

Ex-Employee Sues Tucson School District Alleging Bias

TUCSON (ON) - A former janitor is suing the Tucson Unified School District, alleging harassment on the job because he had HIV.

Frank Fiolek, 42, said in a federal lawsuit that he was intimidated and faced unequal working conditions while working as the day custodian in 1996 and 1997 at Wright Elementary School.

Estella Zavala, a spokeswoman for TUSD, said the district does not comment on pending litigation.

Frank Fiolek asserts that he was subjected to harassment, intimidation and unequal working conditions, including a greater workload than the other custodian at his school and a failure to obtain a substitute in his absence, because he is a person living with HIV.

Fiolek also claims that he faced retaliation for complaining about the unfair treatment. A recent lawsuit contends that Tucson Unified School District refused to reconsider an equal distribution of his job duties despite that the extra duties were taking a toll on his health as a person living with HIV.

For most people being able to go to work and do their job without being subjected to discrimination or harassment is something taken for granted. This was true for Frank Fiolek, who worked for Tucson Unified School District for six years, first as a bus monitor and bus driver, and later as a custodian. That changed when a new supervisor permanently assigned him more work to do than the other custodian who worked at the school with him. "When I asked for the job duties to be distributed equally I was told by my supervisor that I 'looked healthy' and should not have a problem," explains Fiolek.

"When this happened I had been working and paying taxes since I was 15 years old, and all I wanted to do was keep working," says 42 year old Frank Fiolek. The Americans with Disabilities Act (ADA) prohibits discrimination against employees, including unequal working conditions and disability-related harassment. Because of the school district's failure to provide equal work conditions and a work environment free of disability-related harassment and retaliation, Rose Daly-Rooney, Staff Attorney, Arizona Center for Disability Law and Laura Todd Johnson of Johnson & Slate, filed a lawsuit under the Americans with Disabilities Act against Tucson Unified School District.

The lawsuit also states that after Fiolek's efforts to get an equal workload through the district were not successful and

he had filed a complaint of discrimination with the U.S. Equal Employment Opportunity Commission, TUSD retaliated against him for participating in the statutory complaint process provided under the ADA by subjecting him to adverse discipline and working conditions. "It was emotionally difficult to be treated as a bad employee after working for six years to be the best employee I could be," stated Fiolek. The EEOC found "reasonable cause" to believe that TUSD subjected Frank Fiolek to discrimination and retaliation.

The lawsuit states that, ultimately, Fiolek was forced to take a medical leave of absence because of how these working conditions affected his health. The lawsuit seeks changes in policies and procedures, training for district personnel, monetary damages, reinstatement to a different position, and attorneys' fees and costs. "When it came time to decide about whether to file a lawsuit, I talked to other people who have experienced similar discrimination because of HIV. They told me that I could either 'quit or stand up for myself' and I decided to file because this lawsuit had a purpose beyond me," states Fiolek.

The lawsuit seeks unspecified damages, a new job, training for district personnel and attorneys' fees.

Gay Republican Named To Head AIDS Office

WASHINGTON, DC - The openly Gay head of the Wisconsin chapter of the Log Cabin Republicans has been named director of the White House Office of National AIDS Policy.

Scott Evertz, 38, has had some regional experience in AIDS philanthropy and reportedly has close ties to Tommy G. Thompson, the former Wisconsin governor who is now secretary of health and human services.

Evertz was one of the dozen Gay Republicans then-Governor George W. Bush met in Austin, Tx., last year during his presidential campaign, after having refused to meet with the national Log Cabin leaders Rich Tafel and Kevin Ivers.

Recalling the meeting, Evertz said Bush asked for each of their stories. "I told him that the 18-year-old daughter of my partner had just voted for him in the primary, and he seemed pleased and took note of it."

Evertz's selection was hailed by

CONTINUED ON PAGE THIRTEEN

La Raza Apologizes For 'Unfortunate Mis-Statement'

DEAR LLEGÓ MEMBERS, AFILIADOS AND FRIENDS:

I write to you today to share a recent situation that our organization had to confront in the media. During an interview with The Southern Voice a representative of NCLR (National Council of La Raza) made some remarks completely contrary to the spirit of cooperation and partnership in the struggle for equality that directs both of our organizations.

We were dismayed at this situation, but responded immediately calling for a sincere apology from NCLR to our organization and our community, who has fought as members of the Latina/o Community, even when not recognized as proud Lesbian, Gay, Bisexual and Transgender (LGBT) Latinas/os.

This week representatives of NCLR visited our offices and issued a formal apology, a copy of which I attach to this letter. In an effort to sensitize our community and NCLR staff in particular, both organizations have agreed to have LLEGÓ conduct a sensitivity training at a later date for the entire NCLR staff.

As the only national Latina/o LGBT organization, we take very seriously the task of defending the dignity and rights of all LGBT Latinas and Latinos. Please do not hesitate to contact me with your comments. Y como siempre...

¡Unidas/os en la lucha!

Martin Ornelas-Quintero
Executive Director

NATIONAL COUNCIL OF LA RAZA
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April 3, 2001

Mr. Martin Ornelas-Quintero
Executive Director
LLEGÓ
1420 K St., N.W., Suite 200
Washington, DC 20006

Dear Martin:

A recent article in Southern Voice magazine contained an unfortunate misstatement from a staff person in the Office of Public Information reflecting a viewpoint on Gay and Lesbian issues completely at odds with the long-held position of our organization, the National Council of La Raza (NCLR). While we have not yet seen a transcript of the conversation, after speak-

ing with several of the parties involved, we firmly believe that the misstatement was an anomaly given the overall tone and content of our staff person's other comments.

Nonetheless, we apologize on behalf of NCLR if this article led anyone to believe that NCLR does not fully support civil rights for Lesbian, Gay, Bisexual, and Transgender (LGBT) Americans. You and others who are familiar with the work of the National Council of La Raza know that NCLR finds discrimination based on sexual orientation to be reprehensible. As a civil rights organization, we have a long history of working with you and a number of other LGBT organizations, both Latino and non-Latino, on efforts to make civil rights protections a reality for all Americans, most recently on the effort to pass hate crime legislation and the Employment Non-discrimination Act in Congress.

We are also very proud of our long-term relationship with LLEGÓ, particularly, that LLEGÓ's prestigious Building Bridges awards ceremony, which honors LGBT Latinos and others who have contributed to the advancement of the Latino LGBT community, is held in conjunction with NCLR's Annual Conference.

NCLR is well aware that the significant discrimination faced by Latinos in this country is compounded and exacerbated by homophobia, and we continue to pledge our support in addressing this most important issue. We look forward to having your staff brief our staff on current issues of concern to the LGBT Latino community in the very near future.

Sincerely,
Raul Yzaguirre
President

Lisa Navarrete
Deputy Vice President

So. Az Chapter Of Stonewall Democrats Formed

TUCSON - Heartened by the advances made by Arizona Democrats in the most recent legislative elections, co-founders Cliff Martin and Fenton Johnson have banded together to form a Tucson-Southern Arizona chapter of the Stonewall Gay Democratic Club, a national organization with over ten thousand members and fifty-five affiliated clubs across the nation.

Johnson, a creative writing professor at the University of Arizona, hosted a March cocktail party to kick off the Chapter, with more than thirty interested Tuc-

CONTINUED ON PAGE TWO

UPDATE

'Celebration of Life' For Del Shockley Saturday, April 14



This Saturday, April 14 at 3:00 p.m. there will be a Celebration of Life for Del Shockley on the patio of IBT's, 616 N. 4th Avenue. Del passed away March 27th and a Memorial Service was held March 31 at St. Odellia Catholic Church.

Those who knew Del, remember how he loved a party and that is what this Celebration is about. There will be a light Buffet and a No-Host bar. Come celebrate Del's life with his friends and family

Gay-Straight Medical Alliance Benefit Apr. 12

TUCSON - The Aroma Tree and Clues, Unlimited are holding a book signing and fundraiser for the Gay-Straight Medical Student Alliance on Thursday, April 12 from 5:00 - 9:00 p.m. Lesbian mystery authors Abigail Padgett, author of *The Last Blue Plate Special*, and Joan M. Drury, author of *Those Jordan Girls*, will be signing their latest releases. Hors d'oeuvres and beverages will be served.

Both businesses will donate a portion of their proceeds from the evening to the Gay-Straight Medical Student Alliance, a newly formed organization at the University of Arizona College of Medicine which aims to educate healthcare students and professionals on the issues faced by Gay, Lesbian, Bisexual and Transgender patients.

The Aroma Tree and Clues, Unlimited are located on the Southwest corner of the Broadway Village, on the corner of Country Club and Broadway. For more information, please call (520) 327-5456.

TIHAN Update

The Poz Social, a new weekly program of the Tucson Interfaith HIV/AIDS Network (TIHAN), takes place again this Thursday, April 12. This new social program is for persons living with HIV/AIDS, and is an expansion of the highly popular Poz Cafe program. Poz Social is a new informal drop-in social event for HIV+ persons. It takes place at St. Francis in the Foothills United Methodist Church, 4625 East River Road, corner of Swan and River Roads in Tucson.

This long-awaited, much-requested program is related to the Poz Cafe program. It's the same as Poz Cafe in that it is in the same location, it is a safe place for HIV+ persons, it will be informal, fun, and a great way to meet other HIV+ persons. It will be different from Poz Cafe in that there will be no big lunch - just snacks; there will be more time to hang out; there will be a movie shown; it's a smaller, more intimate group; no reservations are needed - just drop in whenever you can between 1:00 - 4:00 p.m.; we don't have a formal transportation program, but we'll try to match you with another HIV+ person to give you a ride if requested; and, it's weekly instead of monthly!

HIV+ persons can invite one guest of their choice (partner, friend, family, volunteer, etc) to join them. All guests must be respectful of confidentiality concerns participants have.

For more information, call TIHAN at (520) 299-6647. ...

Sex Chat Apr. 13

TUCSON - It's spring and the sap is rising. Join us this Friday, April 13, for SexChat, a discussion group where you get to talk about all those things that are "so" interesting.

Last time, for example, we talked about bondage and safety, age differences between partners significant, cheating vs. nonmonogamy, and sharing short stories and fantasies as a way to get to know your partner's sexual desires. As you can imagine, a good time was had by all!

