

AFT Organizing Department Records
165.25 linear feet (1 MB, 165 SB)
1961-2004

Walter P. Reuther Library, Wayne State University, Detroit, MI

Finding aid written by Stefanie Caloia on September 15, 2015. Revised February 16, 2016.

Accession Number: LR002654

Creator: American Federation of Teachers

Acquisition: The AFT Organizing Department Records arrived at the Reuther in multiple installments from 1975-2009. The Reuther is the official repository for the American Federation of Teachers.

Language: Material in English, except where indicated in the box contents list.

Access: Collection is open for research.

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

Notes: Citation style: "AFT Organizing Department Records, Box [#], Folder [#], Walter P. Reuther Library, Archives of Labor and Urban Affairs, Wayne State University"

Related Material: Box 166 and an audiocassette tape and compact videotape were transferred to the Audiovisual Department. Digital files (listed at the end of the inventory) are available in the Reuther Digital Repository.

Related collections at the Reuther include: AFT Office of the President; AFT President's Office, Part II; AFT President's Office: Albert Shanker Records; AFT Secretary-Treasurer's Office Records; AFT Oral History Project

PLEASE NOTE: Material in this collection has been arranged by series ONLY. Folders are not arranged within each series – we have provided an inventory based on their original order. Subjects may be dispersed throughout several boxes within any given series.

History

The American Federation of Teachers is a labor union representing primary and secondary school teachers, paraprofessionals, higher education faculty, professional staff, and nurses and other health care professionals. The Organizing Department facilitates the growth of local affiliates. Before it became an official department, the AFT secretary-treasurer established satellite field offices whose main function was coordinating organization efforts. The field offices later become known as regional offices. An assistant to the president for organizing managed directors of field services, all based in Washington, DC. Under the tenures of David Selden and Albert Shanker, both of whom had extensive organizing experience prior to their respective presidencies, organizing efforts ramped up significantly in the 1960s and 1970s. The AFT was the fastest growing union in the mid-1970s when organizing became a distinct department. The organizing department provides services and resources to state and local affiliates across the country. Field representatives and other department staff members assist locals in organizing campaigns and collective bargaining elections. Individuals who have served as head of organizing in the past include Jim Mundy, John Schmid, Phil Kugler, and Lou Nayman.

Scope and Content

The AFT Organizing Department Records include correspondence, meeting minutes, reports, contracts and bargaining agreements, grievance files, surveys, newsletters and brochures, personnel files, material related to workshops and conferences, and organizing campaign files. Organizing efforts revolve around primary and secondary school teachers and paraprofessionals, bus drivers, college and university employees, and nurses and other health care professionals.

Important Subjects:

Bus drivers
Collective bargaining
Nurses
Paraprofessionals
Public employees
Strikes and lockouts--Teachers

Important Names:

AFL-CIO
Kugler, Phil
Mundy, Jim
National Education Association of
the United States
Nayman, Lou
Schmid, John
Selden, David
Shanker, Albert

Arrangement

Arranged in 6 series – Series 1 (Boxes 1-11, 163-164), Series 2 (Boxes 12-20, 164) Series 3 (Boxes 20-59), Series 4 (Boxes 59-141), Series 5 (Boxes 141-163), and Series 6 (Boxes 165-166). Folders in each series are simply listed by their location within each box. They are not arranged, so any given subject may be dispersed throughout several boxes within each series. Shipments of materials marked “Eastern Region Organizing”, “Solidarity Project”, “Indiana Campaign”, and “Missouri PSRP” were left in their received order to represent discrete organizing campaigns. As such, these groups of records may contain meetings and correspondence, etc., within them that may otherwise have been placed in different series.

Series 1: Administrative Files, 1968-1998 (Boxes 1-11)

Administrative files pertain to the internal business of the Organizing Department. Includes personnel files such as staff assignments and reports, and staff union files, especially from the AFTSU (American Federation of Teachers Staff Union), and OPEIU (Office and Professional Employees International Union), including contracts, bargaining agreements, and grievances. This series also contains files containing correspondence with and reports from other departments of AFT as they pertain to organizing, investigations of AFT affiliates, and policies for and administration of various assistance programs for locals.

Series 2: Correspondence and Chronological Files, 1964-1994 (Boxes 12-20, 164)

Correspondents include national representatives, politicians, local affiliate leaders, AFT Executive Council members, local affiliate members, and staff of the national office. Includes Phil Kugler's "Reading Files" which contain incoming correspondence.

