

Title: Leo Kramer Papers

Extent: 5.25 linear feet

Date: 1931-1969

Repository Name: Walter P. Reuther Library
Wayne State University
Detroit, MI

Creators: Leo Kramer, Arnold Zander

Acquisition Information: The Leo Kramer Papers were placed with the Walter P. Reuther Library by Leo Kramer were opened for research in February 1991.

Language: Material entirely in English.

Access Restrictions: Papers are open for research.

Use Restrictions: Refer to the Walter P. Reuther Library *Rules for Use of Archival Materials*.

Notes: Citation style: "Leo Kramer Papers, Walter P. Reuther Library, Wayne State University"

Admin/Bio Note: Leo Kramer served in the capacity of personal assistant to Arnold Zander during Zander's presidency of AFSCME. The papers were assembled and utilized by Kramer in the writing of his book, *Labor's Paradox: The American Federation of State, County, and Municipal Employees, AFL-CIO* (New York; John Wiley and Sons, Inc., 1962). Given Kramer's relationship to Zander, and his purpose in accumulating the records, the collection largely reflects the career of Arnold Zander.

Arnold Zander served as the first president of AFSCME. He was instrumental in the inception and formation of the union. From 1930 to 1934, Zander was employed as the principal examiner for the Wisconsin State Bureau of Personnel. 1932 saw the creation of the Wisconsin State Employees Association (WSEA), in which Zander occupied the post of financial secretary, and later, executive secretary. The AFSCME Union, in cooperation with the American Federation of Labor, grew out of WSEA, receiving its official charter in 1936. Zander was elected AFSCME president in 1936, remaining in office until 1964. Zander died in 1975.

Scope and Content: This collection is processed in two parts because of a later addition of two manuscript boxes of material. The collection documents the birth and development of the AFSCME Union from 1931 until the retirement of Arnold Zander in 1964. Also included in the collection are notes, correspondence, and research materials

relating to Kramer's writings and labor activities. The addition includes correspondence, information on the 1964 convention, reports, clippings, and historical information on the formation of AFSCME and its early years. Some information on a dispute between Jerry Wurf, who succeeded Zander as AFSCME president, and a union member, Julio Sabater, also appears in this addition.

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9 manuscript boxes
1 clamshell box

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Typed and handwritten minutes of the WSEA Executive Board.

Series II, AFSCME Executive Board Minutes, 1935-63, Boxes 1-3:

Typed minutes of the AFSCME Executive Board.

Series III, AFSCME Office Files, 1931-64, Boxes 4-8:

Office files containing correspondence, constitutions, convention materials, speeches, and clippings relating to Union activities and concerns.

Series IV, Personal Files of Leo Kramer, c. 1948-69, Boxes 8-9:

Personal files relating to Mr. Kramer's writings and labor activities. Included is the manuscript for Mr. Kramer's book, Labor's Paradox.

Series V, Arnold Zander's Appointment Books/Diaries, 1934-73, Box 10

Brief entries covering Zander's daily activities, personal and professional.

Non-manuscript Material:

Approximately 60 photographs have been placed in the Archives Audio Visual Collection.

Part 1

Series I
WSEA Executive Board Minutes, 1932-36
Box 1

Typed and handwritten minutes of the WSEA Executive Board, chronologically arranged.

Box 1

1-5. Minutes; 1932-36

Series II
AFSCME Executive Board Minutes, 1935-63
Boxes 1-3

Typed minutes of the AFSCME EXECUTIVE Board, chronologically arranged.

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6-9. Minutes; 1935-48

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Series III
AFSCME Office Files, 1931-64
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Office files containing correspondence, constitutions, convention materials, speeches, and clippings relating to AFSCME activities and concerns. Files are arranged chronologically and then alphabetically by subject matter.

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1. Governmental Research Assoc.; annual meeting proceedings, Nov 1931
2. Garey, A.E.; Wisconsin Bureau of Personnel statement, 15 Dec 1932
3. Morrison, Frank to A. Zander; correspondence, 1932
4. WSEA; constitution, 1932
5. Zander, A.; radio speeches & position papers, c. 1932
6. Carroll Bill; clippings, statements, text, 1933
7. Smith, Paul J. to A. Zander; correspondence, 1933
8. Wisconsin Legislature; prison labor statement, 10 May 1933
9. Wisconsin Legislature; radio address by E. Witte, 21 Jan 1933
10. WSEA; AFL correspondence, May 1932-June 1933
11. WSEA; constitution, 1933
12. WSEA; officers' reports, July 1933
13. WSEA: Wis. League of Women Voters, Carroll Bill correspondence, 1933
14. WSEA; Wisconsin State Federation of Labor correspondence, 1933
15. WSEA; Wisconsin Tax Commission correspondence, 25 Sept 1933
16. Wisconsin State Employee Magazine; June 1933
17. Zander, A; correspondence, 1933
18. Zander, A. & George Hall; speeches & writings, c. 1933
19. Civil Service Assembly of U.S. & Canada; proceedings, Oct 1934
20. Garey, A.E.; Wis. League of Women Voters correspondence, 1934
21. Green, William to A. Zander; correspondence, 1934
22. Smith, Paul J. to A. Zander; correspondence, 1934
23. WSEA; Wisconsin State Federation of Labor correspondence, 1934
24. Wisconsin State Federation of Labor; officers' report, 1934
25. American Federation of Government Employees; correspondence, 1935
26. AFL to A. Zander; correspondence, 1935
27. AFSCME Convention; correspondence & related materials, 1935

