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
by Karen Nussbaum (1983) and *The Job/Family Challenge: A 9to5 Guide* by Ellen Bravo (1995) have been transferred to the Archives Library.
Box 1

1. AFL-CIO Dept. for Professional Employees
2. Agenda Campaign, 1983
3. Board meeting, Jul 1983
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13. Chapters; Atlanta Working Women, 1980-82
14. Chapters; Atlanta Working Women—Georgia Chamber of Commerce controversy press coverage, 1982-83
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
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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
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43. Chapters; New Haven, Office Workers of, 1981-84
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11. Communications Workers of America; corres. and reports, 1979-80
12. Executive Committee; job description for officers, 1984
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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
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
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12. Speech; BELLCORE (Bell Communications Research), 10 Dec 1987
13. Speech; California Union Women Summer School (Santa Cruz), 14 Jul 2002
16. Speech; Child Care Conference, Dayton CLC, 15 Nov 2001
17. Speech; Cleveland City Club, 1995
19. Speech; CLUW Convention, 5 Oct 2001
20. Speech; Columbia University Teach-In with the Labor Movement (New York City), 4 Oct 1996
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
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
31. Speech; Garment Workers Conference (New York City), 11 Mar 1994
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
37. Speech; Loyola University (Chicago), 24 Mar 2001
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
49. Speech; Solutions for the New Workforce Conference, 28 Sep 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
56. Speech; Women and Part-Time Work, Conference on (Norwich, Conn.), 26 Mar 1988
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