

Wayne State University: The Archives of Labor and Urban Affairs

by PHILIP P. MASON

Nineteen seventy-seven marks the seventeenth year of operation of the Archives of Labor and Urban Affairs at Wayne State University in Detroit, Michigan. It is now one of the largest, if not the largest, labor archives in the world, with a collection of more than 25 million individual items, 125,000 photographs and illustrations, and approximately 20,000 tape recordings, videotapes, and films. Several hundred oral history interviews—tapes and transcripts—and also a small reference library of 10,000 books, monographs, dissertations, and newspapers round out the holdings. Nevertheless, many gaps still exist in the holdings of the Archives, a number of important collections remain unprocessed, and negotiations with several major donors to determine conditions of access to their collections are unresolved. The Archives has leads to more than two thousand collections, which must be pursued actively lest some irreplaceable records and manuscripts are lost. Much critical work needs to be done to establish the Labor Archives as a truly great labor research institution.

The major theme of the Archives is the American labor movement, with special emphasis upon the industrial unions and the more progressive Congress of Industrial Organizations-affiliated unions, as well as upon the records of related socio-economic and political movements in the United States. Seven major international or national labor unions have designated Wayne State as their official depository for inactive historical files: the Industrial Workers of the World, or "Wobblies" (IWW); the Newspaper Guild (NG); the American Federation of Teachers (AFT); the Air Line Pilots Association (ALPA); the American Federation of State, County and Municipal Employees (AFSCME); the United Automobile, Aerospace and Agricultural Implement Workers (UAW); and the United Farm Workers (UFW). Each of these unions periodically adds to its holdings in the Archives.

Related organizations also have placed their historical records in Wayne State's Labor Archives, including the Workers Defense League;

Association of Catholic Trade Unions; California Migrant Ministry; Michigan American Federation of Labor-Congress of Industrial Organizations; National Sharecroppers Fund; People's Song Library; Miners for Democracy; and Steelworkers Fight Back. The official files of the Congress of Industrial Organizations (CIO) and its successor, the Industrial Union Department of the AFL-CIO up to the late 1960s are other collections of national scope. The records of the famous Brookwood Labor College and Commonwealth College form the nucleus of holdings on labor education.

At the Michigan state level, the Archives' holdings are enriched by the papers of numerous community organizations, including the Detroit branches of the National Association for the Advancement of Colored People (NAACP); the American Civil Liberties Union (ACLU); Citizens Crusade Against Poverty (CCAP); Detroit Industrial Mission; Detroit Council of Churches; United Community Services of Greater Detroit; Detroit Commission on Community Relations; Michigan Commission on Displaced Persons; Detroit Fair Housing Committee; Detroit Education Association; Jewish Labor Committee; New Detroit, Inc.; Civil Rights Congress of Michigan; Michigan Welfare League; and the Trade Union Leadership Council.

In addition to the official files of labor unions and related organizations, the Archives has collected the personal papers of labor leaders, rank and file union members, church leaders, public officials, civil rights leaders, and others who have been in the forefront of reform movements in the United States.¹

1 It would serve no useful purpose to list all of the persons who have given the Archives their personal papers. This list is available in a published book, Warner Pflug's *Guide to the Archives of Labor History and Urban Affairs* (Detroit: Wayne State University Press, 1974); the *Archives Newsletter*, which is published two to three times a year and is mailed without charge to interested persons; and various professional journals. However, a sampling of the personal collections will provide an idea of the scope of these collections. Special emphasis has been placed upon acquiring the papers of both national and local leaders whose official files have been deposited in the Archives. The UAW leadership has been cooperative in contributing to the Archives and the donors include former presidents of the union such as: Walter P. Reuther, Francis Dillon, Homer Martin, R.J. Thomas, and Leonard Woodcock. In addition, other donors are: Roy and Victor Reuther, George Addes, Wyndham Mortimer, John Livingston, Richard Leonard, Richard Frankenstein, George Burt, William Kircher, Maurice Sugar, Henry Kraus, Nick DiGaetano, Ken Morris, Ken Bannon, John Eldon, Nat Ganley, Pat Greathouse, Harvey Kitzman, Carl Haessler, Lewis Michener, John Panzner, Genora Dollinger, Olga Madar, Mildred Jeffrey, Horace Sheffield, Shelton Tappes, Allen Schroeder, Dennis McDermott, and Hugh Thompson. Other union leaders who are donors include: Cesar Chavez, Jerry Wurf, Clarence Sayen, John Edelman, George Roberts, Dolores Huarte, Thomas McNett, Fred Thompson, Alex Fuller, Al Barbour, August Scholle, Mary Herrick, Selma Borchardt, Katherine

