

# the modern unionist

GAY



THE MAY NEWSLETTER OF THE NSW GAY TRADE UNIONISTS' GROUP  
NUMBER 6.



COME OUT FIGHTING!!!!

## CALL FOR AN ACTU GAY RIGHTS POLICY

The Annual General Meeting of the Australian Theatrical and Amusement Employees Association in March called on the ACTU to adopt a positive gay rights policy at its Biennial Congress in Melbourne this year. The motion was worded:

- "That the ATAEA calls upon the ACTU to adopt a policy of:
1. Opposition to discrimination in employment on the grounds of sexual orientation, and,
  2. Support for law reform which would repeal all anti-homosexual legislation and outlaw discrimination against homosexuals."

## DMC'S DRAFT POLICY

In a letter on the 9th of April, GTUG informed the ACTU of its desire to see a gay rights policy adopted at the ACTU Congress in September. A copy of the ACSPA Anti-discrimination Motion was enclosed.

The President replied, telling us that our letter had been referred to the Disadvantaged Minorities Committee. He also requested that;

"the committee give consideration to your proposal in their draft policy which will go before the ACTU Congress in September."

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**NEXT MEETING!!**

SUNDAY 20TH MAY 2.30PM at  
CAMP 33A Glebe Point Rd., GLEBE



## ACSPA Resolution

Here is a copy of the major gay rights decision of the 1978 ACSPA National Conference. Its printed for your reference.

### D.15 DISCRIMINATION IN THE WORKFORCE.

"That fighting unjust discrimination against workers by employers and within the workplace be accepted as a major task for ACSPA in its social action and industrial activities, recognising that such a task will be as much an educational task as an industrial action one.

That during 1978-9 ACSPA work with groups representing those who are discriminated against, - namely women, blacks gays, the handicapped, migrants, the young and the old - in order that knowledge and skills may be developed to enable unions to be effective in defending the human rights of all their members.

That ACSPA urge its affiliates to re-examine their own appropriate policies concerning discrimination as it affects their own members and ask them to consider permitting or encouraging caucases of discriminated against workers in their unions to make representation to the union.

That in relation to discrimination against homosexuals, ACSPA declare its opposition to discrimination in employment on the grounds of sexuality and:-

- i) oppose the view that homosexuality is a sickness;
- ii) calls for the repeal of all antihomosexual legislation;
- iii) supports the demand for legislation to outlaw discrimination against homosexuals,

and furthermore that ACSPA convey this view to the ACTU and ask it to consider adoption of the same policy."

## The NCC Discovers Red Plot!

News Weekly, the publication of the right wing pressure group National Civic Council, has just discovered that gays in trade unions are getting organised, and, predictably, blames this on the "recruitment efforts by the extreme left".

News Weekly (7/2/79) quotes our letter sent to John Ducker inviting him to open the ill-fated March Conference, which also included a copy of our constitution. Specifically it quoted our aim to "work in liason with other oppressed groups, women's groups, aboriginal and ethnic". To which News Weekly, at its "liberal" best, replies:

"While there are groups in these categories which are worthy of support from concerned individuals, the language used strongly suggests its left-wing orientation".

(Thanks to Victorian Gay Teachers and Students for spotting this!)

## FOLLIES

The Festival of Light have geared themselves into action against gay teachers. With typical FOL efficiency, members are instructed to lobby the NSW Teachers Federation, and the Premier. It seems to the FOL that the recent gay rights policy of the Federation, may sway Wran to repeal the present laws against homosexual acts and accept the recommendations of the Anti-Discrimination Board!!!!!!



## NSW Teachers Federation Policy

The Jan/Feb newsletter carried the background to the Federation's Sexual Discrimination Resolution passed at the Annual Conference Dec. 20 1978. This policy was forwarded to the ACTU's Disadvantaged Minorities Committee, and will have some bearing on any draft policy that would be drawn up for the Sept. Congress.

The policy is aimed at combatting discrimination on 3 grounds, sex, sexuality and marital status.

DISCRIMINATION: The policy affirms the right of staff to enter and remain in the teaching profession regardless of their sexuality, sex and marital status, and that personal relationships be respected in promotion, posting and transfers.

COMBATTING SEXUAL DISCRIMINATION: The Federation recognised its responsibility to fight sexual discrimination in the classroom by:

- 1) Removing sexist, anti-homosexual and other bias, including the assumption of universal heterosexuality from curricula courses counselling practices and personnel selection.
- 2) Providing non-sexist counter-sexist resources.
- 3) Examining in a critical light, the bias of sexist and anti-homosexual material where its use is unavoidable,
- 4) Providing information on sexuality in teacher training and in-service courses, libraries and journals,
- 5) Acknowledging that homosexual teachers had a necessary and valid part to play in sex education of staff, students and parents.

THE GAY TEACHER AND THE LAW: The Federation called for the repeal of all anti-homosexual laws, the end of entrapment techniques, and the amendment of the Anti-Discrimination Act to cover sexuality, and to apply to students, teachers and educational institutions.