Bring a friend, bring a date, or be brave (it's really safe!) and come meet some new fun people. Friday the 13th, Wingspan, 7:00pm, only \$5. 300 E. 6th St (at 6th Avenue). Adults of all genders and sexual orientations are welcome (and we are usually a "very" diverse group). Meanwhile, have a safe, sexy spring.

Stonewall Democrats

Continued from Page One

sonans in attendance, among them Rep. Gabrielle Giffords, D-Tucson and Ted Prezelski, Vice Chairman of the State Democratic Party. Accompanied by several supporters from the already-established Phoenix chapter, Rep. Ken Chevront, the state's highest-ranking openly Gay official, addressed and encouraged the group. The goal of the Southern Arizona Chapter is to support the advancement of equal rights for all people, regardless of sexual orientation or gender identity. The Chapter will support the Democratic Party and Democratic candidates who support that mission, which includes voter registration, education, and participation. Membership is open to any Democrat who supports fair and equal treatment of all people.

The Southern Arizona Chapter is committed to improving the record of the Democratic Party on issues affecting the GLBT community and to educating voters about the differences between the two major parties on those issues.

"The last election -- and the current activity in the U.S. Congress -- should come as a wake-up call to those of us hoping to implement nondiscrimination legislation and to achieve fair and equal treatment for Gays, Lesbians, Bisexual and Transgendered people," said Martin, a medical student at the University of Arizona.

Chapter spokesperson Maurice Grossman, a retired University of Arizona professor and respected local artist, pointed to advocacy around such state issues as the elimination of the archaic state sex laws and the Employment Nondiscrimination Act as examples where the Chapter would function as an information center for lobbying and fundraising efforts.

"People forget that the Democrats have a long and proud history in this state," Grossman said. "We hope to help restore the Democrats to that position -- with an emphasis on equal treatment of Lesbians and Gays."

Chapter meetings will be held at 7:00 p.m. on the last Mondays of the month, with the next meeting to be held April 30 at Pima County Democratic Headquarters, 2617 E. Broadway between Tucson and Country Club. For additional information, telephone the Democratic Headquarters at (520) 326-3716 and leave a message for Maurice Grossman, acting Chapter spokesperson.

Festival For Life Seeking Volunteers

TUCSON - The Jerome Beillard Festival for Life is a beautiful holiday live and silent auction, featuring fine art, unique gifts, celebrity collectibles, designer holiday trees, menorahs, wreaths and paper prayers. Last year, more than 500 people attended the Jerome Beillard Festival for Life, raising more than \$75,000 for the Southern Arizona AIDS Foundation (SAAF).

The search is on! SAAF needs volunteers to join them in building this year's Festival into another holiday smash. Volunteer to serve, meet new people, and learn new things. Each committee member is paired with another, so that you're not working alone. Staff from SAAF are available to support you and supply you with materials to do the job.

For more information, or to volunteer, call Tracy at SAAF, (520) 628-7223.

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Albuquerque Charter Adds Sexual Orientation

ALBUQUERQUE, NM - The Urban County Charter Commission has agreed that a new county charter should prohibit discrimination against county employees based on "sexual orientation."

"I think it was necessary to include this as a philosophy of the county," said Commissioner Gilbert G. Gallegos, who proposed the measure. It shows we "believe in equal treatment of all people."

The commission is working on a charter for a new county government. The proposal would be presented to voters later this year.

The commission voted 11-1 to adopt the proposed article, which outlines how the new County Commission should approach personnel issues. The proposal calls for employment and promotion based solely on merit.

Commissioner Ron Godbey - a Republican state representative - urged the commission to reject the provision on sexual orientation. He called it unnecessary.

After the meeting, he said a "don't ask, don't tell" policy would be more appropriate. Sexual orientation doesn't warrant creating a "protected class," he said.

"I see no reason to put this kind of language in there," Godbey said.

Bernalillo County's current personnel ordinance doesn't address sexual orientation, County Attorney Tito Chavez said.

The charter article adopted also prohibits discrimination based on race, sex, country of origin, physical disability, religious beliefs or political affiliation. It recognizes the right of employees to collectively bargain.

The article will be part of a charter proposed to voters later this year, unless the commission decides to revisit the issue.

The 13-member commission has been meeting since January to work on the charter.

In 1999, voters rejected a proposed amendment to the city charter that would have added sexual orientation and mental disability to the list of prohibited reasons for discrimination.

AIDS Quilt Finds New Home In Atlanta

SAN FRANCISCO, CA - The AIDS Memorial Quilt, which has been housed in San Francisco for most of the last 15 years, is leaving San Francisco for its new home in Atlanta.

The NAMES Project is relocating the Quilt's 40,000 panels, a memorial that now weighs more than 54 tons, to a climate-controlled warehouse where it will be better protected, said NAMES Project-founder, Cleve Jones. The last section of quilt was folded up late Thursday.

Between 1980 and 1987, more than 1,000 San Franciscans died of AIDS. Overwhelmed by the loss and the lack of government response, Cleve Jones searched for a way to make the public understand what the community was experiencing.

In June of 1987, Jones gathered a small group of neighborhood residents in an empty Market Street storefront, "to take all of our individual experiences, and stitch them together to make something that had strength and beauty." It was there that the AIDS Memorial Quilt began.

On October 11, 1987, The NAMES Project displayed the Quilt for the first time on the Capitol Mall in Washington, DC. Almost 2,000 panels were laid out at dawn, and a solemn litany of the names of those remembered in the Quilt began.

Less than 10 years later, in October 1996, the quilt was displayed for the last time in its entirety, filling the Mall from end to end with some 40,000 quilted memorials made by the friends and family of those lost to AIDS.

To date, more than 1,000 displays have been held; from large displays like the one held in the Capital to smaller exhibits in schools, houses of worship, corporate offices, hospitals, shopping malls, prisons, museums, theaters, and convention centers.

TIHAN Update

People living with HIV are invited to Poz Cafe, a complimentary lunch along with social and recreational activities on Thursday, April 19. Poz Cafe is located at St. Francis in the Foothills UMC (corner of Swan and River Roads). Doors open at 11:30 a.m., with lunch served at noon. Following lunch there will be several games of Bingo (with prizes), other board and card games, or a chance to be creative with crafts, or just sit and chat with friends. Game, social and craft time will end at 2:30.

CONTINUED ON PAGE TWELVE

In Memoriam

Please join us in a celebration
of the life of
Del Shockley
Saturday, April 14, 3:00 p.m.
on the Patio of IBT's.

**Meet old friends and remember
our wonderful friend, Del.**

No Host Bar Light Buffet

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Egg Hunt All Day (or until the egg's are all gone)
11am 'til 6 pm- Jeff's Bloody Mary/Recovery Bar
4:30 pm 'til 7:30 pm - Karaoke on the patio with Billy Dee
5:30 pm 'til 8 pm - Benefit Bar-B-Que/16 oz Beerbust for TIHAN
9 pm - Special Benefit Show for TIHAN hosted by Ajia Simone featuring: Tori Steele, Bunny FuFu, Deora Le Blanc, Sapphire, and special guests
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website: ibts.net

Tuesday is T's and Tattoo Nite

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May 6th - 14th Annual Reno Gannon Jello Wrestling at Woody's, Benefit for SAAF

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"Setting a Higher Standard"

More Firms Devise Plans Of Benefit To G/L Partners

INDIANAPOLIS, IN (GFN) - Nancy Lafferty, Jill Wihebrink and their 13-month-old son aren't the traditional family, but they have all the needs of one.

That's why the Pendleton couple is so happy to be saving a few dollars a month on their health insurance now that they are able to share coverage under a policy offered by Wihebrink's Indianapolis employer.

Just a few years ago, they thought they would have to move to the West Coast so one of them could find a job that offered health-care benefits to domestic partners of Gay employees.

Then, last summer, Wihebrink learned that her job at auto-parts maker Visteon would allow her to sign up Lafferty as a dependent on the company-sponsored health plan.

"It was great news because it meant we would no longer have to pay for separate policies for each of us," Wihebrink said.

"It meant that on this one issue we would be treated like any other couple in a committed relationship."

That concept of equity is spreading quickly among some U.S. employers. As many as 22 percent now offer domestic-partner benefits, according to a recent survey by Illinois-based Hewitt Associates. That's up from 10 percent in 1997.

More than a fifth of Fortune 500 companies have joined those ranks. Forty-six came on board in just the past year, according to the Human Rights Campaign.

The move, however, is not without corporate angst.

Last spring, Cummins Inc. had to endure a protest outside its Columbus, Ind., headquarters from hundreds of employees and area residents who opposed on moral grounds the company's adoption of domestic-partner benefits.

When the Big Three automakers in Detroit announced last summer their plans to provide benefits to same-sex couples — including workers at their Indiana factories and at affiliated plants such as Visteon near Shadeland Avenue — the conservative, staunchly anti-Gay Family Research Council went on the attack.

Robert H. Knight, the council's senior director of cultural studies, said General Motors (NYSE: GM), Ford (NYSE: F) and DaimlerChrysler (NYSE: DCX) had joined the "cultural wrecking crew that seeks to destroy traditional morality." He also characterized the move as a "hit-and-run attack on marriage and the natural family."

The transition came much more quietly at Indianapolis-based Anthem Insurance in 1999.

"About the only negative thing I heard was from a few employees who were angry that unmarried heterosexual couples weren't going to get the coverage that was offered to Gay couples," said Kevin Grodey, who works at Anthem with his partner, Dan Caudill.

Grodey said human resources handled the objections well by noting that heterosexuals could qualify for the coverage simply by getting married, while Gay couples didn't have that option.

Unlike Anthem, Cummins offers domestic-partner benefits to both same-sex couples and unmarried heterosexual couples.

Conseco (NYSE: CNC), NiSource (NYSE: NI) and Eli Lilly and Co. (NYSE: LLY) — the three other Fortune 500 companies based in Indiana — do not provide benefits to domestic partners.

"For me, the lack of something that basic at a company that large makes you feel kind of unwelcome," said Rosalind Smith, who has worked as a software engineer at Lilly about nine months.

She said she also was disappointed when the company declined last year to pay moving expenses to Indianapolis for her female partner. "I would prefer to work somewhere where my family unit is just as appreciated as everyone else's family unit," she said.