In reviewing the history of the Labor Archives as an institution, it becomes obvious that its establishment in 1960 and its development in the following decade occurred at a most propitious time. Various factors were responsible for the support and growth of the Archives, which probably could not have taken place prior to the 1960s or after the mid-1970s. The receptivity of union leaders to the idea of preserving their inactive files and making them available to researchers was a basic consideration. By 1960 the leadership of many of the major industrial unions had recognized the importance of the historical development of their institutions and took justifiable pride in their accomplishments. Stimulating this historical perspective in the 1960s was the attitude of younger union members, who had assumed outlooks representing a serious generation gap with leaders and founding members of the union organizations. The Cold War, Vietnam, environmental and other social issues led to rifts between older and younger members, encouraging union leaders to emphasize historical roots and accomplishments, and gains. Furthermore, many unions had won public acceptance as established community organizations which contributed not only to the living standard of their members but also to that of other workers. Finally, the vicious factional struggles of the 1930s and 1940s, which tore many unions apart, were replaced by consensus leadership. This combination of factors made union leadership receptive to proposals for establishing archival programs to assure the preservation of their historical files.

Another critical factor in the 1960s facilitating union archival programs was the "paper explosion" accelerated by the widespread introduction of quick-copy machines which flooded union headquarters with paper records and strained storage facilities. The concept of "participatory democracy" which characterized most American institutions served to encourage the expansion of the communication process. Whereas the capacity of a typewriter's carbon paper once determined the circulation of key policy documents, the photoduplication machine suddenly enabled the distribution of hundreds of copies among staff members and local union officials. Files soon bulged with records, and union headquarters reflected the

Pollack Ellickson, Edward Sadlowski, Franz Daniel, Edward Falkowski, Irwin DeShetler, Edith Christenson, James Carey, Edward Wieck, George L.P. Weaver, James Drake, LeRoy Chatfield, Joe Brown, Newman Jeffrey, and George and Grace Brewer. The late United States Senator, Patrick V. McNamara, Congressman Charles Diggs, former Detroit Mayor Jerome Cavanagh, Michigan Supreme Court Justice George Edwards, Jr., are but a few of the dozens of public officials who have placed their papers in the Archives. A random sampling of other donors include Aaron Henry, Mary Heaton Vorse, Ofield Dukes, Harvey O'Connor, Willoughby Abner, Heber Blankenhorn, Mary White Ovington, Phyllis Collier, Raya Dunayevskaya, Jean Gould, Matilda Robbins, Mary Van Kleek, and Wayne C. Hartmire. Tact and prudence is required in noting such a small number of donors, but the list does provide some idea of the wide scope of personal papers in the Labor Archives.

dramatic increase in record production. This situation helped make the idea of the deposit of a union's inactive historical files and the destruction of useless records an extremely attractive proposition. This was the key reason that several unions selected Wayne State University as their archival depository.