Series 3: Meetings, 1966-2003 (Boxes 20-59)

Meetings of staff and directors at headquarters and regional offices, AFT Executive Council and Committee, and various committees and task forces. Also includes workshops, conventions and conferences of AFT, state federations, the AFL-CIO and other organizations.

Series 4: Organizing Campaigns, 1961-2004 (Boxes 59-141, 167)

Documents related to organizing various local affiliates. Of particular note are campaigns related to organizing in the Eastern Region, Missouri paraprofessionals, Indiana public employees, and the Solidarity Project. Correspondents include field representatives, regional directors, local union members, employers, and national office staff. Files include constitutions and bylaws, contracts, research on various employers, surveys, authorization cards, mailing lists, newsletters, flyers, brochures, and other literature. Also includes material related to elections, strikes, state collective bargaining laws, and labor relations boards.

Series 5: Subject Files, 1965-2001 (Boxes 141-163)

Subjects include other unions and organizations, government departments and initiatives, the AFL-CIO and its departments, the National Education Association, various collective bargaining laws and related topics.

Series 6: Audiovisual Materials, 1970-1996, undated (Boxes 165-166)

Audiovisual materials include photographs from the US Virgin Islands, which depict Albert Shanker and others with local officials. Also includes an audiocassette tape from an AFL-CIO Public Employees Department convention, a compact videocassette from an AFT Convention, and an unidentified reel-to-reel audiotape.

Series 1

Box 1

- 1 Reports, Skelton, Fred, Creatura, John
- 2 Strike Policy Proposal
- 3 Financial Reports, AFT, 1970
- 4 Honorariums
- 5 Insurance
- 6 Militancy Fund
- 7 Pacific Regional Office, Russell, Vincent
- 8 Pacific Regional Office, Simon, Barry
- 9 Pacific Regional Office, Kne, Rudy
- 10 Pacific Regional Office, Zimmerman, Lloyd
- 11 Lois Kelley
- 12 Pacific Regional Office, General Information
- 13 Employee Files
- 14 Western Region Reports, 1983
- 15 Notes, 1984, undated
- 16 Phil Kugler, Assigned States and Staff Reports
- 17 Speeches, Kugler
- 18 Speeches, Kugler
- 19 Phil Kugler, Miscellaneous
- 20 Phil Kugler Personal File
- 21 Kugler, Phone Messages
- 22 Lowenthal
- 23 Meany Speeches
- 24 Meany Speeches

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- 2 AFT Publications
- 3 AFT Publications
- 4 Full-Time Organizers, Local
- 5 Date File, 1968 October-November
- 6 Campaign Budgets
- 7 Staff and Leadership Development Program
- 8 Speech Material
- 9 Al Shanker
- 10 Shanker, 1975
- 11 Requests for a Speaker
- 12 AFT Membership by State, 1981-1986
- 13 Organizing Department Reports, 1997
- 14 Organizing Department Reports, 1998

Box 3

- 1 Organizing Department Reports, 1998
- 2 Organizing Department Reports, 1998-1999
- 3 Drafting Sessions, AFTSU
- 4 Project Insurance
- 5-52 AFTSU Grievances, 1983-1991

Box 4

- 1 Performance Appraisal/Provisions
- 2 Contract Negotiations
- 3 Contract Committees
- 4 Consultants
- 5 Employee Assistance Program
- 6 General, National Reps
- 7 General Administration
- 8 Miscellaneous AFTSU
- 9 COBRA
- 10 Evaluation Meeting Letter
- 11 Vacation Requests, 1988-1989
- 12 Welfare Fund Guidelines
- 13 Policy
- 14 AFTSU Contracts and Guidelines
- 15 Lease Care Memo
- 16 AFTSU Sick Leave Bank
- 17 Travel Grievance
- 18-54 Retiree/Personnel Files

Box 5

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- 2 Reports, 1993-1994
- 3 Organizing Department Reports, 1993 October
- 4 Organizing Department Reports, 1994 September
- 5 Department Reports, 1994 February
- 6 Report, 1994
- 7 Department Reports Backup

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- 1 AFTSU Negotiations, 1994
- 2 Grievance Procedures, NYSUT, 1983-1988
- 3 CNR Contracts
- 4 Contract Negotiations Backup
- 5 AFTSU Negotiations, 1992
- 6 Proposals to AFTSU, Contracts, 1991

