and I am so very thankful for the incredible generosity of ISA+2I for having enabled me to do this training.



I am due to work on a couple of contracts (flight testing in the US) and really hoping to fly more during the winter—even just privately. In fact, it's somewhat funny because I was thinking of ways on how I could reach out to other fellow pilots in the area to see if they would want to share flights or even meet up. I have read about the WAI honouring the WASP women and this is something dear to my heart...so I might contact them if there is anything I can volunteer for. And finally, with all the damage reported south of Florida, I was keen to see if I could participate in any way. I saw on the local news that pilots were transporting materials, etc., ...it would be a fabulous way to help).

Equally if there is anything I can do to promote more your activities, let me know. I would be delighted to help in return and meet more inspiring ladies on the way!

Kind Regards, Lydie Szkatula

Scholarship, Continued



I have had a busy and fruitful summer. My husband and I bought a house in Las Vegas and have been settling in for a few months now. We are having a blast.

On the career side of things, my path has shifted a bit. I just accepted a job with Allegiant Air. I start class on October 9 and I'm extremely excited to turn a new leaf. Allegiant has a Vegas base and they operate day trips which would be conducive for us as we are trying to conceive.

I'm going to see how things go with Allegiant and decide whether to stay and continue with them or to continue to pursue Southwest. So far, my experience has been great and I have been really impressed by Allegiant.

*Kindly,
Ming Nielson*



"Thank you ladies! Ming and I had a great experience. We are grateful for all your help and the opportunity to get typed in the 737NG."

I got hired with Southwest! I am finishing up my last week of training. I can't even begin to tell you how helpful receiving and completing the scholarship for the type rating has been. I completed the type, applied to Southwest four days later, got the interview 3 weeks later, and then began training shortly thereafter. It has been a very busy season!

Having the type has made a world of difference in training at Southwest. Thanks again! I'm hoping to be based in HOU soon and be home based. I'm so excited!

*Kind Regards,
Kama Arseneaux*

Several of our scholarship winners have offered to help with the hurricane relief efforts and ISA+21 in any way they can. One of our members, Elle Brink (pictured right, with Becky Howell, newsletter proofer extraordinaire) was extremely impacted in Houston, TX.

Elle, if there is anything we can do to help, please let us know!



Scholarship Winners Who Became Airline Pilots

Mary C. Allen AA
 Kama Arseneaux SkyWest, SWA
 Michelle Bassanesi Air Wisconsin
 Jessica Boring FedEx
 Kandy Cassano-Bernskoetter FedEx
 Molly Boss FedEx
 Jessica Cole Conatser FedEx
 Christine Condon Miller FedEx
 Laura Conover DAL
 Inga (Chalmers) Daggart Skywest, SWA
 Paige "Kelly" (McDermott) Davies UAL
 Jennifer (Neal) Davis UAL
 Korena Davis SWA
 Jeanne Deaver AK
 Melany Dennis UAL
 Alison Devereaux-Neumman AA
 Thalia Roxanne Diamantopolous SWA
 Christi Dobelli AA
 Denise Egglestone Air Canada Dispatcher
 Maggie Eickhoff DAL
 Devyn Everett Qatar
 Kim Grennan AK
 Wenyu Fu FedEx
 Maureen Hallacy UAL
 Christine Hamilton-Rector AA
 Kali Harvey AK
 Lori Harvey Air Georgian
 Diane Helly Skywest, SWA
 Colleen Henderson FedEx (2001 but UAL didn't award it due to 9/11)
 Amy Himmick FedEx (won but passed it on)
 Robyn Hinnant SkyWest
 Kristina Huffman AK
 Donata Hunt UAL
 Erica Walker Jackman DAL
 Kelly Jamieson Air Canada
 Patricia Jimenez AA
 Jennifer Blakeney Howren Johansson FedEx
 Arsh (Vicky) Kaur ExpressJet
 Nicole Kegel Wolfe SkyWest, AK
 Susan Kendrick FedEx
 Caroline Kolas Jazz Airlines

Scholarship Winners Who Became Airline Pilots, cont.

