



H I G H T E C H G A Y S

P.O. BOX 6777
SAN JOSE, CA 95150

NEWSLETTER - MARCH 1984

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Secretary: Denny Carroll 408-292-6475
Treasurer: Eric Lipanovich

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CRITICAL MOMENT FOR GAY RIGHTS !

BILL AB 1 IS ON GOVERNOR DEUKMEJIAN'S DESK RIGHT NOW. YOUR SUPPORT IS VITAL IN URGING THE GOVERNOR TO SIGN THIS LEGISLATION. THERE IS A GOOD CHANCE THAT HE MAY VETO THIS BILL UNLESS HE KNOWS WE CARE. CALL (916) 445-2841 NOW. MORE INFO INSIDE.

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H.T.G. CALENDAR

- MARCH 11 REGULAR MONTHLY MEETING and potluck supper, 6:30 pm at Jim Kline and Pat Mello's house, 1384 Mt. Shasta Ave, Milpitas (408) 946-1884. If you can manage a MAIN COURSE dish, please bring it: we have been swamped in delicious desserts for the last several pot lucks.
- MARCH 16 FRIENDS OF DOROTHY is the Gay employees group at Hewlett-Packard and they are having a Happy Hour Party at TOYON to celebrate St. Patrick's Day from 4 to 7 pm. All HTG members and others are welcome. This is a good chance to make contacts!
- MARCH 24 WHALE WATCHING trip leaving Half Moon Bay at 2 pm. Minimum 15, max 40 people at only \$10 each. Sign up and PAY at March 11 meeting.
- APRIL 8 REGULAR MONTHLY MEETING at Brad Nemeth's house. We hope for a member of the NGTF Board of Directors to attend and discuss their current activities. ALSO: HTG elections will be held for Officers and possible changes in our Bylaws (only paid up members can vote, so pay up and vote!)
- APRIL 20 FIDDLER ON THE ROOF THEATRE PARTY. Come see this favorite musical show with our own Rick Rudy conducting the orchestra! Meet at the Golden Mushroom Pizzeria at 7 pm, then around the corner to the Saratoga Civic Theatre for the show. tickets \$7.

MINUTES OF FEB. 12 HTG MEETING

Thanks to Bill and David for being great hosts to an even larger meeting of HTG than last month: 55 attendees!

A discussion was held on our relationship with LGAES: should we be "a chapter of" or an independent group? We may be the largest high tech gay organization, and perhaps should affiliate ourselves on an equal basis with the other groups. An ammendment to our Bylaws may be proposed at the April 8 meeting.

Rick Doitteau, Activities Chairperson, briefed us on the Tahoe Ski Trip set for March 2,3 & 4, and led a discussion on other activities. Arthur will finalize plans for the whale watching day trip. The likely day is Saturday, March 24 leaving out of Half Moon Bay.

Denny plans to purchase camp site tickets for Yosemite, Big Basin, and Big Sur parks for some fun camping weekends throughout the summer.

Most of our private homes are too small to hold our growing monthly meetings, now up to 50 to 60 people. A suggestion was made to try to utilize De Anza College meeting halls for our future meetings.

Al, Vince, Myrna, Brad, Andy, and Bil offered to assist Denny in working on the newsletters. THANKS!

Thirteen people expressed interest in HTG Tee Shirts.

Remember that HTG elections are coming up in April. We will be electing President, Secretary, and Treasurer for one year terms. If you are interested in running or voting, you must be at the April 8 meeting (or give a written proxy to another Member). Only fully paid up members can vote!

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MORE ON AB 1

On Thursday, Feb 16 the State Senate passed AB 1, the Gay Civil Rights Bill sponsored by S.F. Assemblyman Art Agnos. On Friday, March 2, the Assembly re-affirmed its support and sent the Bill on to Governor Deukmejian.

According to leading analysts, no one knows whether the Governor plans to sign, veto, or allow to become law without signing. He is under heavy pressure from his own Republican Right to veto the Bill.

The Bill places gays under the Department of Fair Employment and Housing in this language:

"It is...the public ploicy of this state that it is necessary to protect and safeguard the right and opportunity of all persons to seek, obtain, and hold employment without discrimination or abridgement on account of race, religious creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex, age, or sexual orientation."