Nevertheless, Lilly is widely acknowledged to have some of the most gen-

CONTINUED ON PAGE SIX

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Arizona's Employment Non Discrimination Act, SB 1225, was approved by the State Senate by a 16-14 vote on Wednesday, April 4.

Sponsored by state Senator Elaine Richardson, D-Tucson, Arizona ENDA would prohibit discrimination in public employment based on sexual orientation or gender identity. After the vote, Richardson said it "was a victory against discrimination and I am proud to have done my part in removing these prejudices from our society."

"I am not sure if I have ever worked so hard on a bill from first having it heard to passing committee and then being stalled in Rules and having to get a discharge petition to get in out of Rules," Richardson said about getting SB 1225 through the legislative process, offering amendments which reduced the scope of coverage to only government agencies and allowing employers to institute a gender specific dress code, and taking two votes (one on March 28, which failed 16-14) to get final approval for Arizona ENDA in the State Senate.

With the approval of SB 1225 by the Senate, Richardson bill went over to the Arizona House and faced a questionable future on whether it would be assigned to a committee for consideration. Supporters of the bill, led by openly Gay state Representative Steve May, R-Paradise Valley, feared it would be "dead in the water." May, the chair of the House Ways and Means Committee, took action during a committee hearing, offering a strike everything amendment to SB 1240, inserting the language from Richardson's bill, to help get it through the Arizona House. By a 7-2 vote Thursday, April 5, the House Ways and Means Committee approved SB 1240 with May's amendment. On Thursday, April 5, SB 1225 was first read, and assigned to the

POLITICS 2001

by Mark R. Kerr

AZ Enda, Archaic Law Repeal Going Through Legislative Meat Grinder

House Retirement and Government Operations (RGO) Committee.

With this action by the House Speaker, May said "SB 1240 is no longer necessary, since 1225 was first read and assigned, which we feared it would not be. So it is no longer important, SB 1225 is." May circulated a discharge petition to get SB 1225 to the House Committee of the Whole for consideration, bypassing both the House RGO Committee and Rules Committee. On this petition, 36 signatures of fellow members of the Arizona House are needed to get a bill to the Committee of the Whole. May said he had 31 signatures and that five state Representatives "had abandoned us."

One of the five was state Representative Carol Somers, R-Tucson. Somers said she wouldn't sign the petition because of the provisions dealing with gender identity. Somers refusing to sign goes against the questionnaire she filled out, as a state House candidate in 2000, for the Arizona Human Rights Fund (AHRF), the statewide Gay, Lesbian, Bisexual, and Transgender rights group. On the AHRF questionnaire Somers expressed support for legislation prohibiting employment discrimination based on gender identity.

Despite the shortfall in signatures on a discharge petition, May said supporters "are working other angles to keep the issue alive."

Meanwhile, HB 2016, the latest

attempt to repeal laws that outlaw non-familial cohabitation and "crimes against nature," including sodomy, oral sex and non-procreational acts between consenting adults, is on hold.

Sponsored by state Representative Steve May, HB 2016 would also amend the definition of "dependent" under the state tax codes. Arizona is one of twelve states that prevent unmarried heterosexual and same-sex couples from claiming dependents on their income tax forms. This technicality can increase their taxes by as much as 30 percent. This provision of HB 2016 is holding the bill up.

Several groups, including the anti-Gay Center for Arizona Policy, led by Len Munsil, to the Joint Legislative Budget

Committee are arguing that if May's bill is approved, the state would lose revenue, ranging from \$400,000 to \$3,000,000, depending upon the projection. Supporters of HB 2016 stated that it will get through the legislative process.

On Tuesday, April 10, the Arizona House rebuffed an attempt by conservative, anti-Gay legislators to keep Arizona's archaic sex laws on the books.

House conservatives, led by state Representative Karen Johnson, R-Mesa, offered three amendments to SB 1482, a bill dealing with teachers' ethics. One of Johnson's amendments was removed for not being germane to SB 1482. Another amendment offered by Johnson could have jeopardized teacher certification by simply engaging in an archaic law, and not even being charged and convicted.

State Representative Kathi Foster, D-Phoenix, a leading proponent of repealing Arizona's archaic laws, challenged Johnson on the amendments, asking how they would be enforced. Johnson didn't
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of my gross income generated by members & friends of the Gay & Lesbian Community will be donated to local AIDS service organizations.

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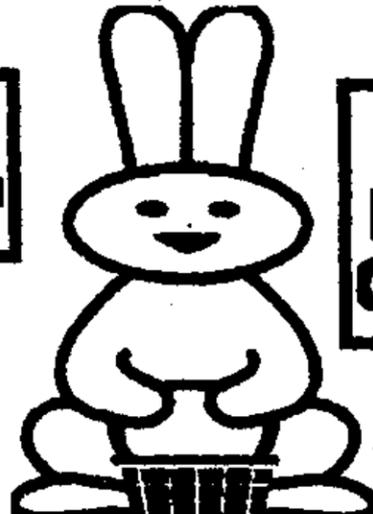
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12th Annual Rene Gannon Memorial Firms Devise Plans Of Benefit To G/L Partners

Continued from Page Four

crous benefits in the country and routinely is named by business magazines as one of the best companies for which to work.

Wihebrink said. "Under the HMO, they were all covered."

Lilly spokeswoman Joan Todd said the company believes its benefits package, which covers spouses of legal marriages and dependent children, is "highly competitive and meets the vast majority of employees' needs."

By February, one of the employer-offered HMOs agreed to provide domestic-partner coverage, so both Wihebrink and Lafferty now are covered under the same policy. So is their son, Luke, who was conceived by Wihebrink through artificial insemination and later adopted by Lafferty.

The company regularly re-evaluates those benefits, Todd said, but it has no immediate plans to extend benefits to unmarried domestic partners.

Along the way, the couple also learned that insurance benefits provided to Lafferty would be taxed as income — unlike the tax-free insurance coverage provided to married couples.

Employers who make that leap usually say they are doing it to remain competitive in today's tight job market.

"We still come out ahead, but it's one of those little bumps we encountered," said Lafferty, an English instructor at Ball State University and pastoral assistant at Jesus MCC Church. "We're happy it has all been resolved."

"Companies want to differentiate themselves, and providing domestic partner benefits is one way to do that," said Jennifer Boehm, a consultant with Hewitt Associates.

It's certainly better than life without employer-sponsored coverage, said Pam Smock of Seymour.

Besides, the employee loyalty generated by such a benefit can far outweigh the cost of providing it, according to the Hewitt study. It found that less than 1 percent of a company's work force typically takes advantage of domestic-partner offerings.

Smock said she has been struggling to pay for health insurance since her female partner was forced to quit work after being diagnosed with chronic fatigue syndrome and fibromyalgia, a chronic illness that affects the immune system.

Anthem spokeswoman Patty Coyle Locke said there's no doubt the benefits are another valuable tool in attracting and retaining talented workers.

Smock receives health insurance coverage through her job as a speech pathologist at Muscatatuck Developmental Center, where she works on contract for Pennsylvania-based Columbus Medical Services.

"But it's also the right thing to do," she added.

Sometimes, though, the goodwill can be diminished if workers encounter too many hurdles while trying to sign up for the benefits.

The company does not provide domestic-partner benefits, Smock said, but it did increase her pay to compensate her for benefits she would receive for a spouse were she legally married. That's still not enough to cover her partner's \$250-a-month catastrophic health insurance policy, Smock said.

Wihebrink said she encountered several before she was able to secure from Viscon the insurance coverage she wanted for her significant other.

Coverage was scheduled to be offered last August, but when she decided to sign up she learned that the HMO she wanted to use didn't provide domestic-partner coverage. If she wanted it, she would have to transfer to a traditional fee-for-service carrier.

"That's the frustrating part," she said. "Even though we've had a commitment ceremony and the mortgage on our house is joint and we've done everything we can to make this a committed legal household, it is not recognized by my employer as a valid, committed relationship."

"I didn't want to change because I didn't want to incur all those out-of-pocket expenses for our son's well-child care,"

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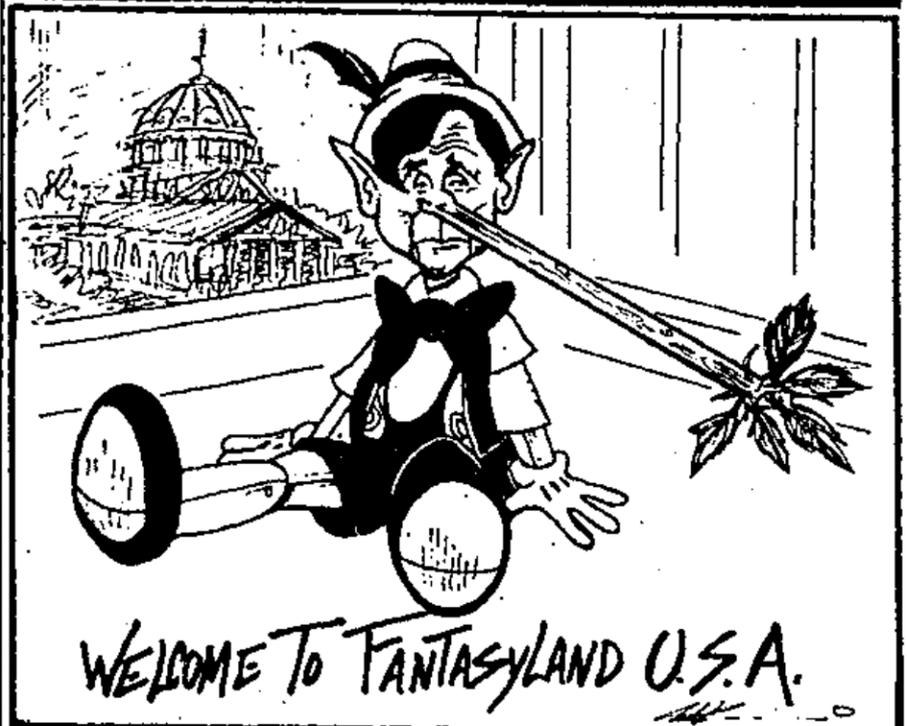
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As I See It by Clark



COMMENTARY

Did We Kill The Wicked Witch?

By Paul S. Lotsof

Before we all take to the streets in a riotous celebration because the wicked witch is dead, maybe a few factors ought to be considered.