Cheryl Konter FedEx
 Tracy Leonard USAir, NetJets
 Aleah Longshore-Farmer Piedmont
 Mikhael Madello AA
 Sheila Mabbit jetBlue
 Erin McCoy FedEx
 Vicky Blythe McLendon Pinnacle (now corporate)
 Michelle McVenes DAL
 Donna Miller AA
 Jennifer Muellner United (SkyWest, USAir, Polar, Continental)
 Connie Nicholson jetBlue, Virgin
 Ming Tran Nielson Air Wisconsin, Allegiant
 Leja Noe DAL (couldn't accept)
 Amrita Pereira IndiGo
 Cheryl Pitzer FedEx (passed the scholarship on)
 Becky Roman-Amador jetBlue
 Joan Schaffer UAL
 Jill Shilmoeller FedEx
 Lydie Szkatula Skywest
 Laura Smith SWA
 Roberta Stanford UAL
 Elizabeth Starke SkyWest
 Deena Sveinssen regional
 Emma Farley Taliercio UAL
 Ingrid Tamme Air Canada
 Laura TePoel USAir/America West/AA
 Jennifer Trusler Johnson Virgin America, Alaska
 Mary Trusler UAL
 Camila Turrieta Republic, jetBlue
 Kathleen Veitoris DAL
 Katherine Wallace SWA

Who are we missing? Can you correct any mistakes?

Contact: communications@iswap.org

If you know any scholarship winners who are airline pilots and aren't ISA+21 members, please encourage them to join and come to our 40th conference: Las Vegas, April 24, 2018.

Once again, thanks to all our members who have made these scholarships possible with their generous donations.

Tara Cook: IFALPA

Preparations are underway for the 2018 IFALPA conference in Luxembourg this coming March. As in years past, IFALPA has extended an invitation to ISA to send a representative to the conference, and I am planning to attend my 4th conference in that role. IFALPA and its member associations continue to view ISA as a valuable resource on female pilot issues and I am committed to expanding this role into one of leadership in helping these associations better represent their current and future female members.

Along those lines, as I reported to the Board and to the membership at our conference in May, I have been working with ALPA in the US and Canada on establishing policies and strategies to better recruit and retain women in the airline pilot profession, to take a leadership role in pursuing improvements to contractual provisions, and company policies regarding female-centric issues like gender appropriate uniforms, improved maternity policies, etc. The ALPA President has established a Women's Working Group to spearhead these efforts. I have had the honor of being invited to join to represent ISA's voice to this group. The WWG is made up of seven women pilots from ALPA carriers to establish target, goals, and strategies for executing this part of the ALPA Strategic Plan.

The group met in May as a preliminary brain storming and goal setting session, and it was extremely productive. We discussed a wide variety of topics to include: mentoring, recruiting, family leave issues, and many others. The ALPA President and General Manager have pledged access to all of the resources that ALPA can provide to help improve the profession for its female members and to, hopefully, make the profession more appealing to young girls and women.

As of now, we have started, with the help of the ALPA Communications team, to build a survey that will be distributed to **all** female ALPA members to help us determine what specific barriers women in the profession encounter, what specific areas of contracts and policies need improvement and what those improvements should look like, and what the female members think ALPA should focus on in pursuing this initiative. Additionally, we are working with ALPA's Collective Bargaining Group (CBC) to create a data base showing what family leave or family care benefits each airline currently has as a tool for pilots to use to navigate their current benefits, or, perhaps, to make more informed choices when choosing a future employer. The CBC will use this information to help in pattern bargaining when it comes to contractual provisions or company policies regarding maternity benefits, etc. The group is also establishing a Female Support Group for women ALPA members as an information source and, really, a mentoring program for female pilots who need help, advice, encouragement, or information. These are just a few examples of what the group is working on. Obviously, this is an ALPA-specific effort, but the hope is that other pilot unions may see the benefit and start similar programs...this is definitely something that ISA members from non-ALPA carriers should have some interest in doing.

