

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

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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.

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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
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Box 15

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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
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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
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60. Speech; Women's Equality Day (Princeton), 27 Aug 1993
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