Dr. Laura Schlessinger's TV program is close to being history but Gay activists aren't the ones who killed it. The fact is that the doctor's broadcast career remains alive and well. The death of Dr. Laura's TV show was more like a suicide than a murder. The cause of death wasn't poor advertiser support but bad ratings. Laura's TV program was so boring that she might as well have received her doctorate in anesthesiology. She put viewers to sleep en masse. It's quite possible that the TV show would have been much more lively had Laura not soft pedaled the Gay issue. There's a lot of money to be made by sensationalizing homosexuality; if you doubt that, look at the cover of almost any supermarket tabloid. Nevertheless, the subject of homosexuality hardly ever came up on Laura-TV. Contrary to reports in this publication, Schlessinger rarely spewed out hatred but she did espouse very conservative views on social problems, views that are steeped in fundamentalist religion.

Ironically, Laura's reputation as a homophobe came not from her TV program but from her radio program which continues to thrive on over 400 stations from coast to coast, including Canada. If we want to believe that homophobia isn't good for business, we should ask ourselves why Schlessinger's radio program didn't meet with the same fate that befell the TV rendition. Clearly, homophobia isn't the fatal factor.

The radio program is much more spontaneous than the TV version in that Laura fields live phone calls from listeners who seek ultra conservative solutions to their interpersonal problems. Although the radio audience undoubtedly numbers millions, it seems to be of no interest to Gay activists. Here in Tucson, nobody is threatening to boycott KNST's sponsors. Even if they did, it would probably be to little avail.

Most advertisers have little interest in economic threats from a few percent of the population. As long as a program has a substantial audience, sponsors can be found. In a conservative state like Arizona, the prospect of annoying Gays might even be a strong selling point in attracting advertising dollars from business owners who are sympathetic to the radical right. Programs get axed when they fail to attract listeners. Even if Dr. Laura wants to blame Gays for her video failure, her case is weak. Honestly, we can't take blame or credit for

her cancellation. She did it to herself.

[Editors Note: The Observer has been covering this ongoing story for the past year. Some of the facts in the above mentioned view point are inaccurate.

For example, the writer stated "Dr. Laura's radio program continues to thrive on over 400 stations from coast to coast including Canada. If we want to believe that homophobia isn't good for business, we should ask ourselves why Schlessinger's radio program didn't meet with the same fate that befell the TV rendition. Clearly, homophobia isn't the fatal factor." An item in the New York Daily News, March 13, 2000 reported that Premiere Radio Networks President/COO Kraig T. Kitchin admitted his company has lost \$30 million in advertising due to its mishandling of the Dr. Laura controversy. At the Talk Radio Seminar in Los Angeles, held March 6-7, 2000 Kitchin admitted that Premiere should have addressed Laura's anti-Gay comments as soon as they became the subject of a massive public criticism. He also admitted that the efforts to dissuade advertisers from sponsoring the Dr. Laura TV show had a direct, negative impact on her radio show and on Premiere's overall bottom line. On May 10, 2000, the Canadian Broadcast Standards Council rules that Schlessinger's anti-Gay radio broadcasts are "abusively discriminatory" and in violation of Canada's human rights provisions. The ruling also criticizes Schlessinger's assertion that huge numbers of Gay men are pedophiles, as well as her misleading exploitation of her credentials. Numerous reports showed Schlessinger's radio ratings slipping, with many stations cutting the show down from it's three hours or dropping it outright.

The writer stated, "Although the radio audience undoubtedly numbers millions, it seems to be of no interest to Gay activists." On Monday, April 10, the Gay and Lesbian Alliance Against Defamation (GLAAD) announced their new campaign to deal with anti-Gay radio programs, including Schlessinger's, called "AM/FM activism" for which the details will be in next week's Observer.

The writer stated, "Most advertisers have little interest in economic threats from a few percent of the population." Nationally, more than 90 business stopped advertising on Schlessinger's television program, due to the campaign by stopdrlaura.com and GLAAD. Locally, more than 130 Tucson businesses stopped running ads on the program, due to the campaign by Stop Dr. Laura Tucson, and the writers of "Go Do The Right Thing," column which ran in this publication. Those individuals recorded every episode of Schlessinger's television program to view for content and to see which local businesses were advertising on the show.

The writer stated, "Even if Dr. Laura wants to blame Gays for her video failure, her case is weak. Honestly, we can't take blame or credit for her cancellation." It was GLAAD who launched their campaign in 1999 over Schlessinger's radio program and subsequent television show, and a group of Gays and Lesbians, who put together stopdrlaura.com, a successful Web site that mobilized local activists, including those in Tucson, to raise attention to Schlessinger, her radio program and the new television show. Without these efforts by these individuals, attention wouldn't have been raised about Schlessinger and her remarks.]

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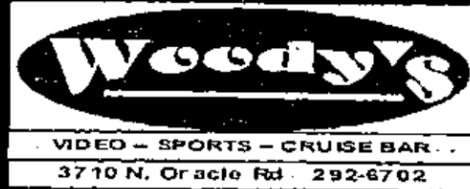
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Mercury conjuncts retrograde Venus this week, creating havoc over our most carefully enunciated intentions. But don't despair kids; mighty Aphrodite will be changing course on the 20th and that gives us a chance to kiss and makeup. Hey, don't they say that patience is a virtue?

T HOROSCOPES
BY C. LICHTENSTEIN

SAGITTARIUS
NOVEMBER 23 - DECEMBER 22
Gay Archers find that fun is far more trouble than it's worth during the retro Venus / Mercury conjunct. Any excuse to avoid a rollicking good time is probably an action well taken because you may not know when enough is enough. Optimistic by nature, queer Sags can best use this wayward energy to recharge their creative juices and allow their Gay muse to run wilde.

ARIES

MARCH 21 - APRIL 20
Proud Rams may wish to avoid the lime-light while retro Venus conjuncts Mercury in your own sign. First impressions may not come off as smoothly as you would like and the gaffe potential is high. It would be horrifying to ascend to the center stage only to find that your hot pink pantaloons are showing. On the other hand, you may become the pinnacle of fashion in certain circles...not!

TAURUS

APRIL 21 - MAY 21
It is not the best time to rely on intuition. Retrograde Venus conjunct Mercury causes static on the psychic line and your best prognostications can be used to wrap yesterday's fish. Even your most carefully guarded secrets will spill out at the most inopportune time. Some secrets, however, were meant to be aired Out. Who cares about timing - liberate and love yourself!

GEMINI

MAY 22 - JUNE 21
Pink Twins should give pals an extra inch during the Mercury / retro Venus conjunction (and some prefer it that way...) Expect emotional communications to go awry; it's even possible that platonic relationships can become stressed and strained. Thankfully, the randy marauding planet goes direct by the 20th and everyone can become best buds once again.

CANCER

JUNE 22 - JULY 23
Retro Venus conjunct Mercury can place even corporately successful Gay Crabs in a stewpot when their stray comments hit the boss between the eyes. This is fine if you are planning an early retirement, but not so good if you plan on becoming part of the royal executive family. Buck up and take it for the next two weeks; You don't have enough dough to retire just yet.

LEO

JULY 24 - AUGUST 23
This may not be the best time to plan or take a vacation. Retro Venus jabs Mercury and can send proud Lions on a wilde goose chase (or maybe it will only be your luggage...). Perhaps you would be better off planning a little quiet time at home where you can rest and recharge. Venus would encourage some exotic adventures in some well worn avenues.

VIRGO

AUGUST 24 - SEPTEMBER 23
Even shipshape queer Virgins can scuttle to loveboat when retro Venus pokes Mercury this week. Try not to become too frustrated if your best laid sexual plans become a big goose egg; Remember that this planetary phase shall soon pass and you'll be back in the saddle again before you know it. In the meantime, may I suggest curling up in bed with ... a good book?

LIBRA

SEPTEMBER 24 - OCTOBER 23
If partners have been a little critical, try not to initiate a discussion about it this week. The conjunction between retro Venus and Mercury doesn't leave well enough alone and Gay Libras are tempted to do that one more thing that will put the skids on any mediation. They say that you can catch more flies with honey than with vinegar so spread that sugar around, sugar.

SCORPIO

OCTOBER 24 - NOVEMBER 22
If your day to day job seems a bit more annoying than usual, chalk it up to the rumble between retro Venus and Mercury. Proud Scorps are advised to take a break from any detailed project if they possibly can until Venus goes direct on the 20th. In the meantime, expect some delays, frustrations and hurt feelings due to misdirection. Had enough? Take a coffee break.

CAPRICORN

DECEMBER 23 - JANUARY 20
Avoid any home improvements or repairs when retro Venus pushes Mercury. Pink Caps find that their careful directions are either not followed or misunderstood. It is also not the greatest time to engage relatives in any serious or passionate discussions. They are not listening to you and, truthfully, you are not listening to them. Try again after the 20th.

CONTINUED ON PAGE THIRTEEN

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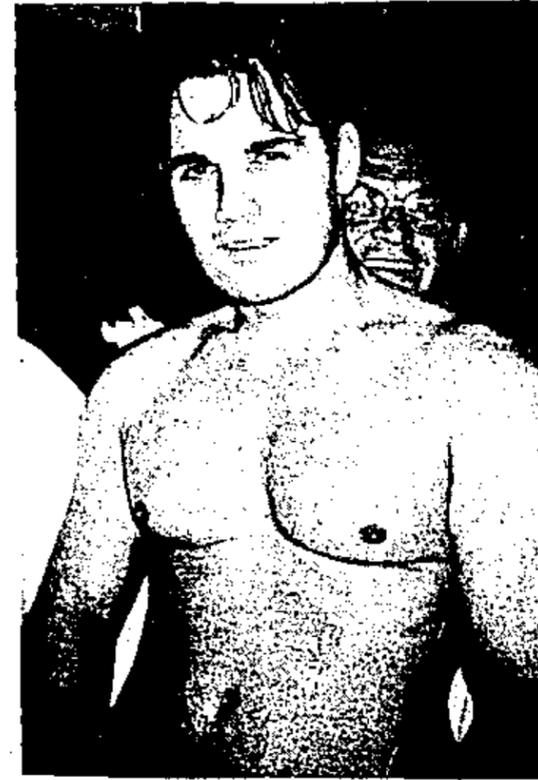
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Gutter Snipes	25.0	17.0
The Hoochie's	25.0	17.0
Gay Divorcees	25.0	17.0
Tres Amigos	24.0	18.0
Judy's Truck Stop	23.0	19.0
Position Is Everything	20.0	22.0
Rebellious!	19.0	23.0
Wicked Witches	15.0	27.0
All That & Then Some	15.0	27.0
Oompah Loompahs	14.0	28.0
Erratica 5	14.0	28.0
Mamas Family	13.0	29.0
The Nut Sack	10.0	32.0

SEASON ACHIEVEMENTS

High Average: Keith D., 216; JoAnn S., 177; The Breeders, 538.

