

THE MORAG MCLEOD SIMCHAK COLLECTION

Papers, 1955-1976
(Predominantly, 1961-1975)
1½ linear feet

Accession Number 905
L.C. Number MS

The papers of Morag McLeod Simchak were placed in the Archives of Labor and Urban Affairs in December of 1978 through arrangements made between Dorothy Haener of the Women's Department of the UAW and Marian Henry, the executor of Ms. Simchak's will. The collection was processed and opened for research in February of 1979.

Morag McLeod Simchak was born in 1914 in London and was from the Isle of Skye, in the Hebrides, Scotland. She was educated in Britain and continental Europe. She came to the United States in 1941 and became an American citizen in 1945.

From 1951 to 1960, Ms. Simchak was employed by the Washington Office of the United Rubber Workers International Union. Her activities for the URW included writing and producing a bi-weekly Washington newsletter and aiding workers by stressing the need for amendments to strengthen the Fair Labor Standards Act of 1938.

In 1961 Ms. Simchak became a Federal employee for the Department of Labor. Her government service included two years with the Women's Bureau, eight years with the Wage and Hour Division, and a special assignment as head of the Division of Systems Evaluation in the Department's Office of Federal Contract Compliance. Before she retired, Ms. Simchak became Special Assistant to the Assistant Secretary of Labor for Employment Standards. Her assignments related to equal employment opportunities, particularly in the areas of sex discrimination and age discrimination in employment.

In 1974 Ms. Simchak served as president of the Washington, D.C. Chapter of the Industrial Relations Research Association. She also served as representative of the National Episcopal Church in the U.S. to the Leadership Conference on Civil Rights.

Morag Simchak was recognized as the Department of Labor's leading expert on the Fair Labor Standards Act of 1938, the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964 and Age Discrimination in Employment Act of 1967. She received nationwide recognition and many awards for her achievements. The Morag McLeod Simchak Collection is a reflection of her efforts to achieve equality for the working woman. Ms. Simchak died of cancer September 12, 1978.

Important subjects covered in the collection are:

Age Discrimination
Equal Pay Act, 1963
International Women's Year Conference, 1975

Contents

2½ Manuscript boxes

Series I, Box 1, 4 folders: United Rubber Workers International Union.
Report, newsclips, bulletin and index of URW locals relating to Ms.
Simchak's activities while working at the Washington Office of the URW.

Series II, Boxes 1-3: Federal Service Files.
Articles, speeches, correspondence, reports, outlines, memos, activity
reports and related materials which reflect Ms. Simchak's central involvement
in achieving equal rights for women.

Non-manuscript material

Several photographs of Ms. Simchak, the International Women's Year Conference,
and the signing by President John F. Kennedy of the Equal Pay Act of
1963 have been placed in the Archives' Audio-Visual Collections. Published
materials, such as hearings before various congressional committees on
EPA of 1963 have been retained in the collection.

Series I
Box 1

Before entering Federal service, Ms. Simchak was employed by the Washington Office of the United Rubber Workers International Union. This small series of four folders reflects a portion of her activities. Materials include a report, URW index, bulletins and a newsclip for the years 1956 and 1960. The series is arranged in chronological order.

Box 1

1. United Rubber Workers: "Considerations of a National Highway Program," a report written by William A. Allen (Ms. Simchak participated in the research), September 23, 1955.
2. URW: newsclip, "From Your Washington Office," by Ms. Simchak, August, 1956.
3. URW: Washington Office Bulletin, January-September, 1960 (some issues are missing).
4. URW: "Index of URW Locals by Congressional Districts," November 30, 1960.

Series II
Boxes 1-3

Ms. Simchak initiated and coordinated all Labor Department activities, 1961-1963, in support of the Equal Pay Bill, served as liaison with the U.S. Congress and with all other organizations, to achieve passage of the Equal Pay Act of 1963. She was also a delegate for the International Women's Year Conference of 1975. This series of articles, lecture tours, speeches, correspondence, activity reports, background papers and a reference notebook of EPA material, as well as the published hearings and congressional newspapers, reflect these activities. The series is arranged alphabetically by activity subject. Material within each subject is arranged chronologically and covers the period 1961-1976.

Box 1

5. Age Discrimination: section of a report, 1963.
6. Age Discrimination: Interpretative Bulletin, 1967.
7. Age Discrimination: Testimony of Clarence T. Lundquist before the Subcommittee on Employment and Retirement Income, July 25, 1968.
8. Age Discrimination: Address of Ben P. Robertson before the Senate Special Committee on Aging, December 18, 1969.
9. Age Discrimination: Statement of M. M. Simchak before the State of Minnesota Reconversion Study Commission, August 21, 1972.
10. Civil Rights Act of 1964: "The Role of Churches Now," article by M. M. Simchak in Church and Race, Vol. 2, No. 1, August, 1964.
11. Equal Pay Act of 1963 (EPA): "Equal Pay Act of 1963: Its Implementation and Enforcement," AAUM Journal, March 1968, by M. M. Simchak.