Clearly, this is a long-term project, but one I am committed to seeing through. I will definitely need some help as we move forward. Anyone willing to volunteer their time for research or to do mentoring when that program is established, please contact me. Additionally, anyone who has ideas or experiences that may help the group, do not hesitate to reach out. I'm very excited that this program seems to be getting a lot of traction and support right now and I hope that ALPA's leadership continues to be interested in this project. Believe me, I plan to do all I can to make sure it stays alive!

Tara, ISA Vice Chair/IFALPA Liaison

Christine Zoerlein: Secretary

I am 30 weeks along in my pregnancy so far..., due January 13, 2018. Whenever people ask me if I know what I am having, I stopped saying that I was having a “Surprise Baby,” and instead now say, “Oh! I'm having a pilot.” It's made people laugh and then I explain we decorated the baby room with cloud decals along the top of the walls and a few airplane decals to match the bedding. I have had a really mild pregnancy so far. I never really got sick in the beginning, and have been feeling pretty good so far. It's been neat to feel baby moving around in my belly and invite my family members to touch and feel the kicks.

As far as working, I was originally planning on flying as long as I could because I do not have a lot of sick time built up only being with American for one and a half years so far, and because I'm the primary income earner of my family while my husband pursues flight training. However, a short-notice opportunity came up with my Air National Guard unit last week to help with some of the Hurricane Maria relief efforts. I was grounded from flying my military plane as soon as I disclosed my pregnancy, but this is a ground position. For the next month, I will be working in the Airflow Control Center in Panama City, Florida managing military assets to multiple airports in the Caribbean. I have been here for a few days now and have to admit that spending my free time on the beach is pretty nice. Plus, I have the freedom to get up and move while at work where I'm not confined to a small space, and I don't have to struggle picking up pens that I drop in the cockpit, all while watching the days tick by and seeing my tummy getting bigger and my uniform get tighter. It was really uncomfortable sitting for so long, and I'm not even that big yet, so I can't even imagine having to do that for another month or so!

Before I went on military leave, my chief pilot's office was great, and once I return, they have come up with a plan for me to most efficiently use my sick time and vacation bank. They admitted to not having a pregnant pilot in my base for close to ten years, so I feel like I will be sort of a guinea pig, but regardless, I have received nothing but help and support from them. Additionally, earlier this year, AA implemented a maternity leave policy which pays at 100% base rate for up to ten weeks, starting at birth. That will be very nice to have, so I hopefully won't feel as pressured to return to work afterwards. I plan to breastfeed, so that will be a challenge when the time comes, but until then, I've signed up for childbirth classes and just can't wait to meet my little precious co-pilot.

This was the 4th time I've seen CFA, and it of course, was amazing! I loved how we all cheered during Beverley's song. That was unique to that performance as was the Q&A session afterwards. The cookies were a wonderful touch, but I have to admit, I saved one because it was just so pretty. I hope we can do more fun things like this in the future, and normally would love to go skiing like you guys are planning for the January BOD meeting, but I just don't see that being feasible. Maybe next time!



Christine

Minutes are available online under documents.
Christine is in the front row of American pilots, red dress, holding the sign!

Kara Hatzai: Education and Outreach

I am 32 weeks as of yesterday. I am due December 13th...so exactly a month ahead of Christine. We did find out that we are having a BOY! We wanted to be able to prepare, like typical pilots. I am doing okay, although I will say I understand why pregnancy is for younger women. It hasn't been anything I expected and definitely much harder than I imagined. But as good as I don't feel, things are going really well. Baby seems to be growing at a normal rate with all his fingers and toes! My blood pressure, weight gain, and everything else has been in a good range for me, but energy levels are low and I am uncomfortably healthy!