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28. Minnesota State Employees; correspondence, 1935
29. Ohio Civil Service; pamphlet, 1935
30. Smith, Paul J. to A. Zander; correspondence, 1935
31. Wisconsin League of Women Voters; speech, "Careers in the Civil Service", 2 Oct 1935
32. Wisconsin Legislative Interim Committee; state employee salary report, 1935
33. Zander, A. to Philip La Follette; correspondence, c. 1935

Box 5

1. AFSCME; American Federation of Government Employees certificate of affiliation, correspondence, 1936
2. AFSCME; AFL charter, correspondence, & related materials, 1936
3. AFSCME; form constitution for local unions, 1936
4. AFSCME Convention; article in Wisconsin Public Employee, Oct 1936
- 5-6. AFSCME Convention; correspondence & related materials, 1936
7. Civil Service Week; press release, speeches, 1936
8. Garey, A.E. to A. Zander; correspondence, 4 June 1936
- 9-10. Minnesota State Employees; correspondence, 1936
11. WSEA; civil service statement, 13 Jan 1936
12. WSEA; constitutions, 18 Feb 1936
13. Wisconsin Legislators; civil service speech, c. 1936
14. American Federation of Government Employees; WPA correspondence with A. Zander, 1937
15. AFSCME Convention; clippings, 1937
- 16-17. AFSCME Convention; correspondence & related materials, 1937
18. AFSCME Convention; press releases, 1937
19. Massachusetts, Boston City Employees; correspondence, Dec 1936-1937
- 20-21. Minnesota State Employees; correspondence & clippings, 1937
22. AFSCME; constitution, Aug 1938
23. AFSCME; press releases, 1938
24. AFSCME Convention; clippings, 1938
25. WSEA; constitution, 1938
26. WSEA; Executive Board report, 2 Dec 1938

Box 6

1. AFSCME; clippings & press releases, 1939
2. Garey, A.E.; "Merit System" radio speech, 11 June 1939
3. State, County, & Municipal Workers of America, CIO; officers' report, Sept 1939
4. AFSCME; clippings, 1940
- 5-6. AFSCME; form letters, 1940

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7. AFSCME; press releases, 1940
8. AFSCME Convention; clippings, 1940
9. Colorado, Pueblo City Employees; AFSCME correspondence, 1940-41
- 10-11. Meany, George; AFL Secretary Treasurer correspondence, 1940
12. AFSCME; clippings, 1941
13. AFSCME; press releases; 1941
14. National Civil Service League; newsletter, May 1941
15. State, County, & Municipal Workers of America, CIO; officers' report, Sept 1941
16. AFSCME; press releases, 1942
17. AFSCME; clippings, 1943
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19. State, County, & Municipal Workers of America, CIO; officers' report, Sept 1943
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28. AFL Convention; "Rights of Public Employees" statement, 1947
29. AFSCME; press releases, 1947
30. AFSCME Convention; clippings, 1947
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32. AFSCME; press releases, 1948
33. AFSCME; clippings, 1949
34. Connecticut, State of; personnel studies, 1949
35. AFSCME; clippings, 1950
36. AFSCME; press release, 28 Feb 1950
37. AFSCME Convention; clippings, 1950
38. AFSCME; clippings, 1951
39. AFSCME; clippings, 1952
40. AFSCME; clippings, 1953
41. AFL-CIO, IUD; "Collective Bargaining in Public Employment" study, Oct 1954
42. Rhode Island, City of East Providence; charter, 2 Nov 1954

Box 7

1. Muskie, Edmund; AFSCME correspondence, 4 April 1956
2. Labor's Daily newspaper; 10 Dec 1957
3. Zander A.; "Views of a Labor Official" article, June 1957
4. AFSCME; Old Age Survivors Disability Insurance Report, 1 March 1958
5. AFSCME Convention; Convention Daily, delegates' report, 1958