According to the National Gay Task Force, calls to the Governors Office were running 200 to 1 against the bill. So it is vitally important to LET THE GOVERNOR KNOW YOU SUPPORT AB1. Call his office at (916) 445-2841 or send a telegram NOW ! !

GAYS AT FAIRCHILD

This letter is part of HTG's continuing series presenting opinions on the state of gay rights in Silicon Valley. Others are urged to submit material for publication on their place of employment.

Rick Epstein, Legal Counsel
Fairchild Corporation
464 Ellis Street
Mountain View, California 94042

Dear Mr. Epstein:

I joined Fairchild just a few months ago. I work in Research and Development in Palo Alto, in the Artificial Intelligence Laboratory. Before accepting the position, I consulted the National Gay Task Force's *Corporate Survey* pamphlet, which tabulates the results of a survey in which they asked each of the "Fortune 500" companies for a statement of its non-discrimination policy with respect to sexual orientation. I also wrote to NGTF and obtained a copy of Fairchild's letter responding to the survey (enclosed). I was pleased to find that Fairchild does not concern itself with the sexual orientation of its applicants and employees, according to its letter to NGTF. However, I question whether this policy is applied throughout the company.

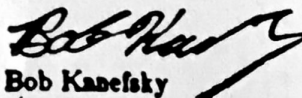
At the time I signed on as an employee, I asked the Personnel Department for a copy of the company non-discrimination policy. They said that their office didn't have a copy of the policy. Eventually, after checking the *Manager's Handbook*, they were still unable to furnish a written copy, but were able to quote the policy: "Fairchild complies with all State and Federal anti-discrimination laws." This implies that the company has no policy of its own against any kind of discrimination. (It also fails to acknowledge the authority of the county and city. Both Santa Clara County and the City of Palo Alto have at one time considered relevant legislation.) The application form includes a non-discrimination statement, but that seems to list only those restrictions imposed on Fairchild as a Federal contractor.

It is encouraging that Fairchild states that it does not consider an individual's sexual orientation an appropriate criterion for judging his or her merits as an employee. But such a statement has little meaning if it is not in the form of a written policy disseminated to all managers and personnel departments—hiring decisions are made at lower levels, by many people.

It is also important that employees be made aware that Fairchild does not concern itself with their sexual orientation; it is likely that many of the men and women of Fairchild live in fear that they will lose their jobs if they are discovered to be gay or bisexual. This is true of any company without a clearly stated policy on the matter, but it may be particularly true of Fairchild. The *Rules of Conduct* that every employee is asked to acknowledge lists one extremely vague infraction (#20), "Immoral or indecent conduct." Since both of these terms have been, and still are, applied by certain people to homosexuality, a gay employee might justifiably fear that his or her private life, if discovered, could lead to dismissal. Perhaps the rule should be clarified; for example, if "immoral" was intended to mean "dishonest," the latter word could be used instead.

I should add that I am not personally worried about being the victim of job discrimination based on anything but my competence at my work. But I know that there are some people in the company for whom the threat of being discriminated against because of their attraction to other men or other women is a very real one, and I am sure that they and their work would benefit if they were made aware of Fairchild's favorable policy.

Sincerely,


Bob Kanefsky

HIGH TECH GAYS
P.O. BOX 6777
SAN JOSE, CA 95150

February 26, 1984

Governor George Deukmejian
State Capitol
Sacramento, CA 95814

Dear Governor:

This letter is to urge you most strongly to sign AB 1, the statewide Gay Rights Civil Rights Bill when it reaches your desk.

High Tech Gays is a professional society of over 200 engineers, scientists, technicians, programmers, etc. who work in the high tech industries of the Santa Clara Valley. Most of us have been closeted at work for fear of the open or subtle pressures which would hamper our promotions or make the working environment intolerable.

The safeguards in AB 1 offer a long sought legal protection from the repercussions of bigotry which individuals often wrongly bring to the workplace. Most of us do not want to make an issue of our sexuality at work: it is, after all, no one else's business. Yet without AB 1, even unlooked for publicity of our sexual orientation can spell disaster.

Far from exacerbating conflicts in the workplace, AB 1 will stifle such problems because it will be accepted policy not to discriminate on the basis of sexual orientation.

Please show your support for the Civil Rights of gays by adding *sexual orientation* to the list of non-discrimination categories through signing this vitally important Bill.

THE ABOVE LETTER WAS WRITTEN BY RICK RUDY

