

## **SEIU District 925 Collection**

**Records, 1973-2004**

**15 linear feet**

Accession #1805

OCLC #

The records of Service Employees International Union (SEIU) District 925 were placed in the Archives of Labor and Urban Affairs by Debbie Schneider, Karen Nussbaum and other District 925 members between February of 2003 and June of 2004 and were opened for research in June of 2004.

SEIU District 925 was formed in March of 1981 when Karen Nussbaum's Working Women joined forces with SEIU in a national campaign to organize office workers. Working Women had been formed in 1977 out of a network of affiliated groups that had been advocating for women office workers since the founding of Boston 9to5 by Nussbaum and Ellen Cassedy in 1972. It soon became apparent, however, that without a strong collective bargaining agent, women office workers would never achieve the wages, rights and respect they deserved.

Boston 9to5 had affiliated with SEIU in 1975 to create Local 925, the first autonomous union for office workers to grow from the emerging working women's movement, so a partnership between the labor and women's movements had already been forged. Local 925's president, Jackie Ruff, became District 925's executive director in charge of its organizing campaign, while Karen Nussbaum assumed dual leadership roles in District 925 and Working Women, which later changed its name to 9to5, National Association of Working Women. When Nussbaum took charge of the Women's Bureau in the U.S. Department of Labor in 1993, she was succeeded by Ohio regional director and national organizing coordinator, Debbie Schneider.

In launching District 925, SEIU signaled its recognition of the growing presence of women in the workforce and of clerical work as the single largest sector in that workforce. To meet the needs of both these constituencies, the International simultaneously announced the creation of its Clerical Division, later called the Office Worker Division.

For twenty years, until its restructuring and merger with other SEIU locals in 2001, District 925 successfully organized thousands of librarians, college and university support staff, day care and local government workers and other office, technical and professional employees in hard-fought campaigns primarily in Massachusetts, Ohio and Washington. Along with 9to5, it lobbied for equal pay, affirmative action, child care, office health and safety and against age discrimination.

The SEIU District 925 Collection contains correspondence, reports, job and wage surveys, minutes, annual meeting material, contracts, newsletters, flyers, mailings and other campaign literature, membership brochures, publications on issues of concern to clerical workers and working women generally, Karen Nussbaum's speeches and media coverage related to the organization and activities of 9to5/Working Women and its chapters and District 925. Particularly well documented are organizing and contract campaigns at Boston, Brandeis and Kent State Universities and the Universities of Cincinnati and Washington. The collection is a rich source of documentation on the intersection of the women's and trade union movements in the 1970's and 80's.

Related material may be found in the records of 9to5, National Association of Working Women at the Schlesinger Library, Harvard University.

**Important correspondents in the collection:**

Betty Arenth  
Ellen Bravo  
Cindia Cameron  
Ellen Cassedy  
Kim Cook  
Nancy Cross  
Carol Edelson  
Theresa El-Amin  
John Geagan  
Andrea Gunderson  
Dorothy Hayden  
Anne Hill  
Tom Hoffman  
Laura Kenny  
Bonnie Ladin  
Dorine Levasseur  
Sam Luciano  
Judith McCullough  
Debbie Niehoff  
Karen Nussbaum  
Maureen O'Donnell  
Jackie Ruff  
Cheryl Schaffer  
Debbie Schneider  
Casey Sharpe  
Andy Stern  
John Sweeney  
Diane Teichert  
Rose Trump  
Maureen Watson  
Bob Welsh

**Important subjects in the collection:**

9to5  
Brandeis Library Union  
Childcare Union Project  
Classified Staff Association of the University of Washington  
Collective bargaining--White collar workers--United States  
Electronic monitoring in the workplace--United States  
Equal pay for equal work--United States  
Equitable Life Assurance Society

**Important subjects (cont'd)**

Feminism--United States  
Karen Nussbaum  
Kent State University Organizing Committee  
SEIU Local 925 (Boston)  
SEIU Office Worker Division  
Sex discrimination in employment  
Sex role in the work environment  
Sexual harassment  
Trade-unions and child care--United States  
Trade-unions--Organizing--Massachusetts  
Trade-unions--Organizing--Ohio  
Trade-unions--Organizing--Ohio-Cleveland  
Trade-unions--Organizing--Washington  
Video display terminals--health aspects  
White collar workers--United States  
White collar workers--Effect of technological innovations on--United States  
White collar workers--Health and hygiene--United States  
White collar workers--Labor unions--United States  
White collar workers--Salaries, etc.--United States  
Women--Employment--United States  
Women in the labor movement--United States  
Women in trade-unions--United States  
Women labor leaders--United States  
Women's rights--United States  
Working class women--United States  
Working Women

## Contents

### 15 storage boxes

**Series I, 9to5/Working Women Files, 1973-1995, Boxes 1-3:**

Correspondence, reports, minutes, media coverage, organizing and contract campaign literature and other publications related to the activities of the national headquarters and local chapters of the organization. All Working Women affiliates conducted health and safety, job discrimination and wage surveys, held workshops and public forums on issues of concern to women office workers and lobbied and campaigned against banks' and other institutions' low wages and discriminatory behavior toward their employees. The files are arranged alphabetically and, then, chronologically.