Work has been really great so far. I stopped flying at 20 weeks. I was on international reserve so I had a lot of reasons to leave. I had concerns about being in China or India and having a medical emergency. That is a long way from home and didn't want to get stuck somewhere half a world away. If I could have had control over where I was going that would have helped. I was also having a lot of trouble with sleepiness in the cockpit. This was 100% unlike me. So after talking with my doctor, we decided it was time to go out. I was able to cover the first month with sick time. The second month was covered with my already planned vacation and future vacation. The third month I am able to use Short Term Disability from the state of New Jersey. I am very lucky that United has Long Term Disability which recognizes pregnancy as a qualifying use of LTD. It doesn't start for 90 days, but I'm still lucky to have it. I can use the LTD for 6 to 8 weeks after the baby is born. Another nice thing is that if I or the baby have any issues after his birth I can get the LTD extended without having to start over again. United has a wonderful office staff in EWR, where I am based. They have been super helpful, and always have the answers I need and help me with all the paperwork. I can also stay out for up to a year after the baby is born. It won't be paid after six or eight weeks, but it's good to have the option to have the time off. I have to say is that I am so grateful for all the women who have come before me. It is because of them and their fights that I have these great benefits at United. While there is always room for improvement, I feel lucky that we have come this far.

I really have no idea when I will go back to work after he is born or what my plans are for his care. I am trying to take it one day at a time and see how it goes.

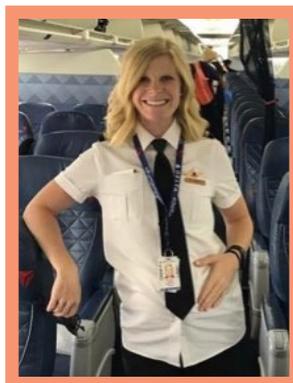
I had a wonderful time seeing *Come From Away* again. It is such a wonderful play. It never disappoints. It was so much fun to have so many ISA members there again. It makes it even more special. Hopefully we will do it again in the future.

Kara

Maureen Basnicki, Cathy Fraser, Lisa Graham, and Kim Winsor are planning a Toronto playdate in June of 2018!

Interested?

Contact: Lisa Graham
lisa.ejet@gmail.com



**Crystal Barrois (in uniform), Kara Hatzai (center right), and Christine Zoerlein are expecting!
 Congratulations ladies!**

Member News: Bonnie Tiburzi Caputo WTS

The mission of Women That Soar <http://womenthatsoar.com/> is to empower all women to feel confident in their unique talents and capabilities, to understand the power of unity and to be strong in their journeys to productive, enriched lives. This year they honored ISA+21 member, **Bonnie Tiburzi Caputo**, at their annual luncheon and gala in Dallas, Texas. The event was a success, and the tenth annual gala was wonderful, says Bonnie. More information and photos are online at iswap.org.



Above: Donna Miller, Stacey Banks, Beth Powell, Bonnie Tiburzi, Kathi Durst, Sherrie Dye, Deborah Hecker, Mikhael Madello.



Wally Funk and Mikhael Madello, below.



Member Requests

ISA member **Maria Haddad** has a request: “Our local 99s group, Florida Gold Coast, is working with the Miami History Museum on a collection for the MIA exhibit hall. If you flew IN/OUT of Miami back in the 70s-80s, please contact me at lilcad@gmail.com.

We are also interested in the WASPs, military, or any female aviator who had connections with Miami airport and/or Opalocka, Amelia Earhart/Curtiss Field. Currently, the exhibit does not represent any female aviator, but they are willing to update the exhibit and to look at our proposals. Any feedback or assistance would be greatly appreciated. Thank on behalf of the FLGC99s!”

ISA member **Ann Ryan** would love to do the Air Race Classic with another ISA member or two or three! It would be great if another member with a plane is interested, but not mandatory as we could crowdsource to get money for a rental.

<https://www.airraceclassic.org/>



The Air Race Classic is the epicenter of women's air racing. Pilots range in age from 17 to 90 years old. They come from a wide variety of backgrounds including students, teachers, doctors, airline pilots, business owners, professionals and air traffic controllers. Race teams, consisting of at least two women pilots, must fly VFR during daylight hours only and are given four days to make flybys at each en route timing point and then land at the terminus. The race route changes each year, approximately 2,400 statute miles in length. with 8 or 9 timing points. The race dates for 2018 are June 19th through June 22nd. My email is: ac.ryan10022@gmail.com

DELTA PILOT KARLENE PETITT NEEDS 3200 RESPONSES TO HER SURVEY:

[HTTP://PETITTAVIATIONRESEARCH.COM/](http://petittaviationresearch.com/)

ISA member **Karen Kahn** is setting up a retiree group. “I’ve been talking with Becky Howell about how ISA might start a sub-group for our retirees. Given the stress of retirement (planned or otherwise), it would be great to know who’s retired, welcome them into the “new normal” and help them with any concerns, be they finding jobs, Medicare or medical issues, etc. Additionally, knowing who’s retired gives the rest of us retirees the ability to link up for trips, events and get-togethers which we know are now much more possible since we’re retired. If you are interested, Linda Wright, our membership chair, has made us a special category of membership for RETIREES which you can change YOURSELF on the ISA website.

Go to the website, sign in, then click the red button next to your name, click PROFILE, under MEMBER PROFILE choose WEBSITE, then click on AVIATION COMMUNITIES. Once there, RETIREE is the first category you can check, then be sure to scroll down and SAVE your choice.

BTW, Linda is pushing to get photos for everyone, so add or change yours to help her out...and our failing memories, too! Many thanks. You can contact me by email at karen.kahn@outlook.com.”

ISA+21 Member Judy Lee Retires

“I never even thought to send these last August and retirement has been super busy! I thought I would send a couple of my best memories after 38 1/2 years. The players are: My two fabulous F/Os, Missy Phillips and Mary Berlingeri-Meade; my oldest son, Adam and his wife, Laura. The flight was on a B-777, SFO-CDG-SFO on August 10, 2016. It was very memorable to say the least! My younger son, Alex, and his girlfriend were serving in the US Peace Corps and could not be on the flight.” *Judy*



“The photo above was taken last June with Sinead Shah and Michelle Voss, SFO-CDG. It was Sinead’s final trip on the B-777 before B-787 school AND it was her birthday! She and I have flown together since she was a new hire, on the 737, 757, 767, and 777! This was one of my very favorite trips with a couple of my favorite ladies.”



ISA+21 Member Lynn Rippelmeyer: Morocco and ROSE

I had a blast in Morocco. A friend from Roatan invited me to join her and some friends going on a fifteen day adventure with Intrepid Tours which included seeing the Imperial Cities (capitals) starting in Casablanca, through Rabat, Fes, and out into the desert where we road camels to camp out overnight in the middle of nothing but sand. We went up into the Atlas Mountains, rode a mule to the basecamp, then hiked up to a shrine above the clouds, and meditated by a waterfall. Next we went south to Essuarra, on the ocean. I signed up to ride a horse on the beach to keep a friend company and ended up with an Arabian race horse off the track—a gorgeous horse that wanted to run SO bad. We saw the old walled cities (kasbahs) that still function as living places with open-air markets (medinas), mosques, and hammans (public bath houses). We saw the “country” life: berbers (nomads, farmers) who live in the south tending sheep, goats, and camels while others grow wheat, olives, and argon trees.



I have my 501(c)3, nonprofit, ROSE—Roatan Support Efforts—up and running and am SO excited about it! Flying to Tegucigalpa (TGU), Honduras, all these years, taking supplies on trips, then going back on days off and vacations. I used my pass privileges after retirement to turn my efforts into a full-time project. Honduras is the second poorest country in the world, next only to Haiti. We are helping the clinics get medicines and supplies, with a breast cancer awareness weekend on October 28th, and helping to teach teens about safe sex, pregnant women about staying healthy, childbirth, and caring for a baby, doing diabetes testing and treatment, etc. We started a soccer/Furbol Club to keep the kids off the streets that has become so popular and successful in the two years that it is recognized on the mainland, kids are invited to tournaments where they are seen by scouts, sponsored, and possibly go pro.

There’s also the local animal rescue that gets the stray, sick, or injured dogs wandering the streets, gets them healthy and finds them homes—some go Canada to an organization willing to adopt them out there. We are also helping to send a young man to vet school to become the first home-grown island veterinarian. And it all takes money. Thus, the nonprofit so that we can continue and do more. I can guarantee that with this charity, the funds go where the donor wants them to go. I give a tax receipt, keep direct oversight and records, and report back to each donor. Checks can be written to ROSE and sent to my home address: 9650 Crestwater Circle, Magnolia, TX.