High Series Scratch: Keith D., 768; JoAnn S., 667; Rebellious!, 1817.

High Game Scratch: Keith D./Jeff T., 300; JoAnn S., 265; Rebellious!, 670.

High Series Handicap: Jack S., 781; Kristen S., 753; Rebellious!, 2027.

High Game Handicap: Keith D./Jeff T., 300; Kristen S., 293; Slutopoly, 741.

LETTERS - LETTERS - LETTERS - LETTERS - LETTERS

A LETTER TO OUR COMMUNITY:

The Tucson Interfaith HIV/AIDS Network (TIHAN) would like to thank the Arizona Angels Softball Team for naming us the beneficiary for their Charitable Contribution pledge from the Softball Tournament that was held in Palm Springs last January. The check was presented to TIHAN at IBT's Sunday, April 1 during a benefit show for the team.

The Arizona Angels placed 2nd out of 22 teams competing in the tournament and chose TIHAN to be the recipient of the \$300.00 pledge. We would specifically like to thank the owners of IBT's, Dave Huff and Frank Schepis for sponsoring the team, and John Daffe - the coach of the Arizona Angels, along with all of the softball players. This contribution was made in loving memory of Cuberto 'Beto' Castaneda, who was a long time member of the team.

TIHAN uses contributions like this to further our mission: preventing the spread of HIV infection, providing compassionate care and support for those infected and affected, and catalyzing the religious community to provide an informed and compassionate response to the AIDS crisis. On behalf of our volunteers and those we serve, thank you for this gift in support of our programs and services!

THE WEEKLY OBSERVER
 ad of HIV infection, providing compassionate care and support for those infected and affected, and catalyzing the religious community to provide an informed and compassionate response to the AIDS crisis. On behalf of our volunteers and those we serve, thank you for this gift in support of our programs and services!

Gratefully Yours,
 Scott Blades
 Executive Director TIHAN

TIHAN Update

Continued from Page Three

p.m.

Volunteers from the St. Francis in the Foothills Methodist Church are hosting this month's lunch that will include your choice of meat or vegetarian Lasagna, and all the trimmings. A selection of beverages, including iced tea and coffee will be available, and a hospitality table with punch and snacks. Like all TIHAN programs, it's Gay-friendly, free of charge, and no proselytizing or evangelizing is permitted. Each HIV+ person may have one adult guest accompany them if they so choose. (Each guest—partner, spouse, friend, volunteer—will be reminded of confidentiality concerns.)

This luncheon is fully sponsored, courtesy of the Arizona Gay Rodeo Association, St. Francis in the Foothills United Methodist Church, and other caring individuals and congregations of TIHAN. Reservations are requested and transportation can be provided with advance notice simply through one phone call to the TIHAN office. For more information about POZ Cafe, or to make your reservations or request transportation, call the TIHAN office at (520) 299-6647 by April 16.

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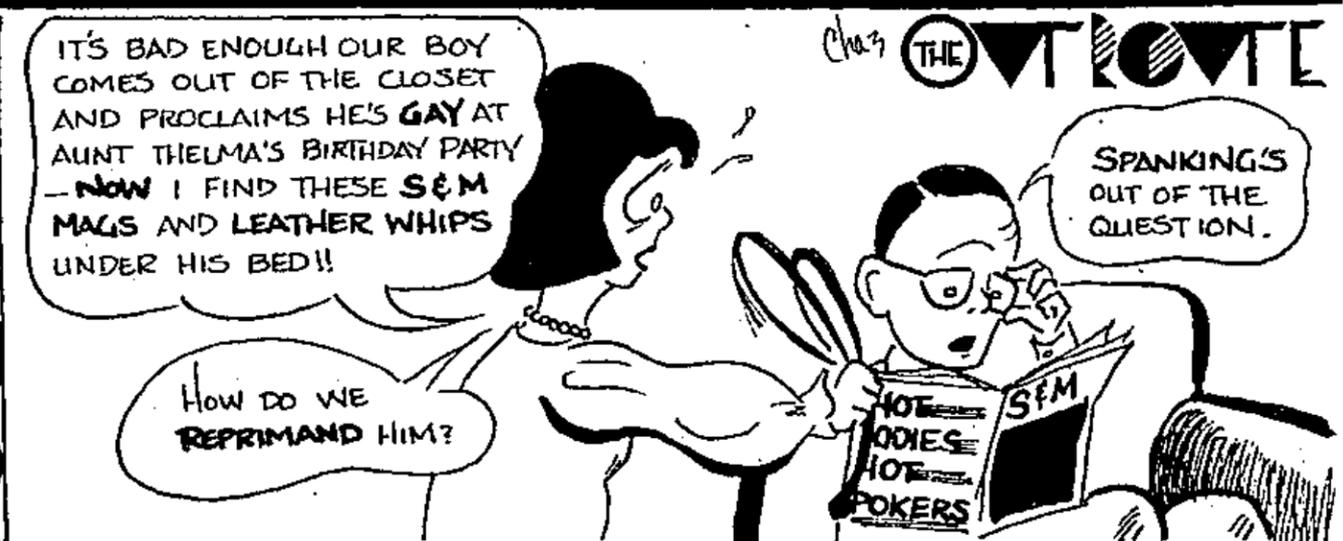


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POLITICS

CONTINUED FROM PAGE FIVE

answer the question, but state "that she expected teachers to be as pure as the driven snow." Both amendments failed by a 30-21 vote.

Even with the vote to kill Johnson's amendments, openly Gay state Representative, Ken Chevront, D-Phoenix, the House Democratic Leader, said "I am sure the same zealous right-wingers will continue their unsuccessful attempts to amend statutes to adversely effect the GLBT community."

Gay Republican

Continued from Page One

Gay Republicans as proof that their policy of engagement with a party traditionally hostile to Gay concerns is an effective political strategy for the community. But the choice of Evertz is also expected to generate some controversy.

As a practicing Roman Catholic, Evertz has been active in a group called Catholic AIDS, which provides a range services to people with the disease -- but he is also a vocal opponent of abortion rights and has devoted some of his fundraising efforts to the Wisconsin Right to Life anti-abortion group.

That Evertz has been named to lead an organization the Bush administration was poised to close in February is a point not lost on Gay civil rights advocates. The White House clumsily retreated from the move in the face of an unexpectedly potent public outcry.

The hurried naming of an official to lead the administration's AIDS office is rumored by several sources to have been orchestrated in response to recent reports, published in the Washington Post and elsewhere, that the office had been shuttered despite administration reassurances to the contrary.

The naming of an openly Gay man is also intended to soften the impression the administration is anti-Gay in its outlook. The White House pointedly denies that Evertz's sexual orientation had anything to do with his selection.

"What I appreciate is that the president has said he is appointing people who are qualified and share his philosophy," Evertz is quoted as saying. "I haven't been treated like a token."

The administration's new joint task force is to include not only Secretary of State Colin Powell, the president's national

security adviser, Condoleezza Rice, and his domestic policy adviser, Margaret La Montagne.

"This appointment is a very good sign on all levels," said Rich Tafel, executive director of the national Log Cabin Republicans. "AIDS is a very powerful issue in the Gay community, and to have an openly Gay official chosen on his merit means we shouldn't have to be afraid and closeted for who we are."

Horoscopes

Continued from Page Nine

AQUARIUS

JANUARY 21 - FEBRUARY 19

I wouldn't advise making any major speeches right now. Rascally retrograde Venus slams into Mercury and could impact almost any aspect of your debut from a mix up in the date, to a scratchy voice to losing your notes. Had enough? Give your oratory persona a rest for another week while you allow your actions to speak louder and prouder than your words.

PISCES

FEBRUARY 20 - MARCH 20

Retrograde Venus conjuncts Mercury and tosses your dollars to the free wind. Try to avoid any major monetary decisions while the lady is off course. Guppies are advised to lock up any loose funds in a nice safe bank before it's squandered on foolish or uncertain schemes. Of course, marshy Florida swampland is yours for the asking during this time. Good for mud wrestling.

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Non-Bar Calendar

Groups / Clubs / Organizations

THURSDAY, APRIL 12

Men's Social Network (Gay men of all ages; guests always welcome). 1:00 p.m. Join Jerry and Les for a Lunch Out at one of Tucson's best known Asian restaurants: Rose Garden. For directions and reservations, please call Jerry or Les at 690-9565.

Maudy Thursday Worship Service at Water of Life MCC Church 7:00 p.m. 3269 N. Mountain Ave. 292-9151.

FRIDAY, APRIL 13

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for the latest showing of "Queer As Folk" at Jerry & Les' house. For reservations and directions, please call Jerry or Les at 690-9565.

Good Friday Services at Cornerstone Fellowship 6:30 p.m. 2902 N. Geronimo. 622-4626.

Good Friday Worship Service at Water of Life MCC Church 7:00 p.m. 3269 N. Mountain Ave. 292-9151.

SATURDAY, APRIL 14

Tucson Prime Timers 1:00pm luncheon at Ovens Restaurant, 4280 N. Campbell (St. Phillips Plaza) Call 529-9344 for details.

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Pinochle is the game we're playing-and you're invited. If you don't know how to play, but want to learn, we'll teach you. If you already know how, you'll fit right in. For reservations and directions, please call Bill at 297-3569.

SUNDAY, APRIL 15 - EASTER SUNDAY

Sunrise Worship Service at Water of Life MCC Church 7:00 a.m. Easter Egg Hunt 8:45 a.m. (For kids of all ages). Easter Breakfast 8:00 to 10:00 a.m. Easter Worship Service 10:15 a.m. 3269 N. Mountain Ave. 292-9151.