**Series II, District 925 National Office Files, 1980-2001, Boxes 3-7:**

Correspondence, reports, executive board and staff meeting minutes, financial records, media coverage, campaign literature and other publications related to the activities of the national headquarters and its officers. Included are files related to SEIU's Office Worker Division, which Karen Nussbaum chaired.

**Series III, District 925 Regional Office Files, 1975-2001, Boxes 7-13:**

Correspondence, reports, meeting minutes, media coverage and literature related to organizing campaigns and contract negotiations, primarily in the Boston area (Local 925), Ohio and Washington (Classified Staff Association). Files are arranged alphabetically within each region, beginning with the east. Some Boston Local 925 material predates its merger with District 925 in 1983.

**Series IV, Contracts, 1983-2001, Boxes 13-14:**

Collective bargaining agreements between District 925 affiliates and employers. Files are arranged alphabetically.

**Series V, Karen Nussbaum: Articles, Speeches, Testimony, 1976-2002, Boxes 14-15:**

Files are arranged alphabetically.

**Non-manuscript material:**

A number of photographs, posters, buttons, bumper stickers, audio and videotapes and other memorabilia received with the records have been placed in the Archives Audiovisual Collection. Copies of *9to5: The Working Woman's Guide to Office Survival*

by Karen Nussbaum (1983) and *The Job/Family Challenge: A 9to5 Guide* by Ellen Bravo (1995) have been transferred to the Archives Library.

**Series I**  
**9to5/Working Women Files, 1973-1995**  
**Boxes 1-3**

**Box 1**

1. AFL-CIO Dept. for Professional Employees
2. Agenda Campaign, 1983
3. Board meeting, Jul 1983
4. Board meeting, Mar 1984
5. Board meeting, Jul 1984
6. Board meeting, Feb 1985
7. Board meeting; elections, Feb 1985
8. Board meeting, Jul 1985
9. Board meeting, Feb 1986
10. Board meeting, Jul 1986
11. Board meeting, Mar 1987
12. Chapter list, 1983
13. Chapters; Atlanta Working Women, 1980-82
14. Chapters; Atlanta Working Women—Georgia Chamber of Commerce controversy press coverage, 1982-83
- 15-16. Chapters; Baltimore Working Women, 1979-82, 1984-85
17. Chapters; Boston 9to5, 1973, 1977, 1981-85
18. Chapters; Boston 9to5—Foley, Hoag & Eliot file clerks and messengers lawsuit, 1975-76
19. Chapters; Boston 9to5—John Hancock campaign, 1981-82
20. Chapters; Boston 9to5—newsletters, 1970's-1980's
- 21-23. Chapters; Cincinnati Working Women, 1978-82
- 24-25. Chapters; Cincinnati 9to5, 1983-84
- 26-27. Chapters; Cincinnati 9to5—Cincinnati Office Worker Organizing Project, 1993-95
- 28-30. Chapters; Cleveland Women Working, 1976-90
31. Chapters; Cleveland Women Working—articles of incorporation, bylaws, 1976-80
32. Chapters; Dayton Women Working, 1976-80
33. Chapters; Detroit 9to5, 1983
34. Chapters; George Washington University Labor Support Committee—organizing, 1985
35. Chapters; Hartford Office Workers, 1977-80
36. Chapters; Hawaii, Working Women of, 1985
37. Chapters; Houston—organizing, 1983
38. Chapters; Indianapolis 9to5, 1984-85
39. Chapters; Los Angeles Working Women, 1978-82

**Box 1 (cont'd)**

40. Chapters; Los Angeles Working women—career development workshops, 1980
41. Chapters; Louisville—organizing, 1983, 1985
42. Chapters; Minnesota Working Women, 1980-82, 1988-89
43. Chapters; New Haven, Office Workers of, 1981-84
44. Chapters; New Orleans—organizing, 1983
45. Chapters; Philadelphia—organizing, 1980, 1984-85
- 46-47. Chapters; Pittsburgh Working Women, 1978-81

**Box 2**

- 1-2. Chapters; Pittsburgh Working Women, 1982-86
3. Chapters; Pittsburgh Working Women—organizing reports, 1979-80
4. Chapters; Portland (Oregon)—organizing, 1984
5. Chapters; Rhode Island Working Women, 1978-83
6. Chapters; Scranton 9to5, 1984-86
7. Chapters; Seattle Working Women, 1978-79
8. Chapters; Seattle Working Women—organizing reports, 1978-79
9. Chapters; Women Organized for Employment (San Francisco), 1978-81
10. Chapters; Women Office Workers (New York City), 1976-82
11. Communications Workers of America; corres. and reports, 1979-80
12. Executive Committee; job description for officers, 1984
13. Executive Committee meeting, Nov 1985
14. Executive Committee meeting, Jul 1986
15. Executive Committee meeting, Nov 1986
16. Job Survival Hotline, 1988
17. OPEIU; corres. and reports, 1980
- 18-19. Organizing; Midwest Field Office, 1985-87
- 20-24. Organizing; New York Field Office, Jul 1984-87
- 25-27. Organizing; Southeast (Atlanta) Field Office, 1984-87
- 28-32. Organizing; West Coast Field Office, 1984-87
33. Pacesetter Awards, 1984-85
- 34-36. Press coverage, 1980-86, 1990
37. Press coverage; affirmative action, 1981
- 38-39. Press coverage; automation, 1980-84
40. Press coverage; health and safety, 1980-84
41. Press coverage; health and safety—VDTs, 1983-88
42. Press coverage; parental leave, 1986-87
43. Public relations activities, 1980-84
44. Publications (9to5/WW), 1980's-1990's
45. Publications; "Computer Technology and the Displacement of Clerical Workers in Ohio," 1985