At the same time when the unions were assessing their past achievements and recognizing the need to preserve their history, other developments in the academic world led to the establishment of new archival programs associated with institutions of higher learning and which concentrated upon contemporary subject areas. By 1960, historians were changing their perception of the study of recent history, a period often equated with post-World War I developments. Increasing numbers of students were turning their attention to the years after 1930. Of special interest was the study of labor organizations and the role of such organizations in the political, social, and economic lives of working men and women. New labor studies courses were offered, institutes of labor and industrial relations opened at scores of universities, and sources—both presses and journals, such as *Labor History*—became available to meet the demands of researchers. Expanding student enrollment in such programs offered inducements to develop labor history further. More recently, the New Left historians have concentrated on unions in their studies, often with less than complete objectivity and scholarly detachment.

An indispensable ingredient—ready financial resources for developing archival institutions—met these pressures. Colleges and universities, both public and private, benefitted beyond their wildest expectations from this post-Sputnik enthusiasm for higher education and expanded research facilities. Libraries and archives profited from this support, and were also aided by private foundations, wealthy donors and patrons. During this period the Labor Archives at Wayne State increased its operating budget from nothing to about \$300,000 annually.

The availability of financial resources in the 1960s made it possible for Wayne State to develop a new approach to the collection of labor materials. Up to 1960, most archives which collected labor materials concentrated their efforts in two areas. Following the influence of John R. Commons, many archival institutions emphasized the official records of labor organizations; furthermore, almost exclusive attention was given to the official files of the national and international labor unions. Little consideration was given to the files of the regional offices and to local unions. A second discernible characteristic of archival institutions in the United States was the emphasis upon collecting the personal papers of the major leaders of the labor movement—the “great man” syndrome. Thus, the personal and official papers of Samuel Gompers, Eugene Debs, William Green, John L. Lewis, Philip Murray, Terrence Powderly, and

John Mitchell were eagerly sought and collected, but the papers and records of the lower echelon leadership were overlooked.

From its inception, Wayne State adopted an entirely different approach in its collecting program. Recognizing the importance and value of the records of the major international unions, it entered into negotiations with several unions, especially those associated with industrial unionism and the CIO. Official files and the personal files of the national leaders of those unions were located and acquired, and the records of regional, state and local leaders of these unions were solicited. For example, Wayne State collected the inactive historical files of the regional offices of the UAW located in all parts of the United States and Canada, and a carefully chosen sample of the key local unions.

The appraisal of the inactive files of the international offices of the UAW was relatively easy and manageable, especially because the international headquarters is located near the University of Detroit. The sheer volume alone of the inactive files of the UAW, stored in several buildings and a huge warehouse, and consisting of approximately seven hundred file cabinets, challenged the ability, ingenuity, and patience of the archival staff. After the initial appraisal was completed and the most valuable files were transferred to the University, tasks hastened by fear of fire or some other disaster, attention was given to the regional offices which maintained their own files. Some resistance to the centralization of archival materials was encountered in regional offices, but faced with space problems and concern for the safety of files, regional directors eventually became strong supporters of the UAW archives program.

A more difficult, even monumental, task faced the Archives in appraising the records of the UAW locals, which by 1960 numbered more than 1,600 in the United States and Canada. Obviously the Archives could not collect and preserve the historical files of all UAW locals. Not only did the Archives lack space in 1962, when the UAW took action at its 18th Annual Constitutional Convention to designate Wayne State as the official depository, but even in 1975, with a new archival building and 50,000 linear feet of storage space, there was not sufficient room to hold all the locals' files of historical value. Consequently, the Archives had to develop selection criteria to determine which locals merited special attention. The Archives staff formulated a list, flexible and constantly changing, of about 150 UAW locals which deserved priority attention. The criteria took into account geographic location, so that the UAW locals from all parts of the United States and Canada would be included; the type of industry, such as automobile, aerospace, and agricultural implement; the type of worker, whether skilled tradesmen, unskilled, white collar, and clerical; major companies, for example, Ford, General Motors, Chrysler, American Motors, John F. Deere, Massey-Ferguson, North American Aviation; and