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6. Massachusetts, State of; legislation, 1958
- 7-8. Michigan Civil Service Hearing Board; reports, 1958
9. Murray, Milton; AFL-CIO political flyer, c. 1958
10. Police, Bridgeport, Connecticut; AFSCME correspondence, 1958
11. Rhode Island, City of Central Falls; AFL resolution, April, 1958
12. AFL-CIO Executive Council; statement, 14 May 1959
13. AFSCME; articles & clippings, 1959
14. AFSCME; Disability Benefits form letter, 8 Jan 1959
15. AFSCME; legislation statements & correspondence, 1959
16. AFSCME; Personnel Appeals Board correspondence, 30 Dec 1959
17. AFSCME Convention; rules & agenda, 1959
18. California, University of; Arrowhead Public Employees Conference program, June 1959
19. Civil Reform Association; Police labor affiliation correspondence, May 1959
20. "Collective Bargaining with Public Employees"; journal article, Jan 1959
21. Grievance Handling; articles by Melvin J. Segal, 1958-59
22. Hospital Employees; articles & position papers, 1959
23. Massachusetts, Wellesley Referendum; reports & clippings, 1959
24. New York City Transit Strikes; clippings, May 1959
25. Public Personnel Association; membership directory, 1959
26. Rhode Island State Employee Magazine, Nov 1959
27. AFSCME; raiding statements by A. Zander & David Cole, Jan 1960
28. AFSCME Constitution; amendments, 1960
29. AFSCME Convention; articles, flyers, region maps, 1960
30. Connecticut State Labor Council; statement, 1960
31. Kramer, Leo; "An Innocent Defrocked" manuscript, 1960
32. Public Services International; statement, Feb 1960

Box 8

1. AFSCME International Executive Board; proposal report, 1961
2. Kennedy, John F.; AFSCME correspondence, c. 1961
3. Public Employee Magazine; April 1961
4. AFSCME Convention; pre-convention materials, 1962
- 5-7. AFSCME Convention; articles, correspondence, flyers, reports, 1962
8. AFSCME District Council 37; pamphlet, c. 1962
9. AFSCME Convention; Credentials Committee report, 1964
10. AFSCME Field Staff; procedures & regulations, n.d.

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Series IV
 Personal Files of Leo Kramer c. 1948-69
 Boxes 8-9

Personal files concerning Mr. Kramer's writings and labor activities. Included are notes, correspondence, and research materials, as well as the manuscript for Mr. Kramer's book, Labor's Paradox. Files are arranged alphabetically by subject matter and then chronologically.

11. AFSCME Federal Locals; correspondence & lists, 1936-59
12. AFSCME History; manuscript, post 1948
13. Depression Era Professions; articles, various authors, c. 1930's
14. Notes; from 1940 thesis by M. Bernstein, n.d.
- 15-16. Research Materials; quotations, various dates
17. Correspondence; 1954
18. Correspondence & Notes; 1958-59
19. Correspondence, Notes, Research Materials; c. 1959-61
20. Notes; AFSCME History, 1960 Convention, c. 1960

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- 1-5. Labor's Paradox; manuscript draft, notes, & research materials, c. 1960
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Series V
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Brief entries covering Zander's daily activities, personal and professional.

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Part II:**Extent:** 1 linear foot**Date:** 1932-1964**Processing Information:** Addition finding aid written by Johanna Russ in October 2008.

Scope/Content: This addition includes correspondence, information on the 1964 convention, reports, clippings, and historical information on the formation of AFSCME and its early years. Some information on a dispute between Jerry Wurf, who succeeded Zander as AFSCME president, and a union member, Julio Sabater, also appears in this addition. Folders are filed alphabetically by subject.

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1. Agreements with AFGE, 1936
2. Certificate of Affiliation, 1936
3. Constitutions, 1936
4. Convention, Amendments, 1964
5. Convention, Caucus, 1964
6. Convention, Resolutions, 1964
7. Convention, Zander address, 1964
8. Correspondence, 1946-1956
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10. Correspondence, Autonomy, 1936
11. Correspondence, Bob Montminy, 1960-1964
12. Correspondence, Convention, 1963-1964
13. Correspondence, Formation of AFSCME, 1932-1935
14. Correspondence, Gordon Chapman, 1957-1964
15. Correspondence, James A. Broyer, 1963
16. Correspondence, Michigan Council 55, 1963-1964

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1. Correspondence, New York Council 50, 1960-1964
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7. Historical Documents, 1936
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9. Housing, NALCREST, 1963-1964
10. List of Early Wisconsin Locals, 1952
11. News Clippings, Broyer, 1963
12. Press Release, 1936
13. Records, 1960
14. Reports, 1936