**Box 2 (cont'd)**

46. Publications; "Handbook for University Office Workers," 1974
47. Publications; newsletter, 1983-95
48. Publications; "Office Worker Survival Guide," 1982, 1987, 1995
49. Publications; "Office Work in America," 1982
50. Publications; "Profile of Working Women," 1980's-1990's
51. Publications; "Race Against Time: Automation of the Office," 1980

**Box 3**

1. Publications; "Women in Ohio: Their Social and Economic Status, 1970-85," 1986
2. Publications; "Working Women Make History: A History Curriculum for Working Women," 1983
3. Publications; "Working Women Make History"—NEH grant application, 1980
4. SEIU; corres. and reports, 1977-80
5. Staff memos, meetings, 1980-85
- 6-7. Summer School for Working Women, 1980-86
8. Twentieth Anniversary, 1993
9. VDT Risks, 9to5 Campaign on, 1980's

**Series II**  
**SEIU District 925 National Office Files, 1980-2001**  
**Boxes 3-7**

**Box 3**

10. Affiliations, misc., 1984-85, 1990
11. AFL-CIO Committee on the Future, 1984-85
12. AFL-CIO Evolution of Work Report, 1985
- 13-27. Annual meeting, 1983-89, 1991-94, 1996-98, 2000
28. Annual meeting; resolutions, 1983-94
- 29-31. Associate members, 1984-91
- 32-34. Budget, financials, 1994, 1999

**Box 4**

- 1-4. Budget, financials, 2000-01
5. Chapter lists, 1988-89
6. Constitution and bylaws, 1980's-1990's
- 7-12. Correspondence with the International, 1981-85, 1987-99
13. Corres. with SEIU Local 6 (Seattle), 1981-82
14. Corres. with SEIU Local 503 (Oregon Public Employees Union), 1981-82
15. Dialogue 2000, 1999
16. Dues, 1987
- 17-19. Dues increase, 1988-91, 1993-94
20. Dues waiver, 1991-98
- 21-30. Executive Board; corres. and reports, 1990-2000
31. Executive Board; elections, 1991, 1994, 1997, 1999-2000
- 32-33. Executive Board; meetings, 1983-85
34. Executive Board; meeting, 5 Apr 1986
35. Executive Board; meeting, 5 Dec 1986
- 36-37. Executive Board; meetings, 1987-88
38. Executive Board; meeting, 15 Apr 1989
39. Executive Board; meetings, 21 Sep, 27 Oct 1989
40. Executive Board; meeting, 8 Aug 1990
41. Executive Board; meeting, 1 Dec 1990
42. Executive Board; meeting, 3 May 1991

**Box 5**

1. Executive Board; meeting, 16 Nov 1991
2. Executive Board; meeting, 12 Jun 1992
3. Executive Board; meeting, 31 Oct 1992
4. Executive Board; meeting, 12 Jun 1993
5. Executive Board; meeting, 4 Dec 1993
6. Executive Board; meeting, 3 Jun 1994
7. Executive Board; meeting, 19 Nov 1994
8. Executive Board; meeting, 19 May 1995
9. Executive Board; meeting, 18 Nov 1995
10. Executive Board; meeting, 27 Apr 1996
11. Executive Board; meeting, 17 Nov 1996
12. Executive Board; meeting, 30 May 1997
13. Executive Board; meeting, 15 Nov 1997
14. Executive Board; meeting, 5 Jun 1998
15. Executive Board; meeting, 24 Oct 1998
16. Executive Board; meeting, 23-24 Apr 1999
17. Executive Board; meeting, 15-16 Oct 1998
18. Executive Board; meetings, 19 May, 17 Nov, 2000
19. Executive Board; meeting, 2-3 Feb 2001
20. Executive Board; meeting, 19 May 2001
21. Executive Board; membership, 1988-2001
22. Fair share arbitration, 1994-95
23. History and structure
24. History and structure; District 925 formation, 1980-81
25. History and structure; District 925 formation—publicity
26. History and structure; District 925 Legacy Weekend, Feb 2004
27. History and structure; District 925 restructuring, 2001
- 28-35. Organizing, 1986-87, 1990, 1992-2001
36. Organizing; staff transition, 1985
37. Organizing; training, 1996-97
38. Press coverage (D925 and Nussbaum), 1982-94
39. Public relations activities, 1981-82
40. Publications (D925)
41. Publications (D925); newsletter, 1988-2000
42. Publications (D925/SEIU); pay equity