A group of UAW picketers at the Oshawa, Ontario, General Motors plant in April 1937. The Flint Sit-Down Strikes were also part of the broad campaign against General Motors during 1936 and 1937 in the United States and Canada. The Oshawa Strike began 8 April 1937 and lasted for 18 days before the UAW won bargaining rights, a shorter work week and seniority rights. (UAW Collections, W.S.U. Labor Archives)

historical episodes in which locals were involved, such as the Battle of the Overpass at Ford in 1937, the Flint Sit-Down Strike of 1937, the North American Strike of 1941, the Sit-Down at Anderson, Indiana in 1937, and the Oshawa Strike of 1937. Another factor in the selection of locals was the training grounds for leaders, especially those locals which supplied national union officers. A final criterion was the inclusion of certain locals in which there were traditions of dissent.

The list of priority UAW locals is reviewed periodically by the Archives staff, in conjunction with knowledgeable union contacts, to determine if any significant additions or deletions should be made. The changes within the UAW structure make such updating essential. Some local unions, prominent in the early history of the UAW, are no longer even in existence, whereas others, such as the one representing the General Motors Assembly Plant at Lordstown, Ohio, are new and must be considered. In addition to records designated by the list, which for sound

diplomatic purposes must remain confidential, the Archives collects certain records from all locals: minutes, contracts, photographs, local newspapers, and correspondence of officers. Furthermore, the Archives will not turn away a UAW local which wishes to place its records in the Archives.

Following this "vertical" collecting policy, the Archives also solicits the records of various dissident groups, caucuses, and the personal papers of the leaders of such movements. From the early years of the UAW in the United States and even earlier in Canada, the papers of those who supported the Communist position have been sought and acquired, as well as the records of groups such as the Dodge Revolutionary Union Movement (DRUM).

At the end of the spectrum are the personal papers, records, and reminiscences of rank and file members of the Union—both men and women, young and old, active union members and those who never participated in union affairs. The records of these workers provide valuable insights into their attitudes toward the Union and its leaders, their jobs and working conditions, their sense of self-esteem, and their reflections of the work ethic. When written records do not exist to document the rank and file worker, oral history is utilized to capture their observations. In a recently established program, Wayne State is collecting the poetry of workers which expresses many of these views and attitudes through a different medium.

The Archives policy toward the UAW reflects generally the approach taken by Wayne State in dealing with other major unions which have designated the University as the official depository of their historical records. The Archives is interested in more than the files of the national or international unions, or even the locals, and goes beyond the national leaders and prestigious collections of personal papers by attempting to acquire comprehensively from the top leadership and the rank and file, and also from the "establishment" of a union and the opposition. This comprehensive policy assures that researchers will be able to understand fully all aspects of the union and its program as well as the contributions of its members and workers. Restrained only by lack of resources, Wayne approaches all potential union donors in the same manner, except that in the case of such unions as the Industrial Workers of the World and the United Farm Workers the policy is to collect comprehensively rather than selectively.

As a result of a careful self-appraisal of the labor archives program, an analysis of the use of holdings by a variety of researchers, and an estimate of future research trends, the Archives is convinced of the validity of the "vertical" approach to the collecting of labor records, and believes that only through access to the complete records of union organization, both

national and local, as well as the records of workers, can the labor movement's functioning, its programs and contributions be fully understood.

Conflicts can arise as a result of this policy, particularly in terms of competition with other archival agencies. The post-World War II decades witnessed the establishment and development of not only a host of subject-oriented archives, national in scope, covering such topics as social welfare, immigration, business, women, and so forth, but also hundreds of archival institutions whose limits were geographical in nature. Moreover, various archival institutions have adopted identical acquisition programs and have competed actively for available collections. The establishment of a labor archives at Wayne State with concentration upon seven international labor unions and the papers of leaders of these institutions and related movements has brought this conflict into clear focus. In 1960 only a very few institutions collected labor records either on the national, or regional and local levels. The aftermath of the McCarthy era in the United States, coupled with a lack of understanding of the role of the labor movement, hindered such an emphasis. By 1970, however, archivists and historians recognized the importance of these records and began actively soliciting such material. Competition for labor collections increased as several major labor archives were established and as long-existing institutions finally entered the scene. Fortunately, most archival institutions collecting labor records soon recognized the restraints upon their plans and programs. The records of labor organizations were so voluminous and scattered that it was impossible for any single archival institution to dominate the collecting field. Indeed, it was obvious that many additional labor archives had to be established and the scope of existing archival programs expanded to include labor records.