Easter Sunrise Services at Cornerstone 6:30 a.m. 2902 N. Geronimo Potluck Breakfast & Video 7:30 a.m.; Resurrection Worship Celebration 10:30 a.m.

1. Men's Social Network (Gay men of all ages; guests always welcome). 1:00 p.m. Celebrate Easter with a traditional Easter Dinner with your Gay family. The main dishes are provided, and we ask others to bring a side dish or dessert to round out the meal. For reservations and directions, please call Jerry or Les at 690-9565.

2. Men's Social Network (Gay men of all ages; guests always welcome). 6:00 p.m. Join us for the MSN Premiere of "The Broken Hearts Club". This comedy-drama is about a group of friends who struggle with dating and life. For reservations and directions, please call Jerry or Les at 690-9565.

MONDAY, APRIL 16

Tucson Prime Timers 1:00pm luncheon at Wildcat House 1801 N. Stone Ave. Call 529-9344 for details.

1. Men's Social Network (Gay men of all ages; guests always welcome). 6:30 p.m. Tom leads the Triangle Tribe-a support group with MSN which is designed to teach openness and communication. For reservations and directions, please call Tom at 318-1650.

2. This is the last day to reserve your spot for the Men's Social Network Sunday Brunch at the Tanque Verde Guest Ranch on Sunday, April 22. For more information, please call Lloyd at 792-8537.

THURSDAY, APRIL 19

Tucson Prime Timers 9:00am breakfast at The Good Egg, 7219 E. Speedway (at Kolb). Call 529-9344 for details.

FRIDAY, APRIL 20

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for our monthly Pizza Party held at Jerry & Les' home. It's a chance to meet 60-75 new faces. Simply bring \$5.00 and join in for a fun evening of food and good conversation. Salad and dessert are also served. Vegetarian pizza offered as well. For reservations and directions, please call Jerry or Les at 690-9565. Please note, reservations should be made by Thursday, April 19 at noon so we can order the proper number of pizzas (but we do order a couple of extra pizzas just in case this isn't read until the day of the event).

SATURDAY, APRIL 21

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m.ish. Bill hosts another Theater Outing to see "Breaking Legs" - a comedy about a man who tries to get the Mafia to underwrite his play. For reservations and directions, please call Bill at 546-7539.

SUNDAY, APRIL 22

Men's Social Network (Gay men of all ages; guests always welcome). 1:00 p.m. Join Lloyd for another trek to the Tanque Verde Guest Ranch for a wonderful Sunday Brunch. For more information, please contact Lloyd at 792-8537.

MONDAY, APRIL 23

Tucson Prime Timers 1:00pm luncheon at Wildcat House, 1801 N. Stone Ave. Call 529-9344 for details

Men's Social Network (Gay men of all ages; guests always welcome). 6:30 p.m. Tom leads the Triangle Tribe-a support group with MSN which is designed to teach openness and communication. For reservations and directions, please call Tom at 318-1650.

TUESDAY, APRIL 24

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join Perry as he hosts Bridge Night. Beginners and seasoned players are welcomed. For reservations and directions, please call Perry at 321-4387.

BAR CALENDAR

OF UPCOMING EVENTS

WEDNESDAY, APRIL 11

IBT'S - 9:00 P.M. "The Girlie Show" hosted by Lucinda Holiday featuring Phaedra, Mr. Kenneth Blake and special guests.

SATURDAY, APRIL 14

VENTURE-N - Empire Levi Leathermen hold a Beer Bust on the Patio from 3:00 to 7:00 p.m. today.

SUNDAY, APRIL 15 - EASTER SUNDAY

IBT'S - It's Easter time and that means it's time for IBT's annual Easter Egg Hunt and Party. Egg Hunt all day (or until the eggs run out!) Jeff's Bloody Mary Recovery Bar from 11:00 a.m. to 6:00 p.m. Karaoke with Billy Dee on the patio from 4:30 to 7:30 p.m., Benefit Bar-B-Que / Beer Bust from 5:30 to 8:00 p.m. Fun and games!!! The benefit Bar-B-Que and show in the name of Beto Castaneda will benefit TIHAN. Beto passed away April 11, 2000. The show begins at 9:00 p.m. hosted by Ajia Simone and featuring Tori Steele, Bunny FuFu, Deoq Le Blanc, Sapphire and special guests.

VENTURE-N - Some places have Easter Bonnet Contests, but 'Tucson's Only Men's Bar' boasts a Easter Basket Contest. You'll have to see it to believe it! There's a Egg Hunt too!

WOODY'S - Celebrate Easter here with \$1.50 Bloody Marys all Day. Hot Volleyball 5:00 p.m., Sirloin Burgers 5:00 to 9:00 p.m. At 8:00 p.m. the First Annual Best "Woody" In A Basket Contest. \$50 First Place.

WEDNESDAY, APRIL 18

IBT'S - 9:00 p.m. it's "The Girlie Show" hosted by Lucinda Holiday and featuring Bunny FuFu, Jvanna Bump and special guest.

SATURDAY, APRIL 28

IBT'S - Miss Gay Tucson America Pre-Pageant Show. 9:00 p.m. More Later.

SUNDAY, MAY 5

WOODY'S - Summer's here and that means it's time again for the Reno Gannon Jell-O Wrestling festivities. The big fundraiser for the Southern Arizona AIDS Foundation (SAAF) will take place here. Watch for more information and be sure to pick up your Jell-O Wrestling Packets now.

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WEDNESDAY, APRIL 25

Tucson Prime Timers 1:00pm luncheon at New Super China Buffet, 1160 N. Wilmot at Speedway. Call 529-9344 for details.

1. Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Help us in getting out he newsletter for the coming month. It's quick and simple, and you get to know the guys you're working with! We also have door prizes and dessert. For reservations and directions, please call Jerry or Les at 690-9565.

2. Men's Social Network (Gay men of all ages; guests always welcome). 8:00 p.m. Join us as we show "Spin The Bottle"-a film about 5 former friends who meet up again after 10 years-and one of them has a plan that will change everything. For reservations and directions, please call Les or Jerry at 690-9565.

FRIDAY, APRIL 27

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for the latest showing of "Queer As Folk" at Bill's house. For reservations and directions, please call Bill at 546-7539.

SATURDAY, APRIL 28

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Pinochle is the game we're playing-and you're invited. If you don't know how to play, but want to learn, we'll teach you. If you already know how, you'll fit right in. For reservations and directions, please call Bill at 297-3569.

MONDAY, APRIL 30

Tucson Prime Timers 1:00pm luncheon at Wildcat House 1801 N. Stone Ave. Call 529-9344 for details.

Men's Social Network (Gay men of all ages; guests always welcome). 6:30 p.m. Tom leads the Triangle Tribe-a support group with MSN which is designed to teach openness and communication. For reservations and directions, please call Tom at 318-1650.

Daily Bar Calendar

NOTE: Bar owners or managers are responsible for keeping this standard listing up to date. Check with the bartender to be sure the specials listed are actually available.

Sunday

AIN'T NOBODYS BIZ - Beer Bust 5-10, \$1.25 pitchers. Latin Music with DJ Hill 9-1. Shot specials all night.

IBT's - 9am-4pm \$2.00 domestic beer and well. \$1.75 well & domestic beer 4-9pm. Benefit B-B-Q and Beer Bust for community organizations 4:30-7pm. Karaoke with Billy Dee on the patio 4:30-7:30. Hi energy dancing 9pm to close. All drink specials not available during special events.

VENTURE-N - Open 10am. Patio open noon. Patio Beer Bust 3-7pm 75¢ draft, \$2 pitchers. 301 Dart Tournament 5pm \$3 entry fee (pot matched). Boss Burgers 5-7pm Hides Leather Goods opens at 4pm.

WOODY'S - Open Noon. Dart tournament 3pm. Happy Hour 3-7pm. Patio Bar open 5:30-close. Pick-up Volleyball games 5-7. \$2.50 sirloin burger or chicken 5:30-9:30pm. Karaoke with Billy Dee 9pm to close.

YARD DOG - Open Sundays 10am - 1am. Bloody marys or Screwdrivers \$1.75 from 10am - 1pm. 50¢ off any Rum 1pm-7pm.

Monday

AIN'T NOBODYS BIZ - Happy Hour Two-For-One 2-7. \$1.50 Wells 8-midnight, 25¢ cups of draft 8 to closing.

IBT's - 9am-4pm, \$2.00 domestic beer and well. Happy Hour \$1.75 well and domestic beer 4-7pm. 7-9pm \$1.50 well and domestic. Small pitchers Bud/Bud Light \$1.50 from 9pm to close. DJ Rayman plays house music 9pm to close. All drink specials not available during special events.

VENTURE-N - Open 6am. Dart Toumey 8pm, pot matched. Patio opens 5pm

WOODY'S - Open Noon. Happy Hour 3-7pm. Karaoke w/Billy Dee 9pm to close. Special drink prices 8pm to close for American Airlines - American Express - AOL employees.

YARD DOG - Open daily 6am. 50¢ off any Scotch until 7pm

Tuesday

AIN'T NOBODYS BUSINESS - Happy Hour Two-For-One 2-7pm. Pool toumey 7:30pm. \$3 entry, pot matched. \$1.50 longnecks for pool players. \$2 Pitchers all nite. Country music with DJ S. 8:30 to closing.

IBT's - 9am-4pm, \$2.00 domestic beer & well. Happy Hour \$1.75 well & domestic beer 4-9pm. Tee's & Tattoo Nite, wear an IBT's T-shirt or IBT tattoo get happy hour prices 9 to close, or buy an IBT's T-shirt for \$5 and get a complimentary drink. House Hi-Nergy Dance 9pm to closing.

VENTURE-N - Open 6am. Patio open 5pm.

WOODY'S - Open Noon. Happy Hour 3-7pm. 7pm Dart Tournament with Doc. Pot matched. Trivia Party 8pm-close. Top score on NTN per game wins special prizes. Sky's the limit \$2.25.

YARD DOG - Open daily 6am. 50¢ off any Tequila until 7pm

Wednesday

AIN'T NOBODYS BUSINESS - Happy Hour 2-4-1 from 2-7. Dance Music with DJ S. 9pm-close. \$2 Long Island and \$1 Puckers all night.

IBT's - 9am to 4pm, \$2.00 domestic beer & well. Happy Hour \$1.75 well & domestic beer 4-7pm. \$1.50 well & domestic 4-9pm. All drink specials not available during special events.