**Box 6**

1. Publications (SEIU); sexual harassment, 1987
2. Publications (SEIU); women
- 3-4. Publications; office workers, 1970's-1980's
5. Publications; office workers—organizing, 1970's-1980's

**Box 6 (cont'd)**

6. Publications; office workers—organizing college and university, 1980's-1990's
7. Publications; public employee unionism, 1970's-1990's
8. Publications; union busting, 1980's
- 9-10. Publication/songs; women and unions, 1970's-1990's
11. Second Decade Leadership Development Program, 1991-92
- 12-16. SEIU Office Worker Division, 1980-93
17. SEIU Office Worker Division; convention, 1986
- 18-19. SEIU Office Worker Division; newsletter, 1987-89, 1991-95
20. SEIU Office Worker Division; Taylor (Mich.) school secretaries, 1987
21. SEIU office worker locals; literature
- 22-25. SEIU Women's Conference, 1981
26. SERB and DOL reports, 1989-90
27. Staff lists, 1990's
- 28-30. Staff meetings, 1981-92
31. Staff meeting, 25-27 Mar 1993
32. Staff meetings, 1999-2000
- 33-34. Staff memos, 1981-91

**Box 7**

1. Staff policies, 1988-97
2. Trustees meetings, 1988-96, 2000
- 3-8. Union of Union Representatives, 1985-88, 1991-93, 1997-2000
9. VDT safety campaign, 1980's-1990's
10. Vice-Presidents meeting, 17 Feb 1991
11. Vice-Presidents meeting, 6 Mar 1992
12. Vice-Presidents meeting, 13 Feb 1993
13. Video, 1991

**Series III**  
**SEIU District 925 Regional Files, 1975-2001**  
**Boxes 7-13**

**Box 7**

**East**

14. Administrative Guild, 1980's-1990's
- 15-17. Annual meeting, 1994-96, 1999-2000
- 18-20. Boston Regional Office/Local 925; corres. and reports, 1975-87, 1990-98
21. Boston Regional Office/Local 925; corres. and reports—SEIU Local 285, 1981-82
22. Boston Regional Office/Local 925; Executive Board, 1995-97
23. Local 925; merger with District 925, 1983
24. Local 925; Mt. Sinai Study of Women Office Workers, 1988-90
- 25-26. Local 925; newsletter, 1978-83, 1985-2001
27. Local 925 organizing; Action for Boston Community Development, 1997
28. Local 925 organizing; Beacon Press, 1978
- 29-30. Local 925 organizing; Boston University—DWA 65 organizing campaign, 1971, 1974-78
31. Local 925 organizing; Boston University—strike, 1979
32. Local 925 organizing; Boston University Libraries—anti-925 literature, 1978
33. Local 925 organizing; Boston University Libraries—contract negotiations, 1980, 1995
34. Local 925 organizing; Boston University Libraries—NLRB matters, 1977-80
35. Local 925 organizing; Brandeis University employee associations, 1969-73
- 36-40. Local 925 organizing; Brandeis University Library, 1975-77
41. Local 925 organizing; Brandeis University Library—NLRB, 1975-76
42. Local 925 organizing; Brandeis University Library—press coverage, 1976-78
43. Local 925 organizing; Brandeis University Library—contract negotiations, c. 1979-80
44. Local 925 organizing; Brandeis University support staff, 1976-77
45. Local 925 organizing; Brown University, 1990
46. Local 925 organizing; Connecticut clerical workers, 1981
47. Local 925 organizing; Harvard Union of Clerical & Technical Workers contract negotiations, 1992

**Box 7 (cont'd)**

**East**

48. Local 925 organizing; Hospital, Library and Public Employees Assn. (HLPE) affiliation with SEIU, 1991-93
49. Local 925 organizing; HLPE—Nina Pattison case, 1989
50. Local 925 organizing; Malden Public Schools Educational Secretaries Assn., 1978, 1983

**Box 8**

**East**

- 1-2. Local 925 organizing; Myerson Tooth/Austenal Dental, 1982-88
- 3-9. Local 925 organizing; Quincy Educational Secretaries Assn. (QESA), 1968-72, 1975-76, 1978-81
10. Local 925 organizing; QESA—disaffiliation from HLPE, 1982
11. Local 925 organizing; Rounder Records, 1979-80
12. Local 925 organizing; Smith College, 1992-93
13. Local 925 organizing; Secretel/Masstel/Americall strike, 1982
14. Local 925 organizing; Somerville-Cambridge Economic Opportunity Committee, 1979-981
15. Local 925 organizing; (Watertown) Town Hall Associates affiliation, 1989
- 16-25. Organizing, national; Equitable Life Assurance Soc. (Syracuse), 1981-85
26. Organizing, national; New York City, 1980's
27. Organizing, national; Philadelphia Electric Co., 1992
28. Organizing, national; Syracuse University, 1982
- 29-30. Organizing, national; University of New Haven, 1984-85, 1993-94, 2000-01
31. Organizing, national; Washington, D.C., 1990-99