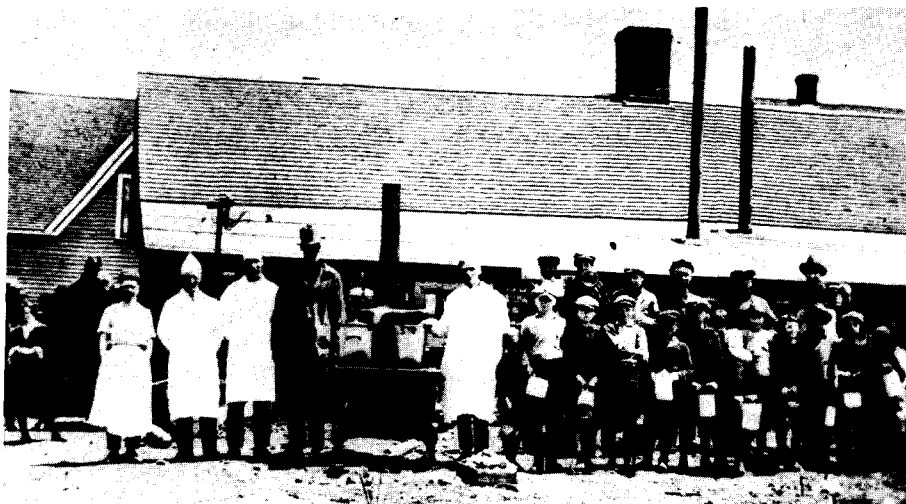
The Wayne State Archives responded to this situation in 1965 by adopting a very selective policy for accepting the records of labor organizations, and also by encouraging the establishment of other labor archives. The staff of the Archives assisted Pennsylvania State University, the Southern Labor Archives of Georgia State University at Atlanta, and the Texas Labor Archives at the University of Texas at Arlington in establishing their programs. More recently, the director of the Archives of Labor History and Urban Affairs has been working with officials of the AFL-CIO to determine the feasibility of establishing a special AFL-CIO labor archives not only for the Federation but also its affiliated national and international unions. Yet, even if the AFL-CIO center becomes a reality, many more archival programs must be instituted if the role of the labor movement is to be accurately documented.

Despite the tremendous proliferation of union records and Wayne's interest in encouraging other archival institutions to collect labor records,

it has come under criticism for its collecting policies. Like other subject-oriented archives, it has been accused of raiding labor collections which legitimately belonged in the geographical area where they were produced. The nature and fairness of this charge can be seen in a brief analysis of two of Wayne's major collections: the United Farm Workers and the United Automobile Workers. In 1965 when Cesar Chavez, then a little-known community reformer, took over the Agricultural Workers Organizing Committee and formed the United Farm Workers Union, few observers, even knowledgeable trade unionists, expected him to be successful. All earlier attempts to organize farm workers, especially the migratory workers, had failed. Moreover, by 1965 the agricultural growers in the southwest, especially in California, had developed a near monopoly over agricultural production. To everyone's surprise, the charismatic Chavez succeeded in spite of apparently insurmountable obstacles and a viable union emerged. To achieve this, Chavez and supporters not only had to organize a work force unfamiliar with unions, but also had to take on a formidable set of adversaries: the growers, the Governor of the State of California, the Nixon administration, and finally the Teamsters Union. Only in March 1977 have the Farm Workers won the jurisdictional battle with the most powerful of these, the Teamsters.