VENTURE-N - Open 6am. Patio opens at 5pm.

WOODY'S - Open Noon. Happy Hour 3-7pm. Pick-up Volleyball games start 7pm. Chili Feed with all the trimmings. 5-9pm \$2.50. Patio bar open 7pm-Midnight.

YARD DOG - Open daily 6am. 50¢ off any Vodka until 7pm

Thursday

AIN'T NOBODYS BUSINESS - Karaoke w/Stephanie 9-close. \$2 Kamikazees and \$1 Hot Sex.

IBT's - 9am-4pm \$2.00 domestic beer and well. Happy Hour \$1.75 Well & domestic 4-9. \$1.50 well and domestic 7-9pm. Hi energy dancing 9-close. All drink specials not available during special events.

VENTURE-N - Open 6am. Patio open 5pm. Day prices for men in leather 7pm to close. Pool Tournament 7pm-ish. \$3 entry. Hides Leather shop opens at 8pm

WOODY'S - Open Noon. Happy Hour 3-7pm. Trivia Thursday 8pm-close plus 50¢ off all Big Ass drinks. Top score on NTN per game wins special prizes. Volleyball Court is Open. See bartender. Patio Bar Open 7pm to midnight.

YARD DOG - Open daily 6am. 50¢ off any Bourbon til 7pm

Friday

AIN'T NOBODYS BUSINESS - Happy Hour Two-For-One 2-7. Free food at 5:30pm. Dance music 9-1 w/ DJ Hill. Drink specials every 1/2 hour

IBT's - 9am-4pm \$2.00 domestic beer and well. \$1.75 well & domestic beer 4-9. Live Jazz on the patio with the Susan & Tracey 6-9pm. Patio Bar 5-1pm. Dance Party 9 to 1. All drink specials not available during special events.

VENTURE-N - Open 6am. Snacks served at 5pm. Patio open 5pm. Hides Leather Store opens 8pm.

WOODY'S - Open Noon. Happy Hour 3-7pm. Martini Party - Well Martini's \$2.00 all day. Call Martinis \$3 from 4pm to close. Volleyball Court is Open. Patio Bar Open 7pm - midnight.

YARD DOG - Open daily 6am. 50¢ off any Gin until 7pm.

Saturday

AIN'T NOBODYS BUSINESS - Open at 2pm. Pool Tournament 6:30pm \$3 entry. Pot matched. \$2 pitchers for pool players. Dance music w/DJ Hill 9-close. Drink specials every 1/2 hour.

IBT's - 9am-4pm \$2.00 domestic beer and well. Happy Hour \$1.75 well & domestic beer 4-9pm. Patio bar 9-1. Dance 9-1. All drink specials not available during special events.

VENTURE-N - Open 6am. Patio Bar open at 3pm. Patio Beer Bust with 50¢ drafts, \$1.50 pitchers. Hides Leather opens at 8pm.

WOODY'S - Open Noon. Happy Hour 3-7pm. Pool Toumey 2pm. Patio Bar & Volleyball Court open 5:30 - close. Steak Fry 5-9pm Filet Mignon, vegetables, salad, potato & roll \$4.50.

YARD DOG - Open daily 6am. Beer Bust 3-7pm. 75¢ glass, \$2.25 pitcher. 50¢ off any Rum 1pm to 7pm.

NOTICES

SEXUALLY TRANSMITTED DISEASE CLINIC provided daily by the Pima County Health Department. Gay friendly. Confidential. Treatment and Medication too! Any questions? Call 624-8272

SOUTHERN ARIZONA AIDS FOUNDATION (SAAF), 375 S. EUCLID. Office Hours 8am to 5pm, Monday through Friday. Direct services and emotional support for persons with and affected by HIV. Anonymous HIV testing and support groups available. Prevention education programs. 628-SAAF (7223). World wide web: <http://www.saafo.org>. VOLUNTEERS WELCOME.

LESBIAN SUPPORT GROUP. Involving discussion, support and activities. Designed to support each other. Meets 1st & 3rd Saturday of each month from 9:30 to 11am. Alternate Saturdays the group meets for social activities. For info call Dorian Easty, facilitator. 862-7723

P.F.L.A.G. - Parents and Friends of Lesbians and Gays - is a support group available to anyone who has a son, daughter or friend who is Gay. Call 575-8860 or write P.O. Box 36264, Tucson, AZ 85740-8264. All replies confidential.

TUCSON GLBT AL-ANON GROUP meets Wednesdays at 7:00 p.m. at Wingspan, 300 E. 6th Street. Call 624-1779 for more information.

YOUNG AND GAY? GLBT Youth 23 and under, meet every Saturday in Tucson for sharing, support and information. Meetings are held at 300 E. 6th Street from 3 to 4:30 pm. You are not alone. For more info call Wingspan, 624-1779.

The **TUCSON Chapter of PRIME TIMERS WORLDWIDE** invites Gay or Bisexual men and their admirers to join and share Prime Timers fellowship. We welcome mature men (and admirers) who wish to become involved with planned and future Prime Timers activities. Meetings luncheons and dinners are held monthly. For dates, times and information call 529-9344, leave name and phone number.

TUCSON GAY INFORMATION AND REFERRAL For information on human service organizations, health and mental health services, financial and government assistance, emergency services such as food and shelter, education, etc. Call information and Referral 881-1794 - 8 am - 5 pm Mon - Fri.

AIDS HOTLINE - 328-AIDS. Hours M-F, 9:00 am to 10:00 pm. Information, counseling, HIV-related services, Tucson.

LUTHERANS CONCERNED - Tucson chapter for Gay/Lesbian Lutherans meets 4th Sunday, 8:30 p.m. each month at Santa Cruz Lutheran Church, 6809 S. Cardinal Ave. For information visit www.lbtucson.org write: LC, 7014 E. Golf Links Road, PMB 212, Tucson, AZ 85730.

ABUSIVE RELATIONSHIPS: Confidential individual or group support for Gay, Bisexual or Trans men who are victims/survivors of domestic violence. For more information call 624-0348 (24-hour line)

REVELLE GAY MEN'S CHORUS rehearses Tuesdays 7-10pm at MCC Church, 3269 N. Mountain. Have any history/experience singing? Join us!! Call 617-3100 for more info.

TGNatArizona: The central source for news and information for, by and about the TS, TG, and Gender-variant communities of Arizona. Website URL: <http://www.tgnat.arizona.org> - e-mail address: aipoodrum@uswest.net or:

GAY OR BI-SEXUAL MEN in relationships with women. Need friends you can talk to? Weekly support group meets Wednesdays 8:30 - 9:00 pm. Licensed psychologist facilitator. Call 745-6977 in Tucson for more information. Strictly confidential.

WINGSPAN - Tucson's Gay, Lesbian & Bisexual Community Center, 300 E. 6th St., offers support groups / info line / social events / library / meeting space. Volunteer Opportunities. Board meetings every 2nd Thursday (open to all), 8:00 p.m. Information 624-1779.

SUPPORT GROUP: Gays, Lesbians and Bisexuals meet weekly for open discussions in a loving, supportive atmosphere. Meetings Thursdays from 7:30 to 9:30 pm at St. Francis in the foothills Church, Swan and River Road, Room 43. For more information call the church at 299-9063 and ask for a contact person.

HKE & BIKE DYKES. Meets 2nd Monday at 7pm. Call 327-7239 for info.

GREATER PHOENIX GAY & LESBIAN CHAMBER OF COMMERCE (GPGCC) P.O. BOX 2087, Phoenix, AZ 85001-2087. E-mail: webmaster@gpgcc.org or call (602)225-8444.

SOURCES UNLIMITED, a Lesbian & Gay referral service. Business and individual listings are free of charge. All information available to anyone just simply by asking. 322-5655. Leave message.

GAY COWBOY CLUB - Nationwide Personal Ads. Admirers welcome too. Send stamp for information: Mavericks, Box 9543, Santa Fe, NM 87504.

ATTENTION ALL NUDISTS - Tucson Tanners is a nudist group open to all - Nude activities scheduled both indoor and outdoors. Not "Gay Only", but Gays are welcome and invited to join. For further information send SASE to: Tucson Tanners, P.O. Box 84-G, Cortaro, AZ 85652.

INNER WISDOM - Try hypnotherapy for pain relief, past life exploration and addiction release. Also available: Spiritual Counseling and Dream Interpretation. 579-9920

BEARS OF THE OLD PUEBLO - a social club for bears and bigger, more robust men (and of course, those who prefer their company). For more info, Call the Bears Hotline (520)327-1620 or write P.O. Box 43910, Tucson, AZ 85733-3910, or come to our general meetings the second Friday of every month. Location listed on our hotline.

CLASSIFIED ADS ARE 25 PER WORD \$5.00 MINIMUM



CLASSIFIED ADS MUST BE MAILED NO PHONE ADS

NOTICES

SOFTBALL - For info on the Tucson Greater Softball Association T.G.S.A., please contact Mary 770-9979 or Berta 318-3415.

CARE TEAMS ARE AVAILABLE to offer support to people living with HIV/AIDS. The Tucson Interfaith HIV/AIDS Network offers trained, compassionate and committed volunteers to provide services including friendly visits, light housekeeping, assistance with meals, shopping, errands, transportation and companionship for medical appointments, and respite care for primary care givers. No judgement or proselytizing - we are here to be of service. For information call Scott at 299-8647.

FOR INFORMATION ABOUT SPORTS TEAMS and updates on Gay Games 2002, contact TEAM ARIZONA at their website: teamarizona.org

ARE YOU GAY OR BISEXUAL AND UNDER 21 YEARS OF AGE? The Gay Young Men's Project is now looking for volunteers for the project. We need people who want to help create a positive social change for young Gay men as well as reduce the risk for HIV infection. For more information please call 628-7223.

BISEXUAL INFORMATION/SUPPORT GROUP for women and men. Meetings 1st & 3rd Wednesdays at 7:00 p.m. at Wingspan, 300 E. 6th St. 624-1779.

THE MEN'S MASSAGE GROUP meets the 3rd Sunday of each month. It is a good way to meet other men of all ages, safely, and with the art of nurturing touch. There is a fee. You must sign up in advance to participate. Call Marc at 881-4582 for more information or sign up.