WHAT TO DO: The Federation has informed the relevant bodies of its decisions and called for their implementation. It will also work in liason with the Australian Teachers Federation, the ACTU and the NSW Labor Council, to formulate policies against sexual discrimination. Future awards will forbid homosexual discrim.

This policy is aimed specifically at the gay teacher, and her/his relationship with Education Department, the Law, and her/his students, and it is heavily orientated toward teaching as a profession. However, as a guide for your own union's policy, this establishes a gay members right to employment, and calls for the repeal of all anti-homosexual laws and the implementation of legislation to outlaw discrimination.

## ATF Victory

The 59th Annual Conference of the Australian Teachers Federation held during Dec. 1978 passed two important motions.

I. PRIVATE LIVES: Passing a motion in relation to disciplinary procedures, the Federation declared that there should be "no unnecessary concern with the private lives of teachers" - Of course whatever is a necessary concern is still up in the air!

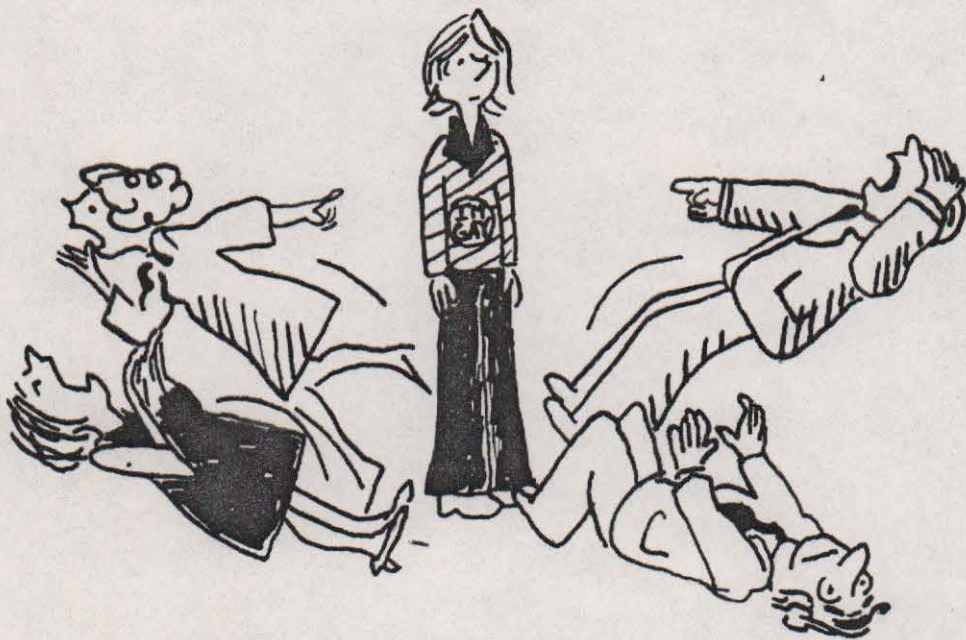
II. RIGHTS OF TEACHERS: These fears may be allayed by a decision later in the conference to amend the ATF Charter of Working Conditions in order to provide for an end to discrimination based on sex or sexual preference.



# DAYS OF OUR LIVES - A SHORT QUIZ

1. Who do you tell you're gay? Why don't you let everyone know?
2. Are you afraid to talk to other gays at work who are openly gay?
3. Do you hesitate to be physical with your workmates?
4. What do you say when workmates ask, "are you married?" (followed immediately with "any girl/boyfriends?")
5. How do you explain your lover when s/he visits you at work?
6. Do you get flustered about questions about your living arrangements?
7. Do you speak and act the same way at work as you would at home or at "play"?
8. Do you wish gay activists would keep quiet because it makes people wonder about you?
9. Would your union defend you if you were dismissed on the grounds that alcoholism, absenteeism, etc. may be the direct result of your treatment as a homosexual?
10. Would you raise the issue of gay rights at a union meeting?
11. If you were being victimised for being gay - would you let the union know the full details, or would you "go quietly"?
12. Are you afraid to be involved in a gay organisation, or be seen at a gay demonstration?
13. Do you receive the same considerations at work as a heterosexual, lets say if your partner is ill?
14. DO YOU CONSIDER GAY RIGHTS, OR DO YOU CONSIDER YOURSELF AN IRRELEVANT ISSUE?

GTUG welcomes responses from and your friends to this in the form of stories, anecdotes, etc. With these we can make the union movement aware of the relevance of gay rights.



Even in accepting environments "coming out" is a brave step.

**CONTACT US:**

**G.T.U.G., PO Box 71, Newtown 2042**



# A WORD TO GAYS WORKING or not...

the gay trade Unionists' group  
is working in the gay Community,  
listening to your problems at work  
and helping overcome these.

I would like to know more about **G.T.U.G.**,

My address .....

.....

..... postcode.....

Phone No:

**union or  
association**.....

**g.t.u.g., p.o. box 71,  
NEWTOWN2042.**