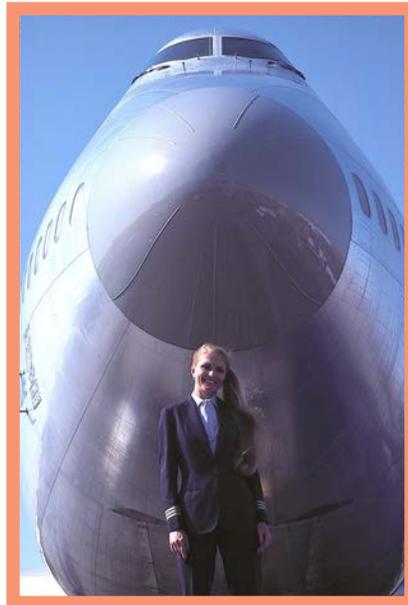
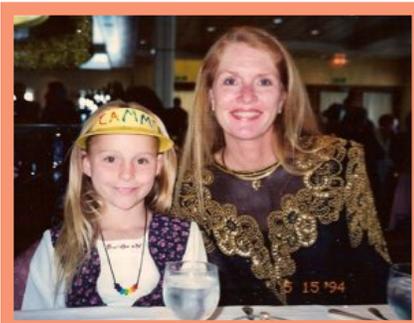
FOR MORE INFORMATION ON LYNN’S NONPROFIT “ROSE” AND RETIREMENT PLANS, GO TO ISWAP.ORG

Charter Member Norah O'Neill Flies West

It is with great sadness that we honor the passage of Norah O'Neill on her journey home. Norah went on hospice in early May, and we (Editor: Kathy McCullough) corresponded by email this summer. She wrote this when I asked about her children:

“Thanks for asking about my kids; I have been so lucky with them. Cammie is now a University Professor of Math; her husband got a job (teaching geology) at the same University and they bought their first house and have adventures in their spare time. My son Bren, 30, after a decade in environmental science jobs, recently went back to school to fill the prerequisites for nursing school. Bren wants to be an ER nurse. He already worked as an EMT in the wilderness. Both kids are squared away, are responsible and good with money and have healthy relationships. What more could I ask?”

Norah passed away on September 22, 2017. We signed cards for her children in NYC at the *Come From Away* dinner at Sardis. Cammie's email is: cameron.byerley@gmail.com. Please see our webpage for more information and photos of Norah, under “About Us” in the Memorials tab.



Norah and ISA member Lynn Rippelmeyer were featured in the San Diego Aerospace Museum's display of Women in Aviation in the early 90s. They had manikins dressed in their uniforms and cut the ribbon.

ISA member Aileen Watkins, above left, with Cammie and Bren outside Norah's house in Seattle.

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ISA+21 is a charitable, non-profit organization of career women airline pilots whose purpose is to: celebrate camaraderie; support informational exchange and social interaction among its members in a healthy environment; provide aviation scholarship opportunities for career-seeking women; and inspire future generations of women aviators via educational outreach.

A "Qualifying Pilot" is a woman who serves as a Flight Crew member and holds a seniority number at a FAR Part 121 or 129 Air Carrier or ICAO equivalent and possesses an Airline Transport Pilot Certificate or ICAO equivalent. A "Qualifying Aircraft" is any aircraft that weighs over 40,000 pounds or 18,000 kilos flown on the certificate of a FAR Part 121 or 129 Air Carrier. Non-U.S. applications shall reflect corresponding qualifications.

Please, please, please go onto the ISA+21 website and update your information, especially with a picture of yourself. It makes it so much easier for us!

FACEBOOK
We have a closed ISA+21 page: Request access using the link on the ISA homepage, or contact Maria Haddad at: lilcad@gmail.com

Don't waste your color ink printing the photo pages of the newsletter! The photos are reduced in size.

Does anyone remember Hadiza Oboh, second from the right, next to Lori Cline? She is in our memorials section of the website, and we would like to know more about her.