- 12.-15. EPA-Article: "Equal Pay in the United States," International Labor Review, June, 1971, (translated into two other languages and format, written by M. M. Simchak).
16. EPA-Article: "Equal Pay Law, in Ten Years, Grew Expansive and Expensive," Industry Week, April 2, 1973, by M. M. Simchak.
17. EPA-Article: "Equal Pay?", Press Women, Vol. 37, No. 4, April 1974, by M. M. Simchak.
18. EPA- Articles: General, 1970-74
19. EPA-Bennett Amendment, history of: copies of the Congressional Record, 1963-1965
20. EPA-Bennet Amendment: correspondence and newsclips, Summer, 1965.
21. EPA-Bennet Amendment: "Equal Employment Opportunity Under the Civil Rights Act of 1964," written by Richard K. Berg, February 25, 1965.
22. EPA-Congressional Record, copies of, May 1963.
23. EPA-"Enforcement Activity With Respect to Professional, Administrative, and Executive Employees," a memorandum, November 22, 1977.
24. EPA-Guidelines for Compliance, February 25, 1974.
25. EPA-Interpretative Bulletin: "Equal Pay For Equal Work," August 31, 1971.
26. EPA-Newsclips, 1963.
- 27.-34. EPA-Notebook Materials: a chronological documentation of the Equal Pay Act as M. M. Simchak worked for its passage. The materials include various House and Senate Bills, legislative history of equal pay for equal work, 1945-1962, statements, correspondence, position papers, meeting notes, statistics and memoranda, 1961-1963.

Box 2

- 1.-3. EPA-Notebook Materials: continued, May 1963-September, 1963.
4. EPA-Published Materials: as listed,
 - a) Equal Pay For Equal Work: Hearings before the Select Subcommittee on Labor of the Committee on Education and Labor House of Representatives Eighty-Seventh Congress Second Session on H.R.8898; H.R. 10226, Part I and Part II, March and April, 1962.
 - b) Equal Pay Act of 1962: Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare United States Senate Eighty-Seventh Congress Second Session on S. 2494 and H.R. 11677, August 1, 1962.
 - c) Equal Pay Act: Hearings before the Special Subcommittee on Labor of the Committee on Education and Labor House of Representatives Eighty-Eighth Congress First Session on H.R. 3861 and Related Bills, March 1963.
 - d) Equal Pay Act of 1963: Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare United States Senate Eighty-Eighth Congress First Session on S. 882 and S. 910, April 1963.
 - e) Legislative History of the Equal Pay Act of 1963 (Amending Section 6 of the Fair Labor Standards Act of 1938, as amended), December 1963.
 - f) Discrimination Against Women: Hearings before the Special Subcommittee on Education of the Committee on Education and Labor House of Representatives, Ninety-First Congress, Second Session on Section 805 of H.R. 16098, Part I and Part II, June and July, 1970.

- g) Economic Problems of Women: Hearings before the Joint Economic Committee Congress of the United States Ninety-Third Congress, First Session, Part I, Part II, and Part III, July, 1973.
 - h) Women Workers in a Changing World: Preliminary Report, International Labor Organization, Geneva, 1973.
5. EPA-Speech: of Clarence T. Lundquist at the National Retail Merchants Association's Annual Convention (written by M. M. Simchak), January 10, 1966.
 6. EPA-Speech: of M. M. Simchak before the Metropolitan Temporary Services Association on the Fair Labor Standards Act, February 7, 1968.
 7. EPA-Speech: "Women In Employment: Rights and Responsibilities," by M. M. Simchak at the Summer School of Banking, University of Colorado, August 2, 1971.
 8. EPA-Speech: Background data for, May 1973.
 9. EPA-Speech: "The Impact of Equality," remarks of M. M. Simchak at the Auerbach Service Bureau for Connecticut Organizations 24th Annual Conference, June 5 & 6, 1973.
 10. EPA-Speech: "Equal Pay in Educational Institutions," remarks of M. M. Simchak, November 1973 and January 1974.
 11. EPA-Speech: "Vocational Training As A Key Factor In Integrating Women Into National Economics," remarks of M. M. Simchak at the Meeting of CINTERFOR, July 9-15, 1974.
 12. EPA-Speech: "The Role and Status of Women in National Economics," remarks of M. M. Simchak for American Psychological Association's Committee on Women, August 30, 1974.
 13. EPA-Statement: Eleanor Roosevelt before the Select Subcommittee on Labor House Committee on Education and Labor, April 27, 1962.
 14. EPA-Statement: Esther Peterson before the Subcommittee on Production and Stabilization of the Senate Committee on Banking and Currency, May 16, 1962.
 15. EPA-Regulations and Interpretations: "Defining the Terms: Executive... Administrative...Professional...Outside Salesman," August 17, 1966.

Box 3

- 1.-3. International Activity Reports of M. M. Simchak to O/LAB Director, 1974-1976.
4. International Women's Year Conference (IWYC): Background paper for the Conference held in Mexico City June 19 to July 2, 1975.
- 5.-7. IWYC: The Percy Amendment Working Committee Report, 1975.
8. IWYC: Control List, 1975.
9. IWYC: Report of the United States Delegation, 1975.
10. IWYC: World Plan of Action, agenda of the conference, 1975.
11. International Women's Year Symposium: held in Geneva, paper delivered by M. M. Simchak, November 17-19, 1975.