Given these obstacles, it is not difficult to understand why no California historical or archival agency was interested in the United Farm Workers, or Cesar Chavez, in the 1960s. Not only did they fear the reaction of their agri-business controlled governing boards, but also they did not believe that the United Farm Workers would succeed. Nor at that time was there any overt interest in collecting labor records in California archival institutions. This lack of interest was one of the factors which influenced the leaders of the United Farm Workers to agree to place their inactive files at Wayne State in 1967.

By the mid-1970s, the situation had changed. More than a dozen California archival institutions eagerly sought the records of the United Farm Workers; some wanted the Union to withdraw its files from Wayne State, arguing that such records belonged in the State of California. Superficially there is merit in this argument and the deposit of records in California would undoubtedly stimulate research on the local level. There are other factors to consider, however. In the first place, the United Farm Workers is a national union active in other agricultural states, and plans to expand its organizing efforts on a broad national scale. Furthermore, what would have happened to the records of the Union if Wayne had not become the archival depository in 1967? There have been numerous attempts to burn and steal the records of the Union and important files have disappeared. In September 1976, a former law enforcement officer for California was convicted on eleven counts of grand larceny for theft of United Farm Workers records from the Union's headquarters. Fortunately,



A Soup Kitchen, set up by Canada's "One Big Union" (OBU) in Stellarton, Nova Scotia, 25 May 1925. Funded by the Nova Scotia Citizens' Relief Fund, this facility was typical of those established in the strike-bound coal towns of the province. Many members of the Industrial Workers of the World were involved in this strike. (I.W.W. Collection, W.S.U. Labor Archives)

most of the historical files had been previously transferred to the Archives, and were preserved. So, too, have been the files of the various Farm Workers Boycott offices located in the United States, Canada, and Europe which were deposited in the Wayne State Archives.

Leaving aside the truly national character and scope of the United Farm Workers, does the action of Wayne State University constitute raiding or similar unprofessional conduct? Does not the fact that no other institution was interested in the historical records of the Union, and that if Wayne State had not recognized the value of these records and committed substantial resources to their collection and preservation, demonstrate that they would not otherwise have been saved? Should not these questions be given major consideration in determining the propriety of Wayne State's acceptance of the collection?

More germane, perhaps, to the readers of *Archivaria* is the disposition of the official files of the United Automobile Workers. In 1962 when the membership voted to designate the Labor Archives at Wayne State as its official depository, it also adopted a policy decision that all official files of the international, regional offices, and local unions be preserved only at Wayne State. Several years later a UAW gift of 2.6 million dollars to Wayne State for an archives building served to reinforce this policy. Acting upon this agreement, the Archives solicited and collected the inactive files of the Canadian regional and sub-regional offices of the UAW and a number of key Canadian UAW local unions. Various personal

papers of Canadian UAW leaders were also collected, for example: George Burt, who had served as UAW Canadian Director for nearly thirty years; John Eldon, international representative to the Canadian Region of the UAW from 1940 to 1959; Allen Schroeder, active UAW staff member from 1951 to the late 1960s; and A.G. Shultz, active official in General Motors Local 222, Oshawa, Ontario.

As in the case of the United Farm Workers, some archivists and historians have criticized Wayne State's acquisition of UAW records in Canada as an example of raiding, in this case, not simply in another state, but in a foreign country. This charge was made at a session of the Society of American Archivists annual meeting in Toronto in 1974. The Archives acknowledges the UAW records in question have been acquired, but we believe that our position is supported on three grounds. First, and most important, we are carrying out a carefully established, legally binding policy established by the United Automobile Workers. Second, there is a real uncertainty, based on firsthand experience, that the Canadian UAW records in question would have been preserved at all had not Wayne State obtained them at that time. Third, we have yet to be convinced that the deposit of UAW regional and local union records in a single archival institution is not more convenient for researchers than if they were located in a number of regional archives. Furthermore, the complaint against centralization overlooks the role of cooperation by the Archives which makes pertinent records readily available on microfilm to a variety of institutions.²