- 7 AFTSU Negotiations, 1989
- 8 AFTSU Negotiations, 1985
- 9 Grievance Materials Prior to 1981
- 10 AFTSU/Project Staff Dispute, 1983-1985
- 11 Tom Hobart, Eugene Didier
- 12 National Reps, Correspondence and Meetings

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- 1 Department Reports, 1995-1996
- 2 Organizing Department Report, 1995 July
- 3 Organizing Department Report, 1995 July
- 4 Background, Organizing Report to Executive Council, 1996 June
- 5 Department Report, 1996 February
- 6 Department Report, 1996 December
- 7 Reports, 1994

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- 1 Intensive Communications Project
- 2 Hudson Retirement Dinner
- 3 Effective Communications Project
- 4 Report; Leadership Development Task Force
- 5 Possible Model: Aspen Institute, Leadership Development Task Force
- 6 Pilot Project, Leadership Development Task Force
- 7 Leadership Development Task Force Meeting, 1993 August
- 8 Leadership Development Task Force Meeting, 1993 September
- 9 Leadership Development Task Force Meeting, 1993 December
- 10 Great Lakes Leadership Dev. Discussion, 1994 March
- 11 Leadership Development Task Force Meeting, 1994 April
- 12 Leadership Development Issues Leadership Development Task Force
- 13 Leadership Development Task Force Correspondence
- 14 Leadership Development Task Force Convention Activities, 1994
- 15 Leadership Development Task Force
- 16 International Affairs Department Issues
- 17 State Fed Staff Contracts
- 18 Statistics, State Feds
- 19 Statistics, AFT
- 20 Staff
- 21 Public Relations
- 22 AFT Militancy/Defense Fund Rules
- 23 National Rep Weekly Worksheets
- 24 Communications Audit, 1997
- 25 Transition File Organization Department, 1987-1998
- 26 Organizing Update, 1981-1994

- 27 PSRP Program
- 28 AFT Demographics
- 29 Ed Issues Department
- 30 Editorial Department
- 31 Committee on Political Education (COPE)

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- 1 Ed Issues
- 2 Economic Research
- 3 Dues Structures
- 4 AFT Non-Public Schools Commission
- 5 National Representatives
- 6 Field and Regional Directors
- 7 AFT Reports, Speeches, and Press, 1981-1983
- 8 Membership
- 9 AFT Clearinghouse
- 10 AFT Research Grants
- 11 Available Temporary Staff
- 12 AFT Membership Statistics
- 13 AFT Policies and Statements
- 14 Stan Bloom
- 15 Booker T. Brooks
- 16 Pat Anderson
- 17 Sheldon Butson
- 18 John J Carpenter, Attorney
- 19 Robert E. Connelly
- 20 David T. Galvin
- 21 Burke Hathaway
- 22 Roger Kuhn
- 23 Andrew Leahy
- 24 Tom Owens
- 25 Sally Parker
- 26 Patricia Ramirez, 1968
- 27 Lydia Rizzo
- 28 Rosa McGhee
- 29 Ralph Lloyd
- 30 William Peer, Attorney
- 31 John Schmid
- 32 Dave Selden
- 33 George Brickhouse
- 34 Robert Crosier
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- 1 AFT Constitution, 1987-1988
- 2 AFT Health Insurance, 1986-1987
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- 4 Insurance Benefits, 1987
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- 8 Robert Bates
- 9 Committee for National Representatives
- 10 Applications
- 11 Larry Birchette
- 12 OPEIU
- 13 Albert Shanker
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- 16 Richards
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- 19 Grants, Eastern Region
- 20 OPEIU #2 Contracts
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- 23 Palm Beach Federation of Teachers #1876 Investigation
- 24 Employee Assistance Programs
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- 1 Healthcare Communications
- 2 National Reps Correspondence & Meetings
- 3 National Reps Correspondence & Meetings
- 4 Committee of National Reps (CNR)
- 5 Organizing Plans, 1978
- 6 Organizing Reports & Plans, 1976-1980
- 7 Colleges and Universities Department
- 8 Editorial Department
- 9 Finance Department
- 10 Legislative Department
- 11 Al Lowenthal
- 12 Robert Porter
- 13 Louise Alford