**Midwest**

- 32-34. Annual meeting, 1994-95, 1996, 1999
- 35-36. Northeast Ohio Regional Council meetings, 1995, 1997-2000
37. Ohio College and University Office Staff Survey results, 1984
38. Ohio (regional) newsletters, 1984-98
- 39-40. Ohio organizing, 1983, 1986-98
41. Ohio/Midwest organizing; Anne Hill reports, 1981-82
- 42-44. Ohio/Midwest organizing; Blue Cross & Blue Shield, 1985-87

**Box 9****Midwest**

- 1-2. Ohio/Midwest organizing; Blue Cross & Blue Shield—AFL-CIO training, Mar 1986
3. Ohio/Midwest organizing; Butler County Head Start, 1999-2000
4. Ohio/Midwest organizing; Chicago, 1981
- 5-8. Ohio/Midwest organizing; Chicago Office—Cook County, 1982-91
9. Ohio/Midwest organizing; Chicago Office—Ottawa Twp., Waukegan, ISU, 1981-91
10. Ohio/Midwest organizing; Chicago Office—SEIU Local 46 affiliation, 1990
11. Ohio/Midwest organizing; Cincinnati State Technical and Community College, 1994-95
12. Ohio/Midwest organizing; Cleveland, 1988-1990's
13. Ohio/Midwest organizing; Cleveland—Certified Ohio Lottery Agency, 1988
14. Ohio/Midwest organizing; Cleveland—Cleveland Public Library, 1986-91, 1997
15. Ohio/Midwest organizing; Cleveland—Cleveland United Way, 1988-89
16. Ohio/Midwest organizing; Cleveland—insurance industry, 1988
- 17-18. Ohio/Midwest organizing; Cleveland—insurance industry/Progressive Insurance, 1988
19. Ohio/Midwest organizing; Cleveland—non-profits, 1986-88
20. Ohio/Midwest organizing; Cleveland—Penton Industrial Publishing Co., 1988
21. Ohio/Midwest organizing; Cleveland Heights, 1988
22. Ohio/Midwest organizing; Cleveland State University, 1995-98
23. Ohio/Midwest organizing; colleges and universities, 1990's
24. Ohio/Midwest organizing; Cuyahoga Community College full-time, 1981-89
- 25-30. Ohio/Midwest organizing; Cuyahoga Community College part-time, 1983-87
- 31-36. Ohio/Midwest organizing; Cuyahoga County Library Union, 1965-85
37. Ohio/Midwest organizing; Cuyahoga County Library Union—newsletter, 1984-86

**Box 10****Midwest**

- 1-2. Ohio/Midwest organizing; Cuyahoga County Library Union—newsletter, 1987-92
- 3-4. Ohio/Midwest organizing; Dayton and Montgomery County Public Library, 1984-86, 1989-90
5. Ohio/Midwest organizing; Euclid government employees, 1988
6. Ohio/Midwest organizing; Euclid Public Library, 1987, 1997, 2000
- 7-8. Ohio/Midwest organizing; Greene County Public Library, 1999-2000
- 9-10. Ohio/Midwest organizing; Hamilton County Head Start, 1998-2000
- 11-14. Ohio/Midwest organizing; Kent State University—CWA, 1984-85
- 15-25. Ohio/Midwest organizing; Kent State University—925, 1982-84, 1986, 1988, 1991-93
26. Ohio/Midwest organizing; Kent State University; campaign literature
27. Ohio/Midwest organizing; Kent State University—press coverage, 1986, 1990-92
28. Ohio/Midwest organizing; Lake County, 1988
29. Ohio/Midwest organizing; Lakewood, 1988
30. Ohio/Midwest organizing; libraries, 1985-2001
31. Ohio/Midwest organizing; Mentor, 1988
32. Ohio/Midwest organizing; Lorain County Community College, 1996
33. Ohio/Midwest organizing; Medina County libraries and government employees, 1986, 1988, 1996
34. Ohio/Midwest organizing; Ohio Head Start Workers, 1997-98, 2001
35. Ohio/Midwest organizing; Ohio Wesleyan, 1988-89
- 36-37. Ohio/Midwest organizing; Parma, 1983-84, 1987-88
38. Ohio/Midwest organizing; Parma—assessments
39. Ohio/Midwest organizing; St. Louis (SEIU Local 50), 1983
40. Ohio/Midwest organizing; Shaker Heights, 1988
41. Ohio/Midwest organizing; Stark County, 1988
- 42-43. Ohio/Midwest organizing; Stark County Public Library, 1984-86
44. Ohio/Midwest organizing; Stark County Public Library strike, 2000
45. Ohio/Midwest organizing; Summit County, 1988
46. Ohio/Midwest organizing; Summit County Auditor's Office, 1988