COMMUNITY BUSINESS ASSOCIATION (CBA), Tucson's Gay and Lesbian business networking group holds regular meetings the third Thursday of every month. Call 615-6436 for more info.

TUCSON LESBIAN/GAY ALLIANCE (TLGA) meets on the second Tuesday at Wingspan, 300 E. 6th Street at 7pm. For more information call 622-3200.

LEARN TO BE A LISTENING FRIEND Unique Hospital Volunteer Program teaches listening skills to Volunteers who provide a safe/compassionate environment to at-risk patients. Training every 6 weeks. 894-7063.

EDUCATIONAL SUPPORT GROUP FOR ALTERNATIVE LIFESTYLES. Not a dating club. Discreet. Meetings every Monday evening. Call for more info. APEX (Arizona Power Exchange) 602-415-1123. 24-hr multi-choice message including information, calendar and location.

ARIZONA AIDS POLICY ALLIANCE (AZAPA) seeks to educate legislators and citizens about sound AIDS policy. For more information write AZAPA, 8523 N. 14th St., #112, Phoenix, AZ 85014 or call 802-279-4805.

DESERT DUNGEON TUCSON'S 100% CONSENSUAL, Pan-Fetish, Pan-Sexual, Informational, Educational, Safe Space for the B&D, S&M, D&S and TV community. Call us at (520)325-0131, or <http://www.azds.net/dd>

SEXUAL ASSAULT SURVIVORS. Starting this February, the Tucson Rape Crisis Center will be providing free confidential group services for Lesbian, Gay, Bisexual and Transgender survivors of all manner of sexual assault. Interested persons please call Mirto Stone, MSW, at 327-1171 (if unavailable leave message with phone number).

AAPSP - ARIZONA ASSOCIATION OF PUBLIC SAFETY PROFESSIONALS - a confidential organization committed to providing support and networking for all Gay, Lesbian and Bisexual public safety professionals in Arizona. Membership open to Law Enforcement Officers, Firefighters, Probation, Parole and Corrections Officers and civilians working with these agencies. Website: AAPSP.org or e-mail: AAPSP@aol.com or call Dave (520)745-9059 (Tucson) or Kim (602)534-8219 (Phoenix)

GLSEN - Gay, Lesbian and Straight Education Network meets first Thursday of every month at 4:30pm at Wingspan, 300 E. 6th Street. 743-4800.

TUCSON CATHOLIC GAY & LESBIAN FAMILY MINISTRY. Currently meeting the 4th Monday of every month at SS Peter & Paul Church, Madonna Hall 7:30 p.m. to 9:00 p.m. Fr. Fiedler in attendance every meeting and willing to speak one on one. Reaching out to Parents and Families. For more info call Doc or Barbara 293-6924.

SAA (Sex Addicts Anonymous) has 5 meetings a week. In Tucson. People who wish to stop their compulsive sexual behavior, please call (520)570-1225 for current information.

LAMBDA CAR CLUB, a social organization of Gays and Lesbians who share interest, information and fellowship involving all cars and trucks. New Southern Arizona Region now in Tucson. Call the HOTline for info at 888-5541

LESBIAN AND GAY AL-ANON - Affected by someone's drinking? Meeting every Tuesday 8:45 to 9:45 p.m. at Lambda Center, 2940 E. Thomas, Phoenix. Elie 581-8850 or Ronn 988-2384.

CHRISTIAN SCIENCE GROUP - Outreach to Gay and Lesbian people in Arizona. Meets monthly. Write to P.O. Box 893, Phoenix, AZ 85001 or call Eddy Walters, (602)371-1102

CRONIES SOCIAL GROUP. A Social group for Gay men who enjoy the fellowship of their peers. Call Leo at 624-8786.

LIGHTNING LIGHTING will provide lighting for AIDS and related benefits at no charge. For more info call Adrienne at 689-7288.

NOTICES

GAY & LESBIAN SPIRITUALITY GROUP of St. Phillips in the Hills Episcopal Church meets first and third Mondays. Call David, 323-7943 for more information.

LESBIAN/GAY WRITERS: Workshop at 7:00 p.m. third Wednesday of every month. Read and critique current projects. Network and support. For info call 325-4737.

DESERT VOICES, Tucson's Gay & Lesbian Chorus rehearses Monday evenings from 6:30 to 9:30pm at Armory Park Senior Center, 220 S. 6th Ave. Call 791-9662.

Join the LESBIAN & GAY PUBLIC AWARENESS PROJECT. In Tucson write Awareness Project, 3681 N. Campbell Ave. #365, Tucson, AZ 85719.

AA Meeting with HIV/AIDS focus. Wednesdays, 7:30 p.m., MCC Church, 3269 N. Mountain. All alcoholics welcome.

MEN'S SOCIAL NETWORK: Social organization for men of all ages. Building an extended Gay family in Tucson. Monthly social potluck gatherings the first Saturday of each month and almost weekly social activities. Call Jerry at 890-9565 for information and a newsletter. Check the Non-Bar Calendar in the Observer.

T-SQUARES Lesbian and Gay square dance club meets every Tuesday from 8:30-9:00 p.m. at Cornerstone Fellowship Social Hall, 2802 N. Geronimo (near 1st Ave. and Laguna). Open to All. Call Liz at 325-9468 or Ray at 749-5247.

TUCSON INTERFAITH HIV/AIDS NETWORK (TIHAN), a coalition of faith communities committed to a compassionate response to HIV/AIDS, provides HIV education in congregational settings, volunteer CareTeams to support HIV+ persons, a referral network of HIV-sensitive clergy, and interfaith services of healing and hope. For more information call 299-8647.

LESBIAN/GAY/BI-SEXUAL OVEREATERS ANONYMOUS. Saturdays 1 to 2pm new location Wingspan, 300 E. 6th St. Contacts 325-8876 or 327-4293.

ANONYMOUS HIV COUNSELING AND TESTING is available through the Pima County Health Department at sites throughout Tucson. Very Gay Friendly. For more information or to make an appointment call 791-7876.

GRACE GROUP - CATHOLIC GAY/LESBIAN SUPPORT GROUP meets every 2nd and 4th Monday at 7:30 p.m. in the Madonna Hall at Saints Peter and Paul Catholic Church, 1436 N. Campbell across from University Hospital. For more info. Call Ernie Slaight 721-2003.

SMART (Self Management And Recovery Training) a free non-12-step self-help alternative for people working to overcome addictive and other emotional problems meets in Tucson Monday thru Thursdays at different locations. For more information about SMART, contact Brenda at 884-9920, Ext.448 or Emmett 322-6057 (evellen@iunet.com)

AZdykes is a new email list for Lesbians living in Arizona. For information mail tyan@theriver.com and request guidelines.

OUTLOUD! Tucson's premiere Local Lesbian and Gay Radio Show, broadcast every Wednesday at 8:03 pm on 91.3 FM, Community Radio KXCI. The show "This Way Out", a nationally syndicated Lesbian and Gay radio show is aired at 5:30 pm every Wednesday.

THEATER / DINNER / ETC! Non-Smoking Lesbian Network meets every 3rd Saturday night of each month. If you'd like to meet women 35+ (flexible) and socialize in a smoke-free environment 888-8010 before 10:00 p.m. The group dines out and attends shows or movies. Now in their 16th year! (2nd in Tucson).

SOUTHERN ARIZONA GENDER ALLIANCE (SAGA). Meetings on the 1st Monday, 7pm, Desert Girlz (MTF) Meets 2nd Monday at 7pm, Desert Boyz meets 3rd Tuesday at 7pm. of every month. All meetings take place at Wingspan, 300 E. 6th St. Call 624-1779 for more info. SAGAE@mail@aol.com <http://members.aol.com/sagae@mail>

"MEN-YOU-CUM" a J/O group meets every Saturday 6pm. \$5 fee per meeting. For information call between the hours of 5 & 10pm 908-2694. 872

PERSONALS

SINGLE, GOOD LOOKING, OUTGOING, 40S, GWM looking to meet same. Various interests. Call 584-9243 874

HOUSING/FOR RENT

2 BEDROOM HOUSE, Saltillo tile, Hardwood floors, fireplace, cedar closet, Arizona room with A/C, Dishwasher, wrought iron banisters in Living Room for those fabulous Scarlett O'Hara entrances. Nice yard. 5th and Swan area. \$750/mo. + Utl. 322-5497 872

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Expectations exceeded. Treasured Leathers, Mayah Lolla. For appointment 617-0598 at Lucky Street Studios. 877

Man To Man: Making New Friends In Tucson

By Marc Haberman, MT, BA

TUCSON - What is new and exciting in your life now? If the answer is not much, ask yourself why? Do you feel that you are repeating the same old mundane stuff each day? Maybe a new friend would add some excitement to your life. Why not?

If you are tired of bars, social groups that are not what you want, and the same old games are on the Internet, then try something new. Foremost you must be committed to doing what it takes to meet new friends, which requires some effort on your part. There is a new men's group forming that will serve the purpose of a sort of do-it-yourself for meeting men. The focus of the group is actually meeting men and getting to know them in the group and other ways of making contact. The purpose is companionship, building new relationships, adding excitement to your life, having fun, finding more meaning and fulfillment daily and education.

There will be an opportunity to studying tantric erotic techniques to improve your sex life, better communication, nurturing touch and massage, and how to attract people to yourself naturally. One of the people involved is Marc Haberman, a long time therapist and counselor and promoter of men's groups for the past 18 years in Tucson. The group is in the forming stages and would appreciate your input and interest. If you are committed to making your life more exciting and fulfilling, call (520) 881-4582.



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MISS GAY
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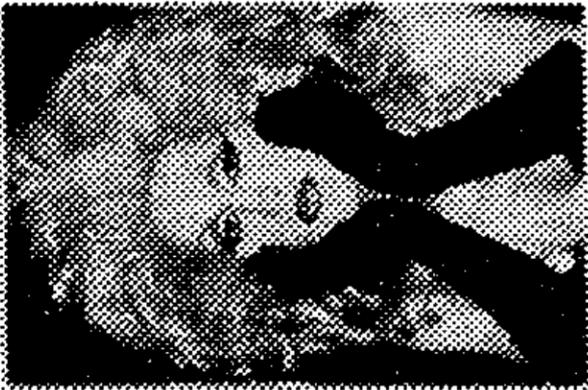
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