- 14 PUSH
- 15 Public Review Board, AFT
- 16 Public Relations Department
- 17 Research Department
- 18 Research Department
- 19 Referendum
- 20 George Brickhouse
- 21 Co-Org Reports to be Finalized, 1968
- 22 PUSH Contract
- 23 All National Representatives
- 24 Cascella, Joseph
- 25 Expense Accounts
- 26 Co-Org Summary Sheets
- 27 Assistance Program
- 28 D. Selden
- 29 Articles by JWS [Schmid]
- 30 Baltimore Teachers Union #340 Investigation

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- 21 Appointment Book, 1973

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- 2 FNHP
- 3 Regional Directors
- 4 Drafts, JE Mundy
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- 8 Public Relations Department
- 9 Rough Drafts, 1968-1972
- 10 State Fed Stuff
- 11 State Fed Financial Reports
- 12 State Fed Questionnaire
- 13 State Fed Questionnaire
- 14 State Federation Services
- 15 State Federation Structure
- 16 Assistance Programs

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- 1 Charles Smith
- 2 AFT Southern Region, Didier

- 3 AFT Western Region, Hurt
- 4 AFT Midwestern Region, Smith
- 5 Regional Directors Reports
- 6 Regional Directors Memorandums, 1973
- 7 AFT Eastern Region, Brickhouse
- 8 AFT Pacific Coast Region, Crosier
- 9 Correspondence, Regional Office, Didier
- 10 Correspondence, Regional Office, Brickhouse
- 11 Correspondence, Regional Office, Crozier
- 12 Correspondence, Regional Office, Louis Hart
- 13 Correspondence, Regional Office, Smith
- 14 Militancy Fund Correspondence
- 15 Eastern Region Correspondence
- 16 Midwestern Region Correspondence
- 17 Pacific Region Correspondence
- 18 Western Region Correspondence
- 19 Southern Region Correspondence
- 20 Chron File, 1975
- 21 Chron File, 1975
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- 26 John Schmid Chronological File, 1975 April-June
- 27 John Schmid Chronological File, 1975 October-December

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- 1 Reading File, Phil Kugler, 1977
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- 5 Reading File, Phil Kugler, 1980
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- 3 Chronological File, 1982 January-June
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- 5 Reading File, 1978 January-June
- 6 Chronological File, 1984 August-October
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- 8 Chronological File, 1984 January-February
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- 12 Executive Council Correspondence, 1964-1966, 1982-1983
- 13 Chronological File, 1976

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- 1 Chronological File, 1985 July-October
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- 7 Chronological File, 1986 May-June
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- 9 Chronological File, 1983 May-June
- 10 Chronological File, 1983 March-May
- 11 Chronological File, 1983 January-February
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- 1 Eastern Region George Brickhouse
- 2 Midwestern Region Charles Smith
- 3 Southern Region Eugene Didier
- 4 Western Region Louis Hurt
- 5 Pacific Coast Region Robert Crosier
- 6 Correspondence, 1983-1984
- 7 Communications to State Feds
- 8 Correspondence, 1974-1975
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- 10 Memorandums, 1981-1983
- 11 Memorandums, 1981-1983
- 12 Interoffice Correspondence, 1981
- 13 Legal, L. Poltrock
- 14 Miscellaneous Correspondence, 1975-1981
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- 16 Chronological File, 1968 August
- 17 Chronological File, 1968 December
- 18 Memorandums - Outgoing
- 19 Ligtenberg, DeJong, Poltrock

- 20 Memorandums - Incoming
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- 1 Memorandums, 1986
- 2 Memorandums, 1985
- 3 Memorandums, 1987
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- 5 Memorandums, National Representatives, 1981-1993
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- 4 FPE Correspondence, 1988
- 5 Correspondence, Caylors
- 6 Correspondence, Singleton, Oliver W., 1968
- 7 Correspondence, 1969-1971
- 8 Francis S. Exworthy
- 9 Interoffice Memos
- 10 Invitations
- 11 Raymond Moorehead
- 12 Charles Turnbull
- 13 Correspondence, 1982-1984
- 14 General Communications, 1980-1982
- 15 General Communications, 1983-1985
- 16 Correspondence, 1970 March
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- 8 Paraprofessional Conference, 1970 January
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- 12 National Committee for State Fed and Small Locals
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- 15 ADA [Americans for Democratic Action]
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Audio Reel-to-Reel Tape; Unlabeled, Made in West Germany, undated

AV Material

Audiocassette; AFL-CIO PED 5th Biennial Convention, Resolution #18,
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Compact Videocassette; Convention/Executive Council, 1996 July

Reuther Digital Repository

St. Louis Community College, LR002654_FDD001.ISO,
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