**Box 11**

**Midwest**

- 1-3. Ohio/Midwest organizing; University of Cincinnati, 1984-88
4. Ohio/Midwest organizing; University of Cincinnati—election campaign, 1988
- 5-6. Ohio/Midwest organizing; University of Cincinnati—contract campaign, 1989, 1990-92, 1995
7. Ohio/Midwest organizing; University of Cincinnati—Job Redesign Training Course, 1993
8. Ohio/Midwest organizing; University of Cincinnati—Labor-Management Health and Safety Committee, 1996-2001
- 9-13. Ohio/Midwest organizing; University of Cincinnati—newsletter, 1984-95
- 14-16. Ohio/Midwest organizing; University of Cincinnati pay equity action, 1998-99
17. Ohio/Midwest organizing; University of Cincinnati pay equity action—AFL-CIO equal pay campaign, 1999
18. Ohio/Midwest organizing; University of Cincinnati pay equity action—Fair Pay Committee, 1999-2000
- 19-21. Ohio/Midwest organizing; University of Cincinnati pay equity action—research, 1998-2001
22. Ohio/Midwest organizing; University of Cincinnati pay equity action—Women's Equal Pay Action, 26 Aug 1998
23. Ohio/Midwest organizing; University of Illinois—merger SEIU Locals 321 and 73, 1987-88

**West**

24. Annual meeting, 1995-97, 1999
25. Association of University Physicians (Univ. of Washington), 1985-92
- 26-28. Childcare Union Project (Seattle), 1997-2001
29. Childcare Union Project; medical coverage, 1998-2000
30. Classified Staff Association (CSA) (University of Washington); affiliation agreement, 1982

**Box 12**

**West**

1. CSA; comparable worth, 1986-87
- 2-9. CSA; contract, 1983-87, 1990, 1993-97, 1999
- 10-14. CSA; corres. and reports, 1973-75, 1983-86, 1989-99
15. CSA; dues increase, 1985-90
16. CSA; election, 1982
- 17-21. CSA; Executive Committee, 1988-92
22. CSA; Gerberding Bad Boss Award, 1990-91
23. CSA; history
24. CSA; history—"Working Women Organize for Comparable Worth," 1991
- 25-26. CSA; legislative program, 1983-1990's
- 27-28. CSA; legislative program—HB 1557, 1989
29. CSA; membership brochures, mailings, 1970's-1990's
- 30-35. CSA; newsletter, 1972-2001
36. CSA; (steward) newsletter, 1985-90
37. CSA; organizing blitz lit, 1992
- 38-46. CSA; Policy Board—minutes, 1975-76, 1978-85

**Box 13**

**West**

- 1-4. CSA; Policy Board—minutes, 1987-90
- 5-15. CSA; Policy Board/Executive Council—minutes, meeting materials, 1991-98
- 16-21. CSA; Policy Board/Executive Council—Organizing Committee, 1993-98
- 22-29. CSA; press coverage, 1976-85, 1988-99
30. CSA; press releases, 1989-95
31. CSA; strangler case—flyers, press coverage, 1989
32. CSA; surveillance case—flyers, press coverage, 1989
33. CSA; union shop election, 1986
34. CSA; Washington State University organizing, 1991-92
35. Los Angeles School District (SEIU Local 99 affiliation), 1982

**Series IV**  
**Contracts, 1983-2001**  
**Boxes 13-14**

**Box 13**

- 36. Administrative Guild, 1989-92
- 37-39. Associated University Physicians, 1987-95
- 40. Blue Hill Regional School District, 1989-92
- 41-42. Boston University Libraries, 1984-86, 1989-92
- 43-44. Brandeis University, 1984-86, 1992-95
- 45-50. Brockton Public Library, 1988-92, 1994-97
- 51. Brockton Public School Secretaries, 1989-92

**Box 14**

- 1-3. Brookline School Secretaries, 1983-84, 1990-94
- 4. Cambridge Economic Opportunity Committee, 1990-92
- 5. Cambridge Head Start/Day Care, 1991-93
- 6. Chelsea, Town of, 1992-95
- 7-9. City of Hope 1983-92
- 10. Cleveland Public Library, 1991-94
- 11. Community Action Agency of Somerville, 1991-94
- 12-15. Cuyahoga Community College, 1983-86, 1990-96
- 16. Cuyahoga County Public Library, 1992-95
- 17-18. Dayton and Montgomery County Public Library, 1989-95
- 19. East Cleveland, City of, 1983-84, 1987-89
- 20. Euclid Public Library, 1991-94
- 21-22. Framingham Library Staff Assn., 1991-94
- 23. Framingham, Mass., Town of, 1992-94
- 24. Hingham, Mass., Town of, 1993-94
- 25-27. KCTS Television, 1988-96
- 28-30. Kirschner, Walters & Willig, 1982-89
- 31-32. Lorain Public Library, 1990-96
- 33. Medford Municipal Clerical Workers, 1990-93
- 34-35. Medina County District Library, 1990-95
- 36. Melrose School Secretaries, 1992-95
- 37. National Federation of Business & Professional Women's Clubs,  
1997-2001
- 38-39. Norwell, Mass., Town of, 1992-95
- 40. Norwood Public School Secretaries, 1994-96
- 41. Quincy City and Hospital, 1992-98

**Box 14 (cont'd)**

- 42-43. Quincy Educational Secretaries' Assn. and Quincy Para-Professional Assn., 1990-95
- 44. Rounder Records, 1989-93
- 45-46. Scituate, Town of, School Committee, 1989-95
- 47. Secretel/Masstel/Americall, 1983-84
- 48. Sharon, Mass., Town of, 1993-95
- 49-50. Somerville-Cambridge Elder Services, 1990-94
- 51. Stark County District Library, 1992-94
- 52-53. Technology Education Clearing House, 1991-94
- 54-55. University of Cincinnati, 1989-95
- 56-58. University of New Haven, 1985-94
- 59-64. University of Washington (CSA), 1976-81, 1984-96
- 65-66. Watertown, Town of, 1989-94
- 67. Waukegan, Ill., City of, 1983-86
- 68. Youngstown and Mahoning County Public Library, 1989-92

**Series V****Karen Nussbaum: Articles, Speeches, Testimony, 1976-2002  
Boxes 14-15****Box 14**

69. Article; "The Architecture of Work: Not Just Ceilings and Floors, n.d.
70. Article; "The Dark Side of Office Automation," *Business Computing*, Mar 1984
71. Article; "The Human Factor," *Working Woman*, Nov 1982
72. Article; "Marginal Work Means a Marginal Economy and Trauma for America's Working Families," with Deborah Meyer, 1987
73. Article; "Office Automation: A Threat to the Job Satisfaction and Well-Being of Women Office Workers," with Judith Gregory, *Office Automation Conference 1981 Digest*, 1981
74. Article; "Privacy, Monitoring, and New Technology: A Union Viewpoint," *BNA Arbitration*, Dec 1988
75. Article; "Race Against Time: Automation of the Office," with Judith Gregory, *Office: Technology and People*, 1982
76. Article; "Social Insecurity: The Economic Marginalization of Older Women Workers," Dec 1988
77. Article; "To Become a Political Woman," *The Economic Democrat*, Jan/Feb 1982
78. Article; "Women Office Workers in a Race Against Time," *Computerworld*, Sep 1981
79. Article; "You Need People to Run Machines," *Working Woman*, May 1983
80. Editorial; affirmative action, 1981
81. Editorial; "Can women save the labor movement?," *Book Week*, 5 Sep 1982
82. Editorial; "The new battleground for women's rights," *Christian Science Monitor*, 1982
83. Editorial; "Office automation: Jekyll or Hyde?," *USA Today*, May 1983
84. Editorial; "Office high tech is not here for good," *In These Times*, May 1983
85. Editorial; "Sex-based insurance rates: how fair are they?," *Boston Globe*, Jun 1983
86. Editorial; "Why pay secretary less than a go-fer?," *USA Today*, 30 Sep 1982
87. Interview; "Automation May Increase Discrimination," *Office Administration and Automation*, Apr 1983
88. "Marketplace Commentary" on WCPN Radio (Cleveland), 1989-92
89. Speech indexes, 1976-88
90. Speech outlines, 1987-90

**Box 15**

- 1-8. Speech outlines, 1991-97, 2001-02
9. Speech; AAWW Conference (n.p.), 6 Sep 1997
10. Speech; "Alternative Work Patterns in Small Business," Work & Family Conference (Washington, D.C.), 30 Mar 1987
11. Speech; "The Automated Office," MacNeil/Lehrer Report panel discussion, Jul 1980
12. Speech; BELLCORE (Bell Communications Research), 10 Dec 1987
13. Speech; California Union Women Summer School (Santa Cruz), 14 Jul 2002
14. Speech; "Changing Family, Changing Workplace," seminar co-sponsored with Center for a New Democracy (n.p.), 25 Apr 1986
15. Speech; child care, HHS (Washington, D.C.), 28 Sep 1995
16. Speech; Child Care Conference, Dayton CLC, 15 Nov 2001
17. Speech; Cleveland City Club, 1995
18. Speech; "Closing the Wage Gap," Jobs and the Economy Conference/New England Foundations, 13 Dec 1995
19. Speech; CLUW Convention, 5 Oct 2001
20. Speech; Columbia University Teach-In with the Labor Movement (New York City), 4 Oct 1996
21. Speech; "Computer Monitoring: A Threat to the Right to Privacy?," Computer Professionals for Social Responsibility Conference (Washington, D.C.), 20 Oct 1989
22. Speech; "Computer-Based Surveillance of Individuals," CPSR Conference (San Francisco), 7 Mar 1991
23. Speech; "Corporate Takeover of Women's Lives," Public Eye on Davos (New York City), 1 Feb 2002
24. Speech; CSEA Clerical Conference (Sacramento), 16 Apr 1988
25. Speech; "Employee Privacy, Monitoring and the New Technology," National Academy of Arbitrators (Vancouver), 3 Jun 1988
26. Speech; Equal Employment Advisory Council (Chicago), 12 Oct 1995
27. Speech; Fourth World Conference on Women (Beijing), Sep 1995
28. Speech; Fourth World Conference on Women (Beijing)—ILAB symposium on forced labor, 29 Sep 1995
29. Speech; Fourth World Conference on Women (Beijing)—pre-conference in Louisville, 23 Sep 1994
30. Speech; "Future of Working Women's Movement," women's magazines breakfast (n.p.), 18 Oct 1988
31. Speech; Garment Workers Conference (New York City), 11 Mar 1994
32. Speech; "Getting Past 'Duh'," Sloan Work and Family Conference (Washington, D.C.), 28 Feb 2002

**Box 15 (cont'd)**

33. Speech; "Issues Affecting Collective Bargaining: Family and Child Care," Cleveland State University IR Center Collective Bargaining Conference, 2 Nov 1990
34. Speech; "Jobs and the New Workforce," Garden State Employment and Training Agency (Atlantic City), 6 Jun 1991
35. Speech; Labor in a Global Economy Conference (Portland), 21 Sep 1990
36. Speech; "A Labor Perspective: Workers' Expectations and Views," BELLCORE VDT Safety Seminar (Cleveland), 6 May 1988
37. Speech; Loyola University (Chicago), 24 Mar 2001
38. Speech; "Mitigating Health and Safety Hazards," panel presentation, (n.p.), Dec 1988
39. Speech; Monitoring Incoming Calls Conference (Washington, D.C.), 30 Aug 1990
40. Speech; Neighborhood Funders (Atlanta), 21 Apr 1996
41. Speech; "The New Workforce and Job Redesign," CAEL (San Diego), 8 Nov 1991
42. Speech; "Part-Time and Temporary Workers," CLUW Conference (Detroit), 6 May 1987
43. Speech; "Power," University of Cincinnati Leadership Conference, 4 Feb 1989
44. Speech; Rainbow Convention (Washington, D.C.), 7 Jun 1991
45. Speech; SEIU Women's Conference (Chicago), 19 Sep 1989
46. Speech; "Sexual Harassment," Stouffer Management Conference (Cleveland), 25 Feb 1992
47. Speech; "Shattering Traditions in Non-Traditional Fields: Can the Civilian Sector Match the Military?," Hire a Vet: She's a Good Investment Conference (n.p.), 8 Dec 1993
48. Speech; "Social Insecurity: The Economic Marginalization of Older Women Workers," An Aging Workforce: Agenda for Action Conference (Detroit), 10 Mar 1988
49. Speech; Solutions for the New Workforce Conference, 28 Sep 1987
50. Speech; "Solutions for the New Workforce," John Hancock, 20 Oct 1987
51. Speech; Summer School, Midwest Women's (n.p.), Jul 2001
52. Speech; Summer School, 9to5 (Washington, D.C.), Jul 1989
53. Speech; Summer School, Working Women (Kent, Ohio), 13 Jul 1979
54. Speech; "Trends in Office Work: Organizing for Change" (Columbus, Ohio), 27 Apr 1988
55. Speech; "What the Future Holds for Working Women," Ohio Assn. of School Business Officials (Columbus), 27 Apr 1988
56. Speech; Women and Part-Time Work, Conference on (Norwich, Conn.), 26 Mar 1988

**Box 15 (cont'd)**

57. Speech; "Women, Work and Unions: Restructuring the American Workforce," International Conference: Labour Movement Strategies for the 21st Century (Sydney), 26 Sep 1990
58. Speech; Women's Bureau 75th Anniversary, 20 May 1995
59. Speech; Women's Equality Day (Kansas City), 26 Aug 1993
60. Speech; Women's Equality Day (Princeton), 27 Aug 1993
61. Speech; Women's History Month, Department of Labor, 23 Mar 1994
62. Speech; "Work and Family," SEIU Forum (Washington, D.C.), 24 Jun 1987
63. Speech; "Work and Family Issues: Perceiving the Need, Delivering the Options," National Public Relations Employer Labor Relations Assn. (Ft. Lauderdale), 22 Mar 1989
64. Speech; Work and Family Summit (n.p.), 12 Feb 2002
65. Speech; "Working Women Count!," Connecticut Women's Summit, 25 Mar 1995
66. Speech; Working Women Count Honor Roll (n.p.), 1995
67. Testimony; child care, Senator Howard Metzenbaum (Cleveland), 22 Jan 1988
68. Testimony; contingent work and women, U.S. House of Representatives, 19 May 1988
69. Testimony; electronic monitoring, U.S. Senate, n.d.
70. Testimony; "National Goals: Employment," U.S. Senate, 13 Jan 1987
71. Testimony; parental leave, U.S. House of Representatives, 4 Aug 1987
72. Testimony; pay equity, U.S. House of Representatives, 16 Sep 1982
73. Testimony; pay equity (n.p.), 1993
74. Testimony; "The Quality of Life for Older Women," U.S. House of Representatives, 27 Sep 1988
75. Testimony; SEIU Pre-Convention Hearings (Chicago), 21 Jan 1992
76. Testimony; "The State of Older Workers: Current and Future Needs," U.S. House of Representatives, 26 Sep 1988
77. Testimony; "Women and the Workplace: Looking Toward the Future," U.S. Senate, 18 Jul 1991