Although considerable progress has been made in the last two decades in collecting the official files of labor unions, and some archival institutions have eagerly provided facilities for the care and use of such records, there still remains a reluctance on the part of some labor leaders to establish a union archives or to make their inactive files available to researchers. Some American unions affiliated with the AFL-CIO have shown no enthusiasm whatsoever for committing their files to an AFL-CIO Archives Center, if one materializes. Other union leaders are distrustful of the academic community and believe that open access to their files is an invasion of their privacy. These are understandable sentiments even though one may disagree and lament the possible destruction of valuable historical sources.

In reviewing the relationship between the Labor Archives at Wayne State and the major unions which have deposited their records at the

² In 1971, the writer visited Ottawa at the invitation of Dr. Wilfred I. Smith, Dominion Archivist, to assist in developing plans for a Canadian Labour Archives. Since that time we have referred numerous donors to the Public Archives of Canada. We have also made microfilm copies of Canadian UAW newspapers for the PAC and the Industrial Relations Centre at Queen's University. Other cooperative microfilm projects can be worked out if there is a need for copies of union records in the Wayne State Archives.

Archives, it is obviously possible to maintain a close working relationship on a variety of levels, both national and local, which in the long run assures mutual trust, understanding and support. The Archives staff, for example, provides a variety of services to the unions with which it has close working relationships. Every major union donor needs assistance with its current systems of filing and maintaining records. Filing systems often are hopelessly outdated, huge backlogs of unfiled records are present in every office, and the task of locating and retrieving urgently-needed records has brought many union leaders many frustrating moments. The wastefulness of such inefficient current record systems is monumental—certainly in the millions of dollars each year. Like other institutions in modern society, labor unions are being inundated by their own paper records.

The Archives has provided records management services to its donor unions to assist them in coping with these problems. Using the American Federation of State, County and Municipal Employees (AFSCME) as a case study, the Archives made a complete inventory of all its current and semi-active files, completely reorganized the filing systems of each department, established retention and disposal schedules for each unit as well as a vital security program for the system. Archives input into the use of filing equipment and supplies, quick-copy machine selection and use, and the choice of microform equipment led to substantial savings for the Union. The abolition of an outdated “central file,” which was being used only as a dumping ground for duplicate and useless records, also resulted in space and staff savings as well as increased efficiency. The Archives staff continues to audit the records management program of AFSCME, assists in all problems relating to records, and trains new filing supervisors. The savings from the improved records management program continues to be substantial and union officials have become enthusiastic supporters of the Labor Archives.

Aside from such personal support, which is in itself important to a union-archives partnership, the improved records system has had positive benefits to the Archives. As archivists know so well, the better and more efficient the system of maintaining current records, the better the quality of the union’s archives. Such a system directly affects the work of the archival staff in appraising, processing, and servicing the union’s inactive files. The substantial and ascertainable monetary savings and increased efficiency to the union is matched by savings to the Archives. Similar services have been made available to other union donors with the same results. The provision of these services will continue, although if predictions of financial stringency are correct, it is only fair that unions will have to bear a greater financial burden for this work.

The Archives maintains a very close relationship with the UAW and provides a variety of services. In addition to records management

assistance to both departments at the international headquarters and regional offices, it offers advice to local unions. At the present time, the Wayne State Archives is planning to prepare a *Union Records Manual* to aid locals and other union offices. The Archives also works closely with the UAW Education Department in a number of projects. In response to the significant number of local unions which were preparing histories of their organizations, the Archives prepared a guide, "Writing Your Local Union History," and provided research and editing assistance to those engaged in the writing. Claude Hoffman's *Sit-Down in Anderson*³ was the product of such a joint venture. For most major conventions, testimonials and other meetings of the Union, the Archives prepares special exhibits relating to the event. One such exhibit, "The UAW after Thirty Years," was on display at the Detroit Historical Museum for several months and was viewed by approximately 75,000 visitors.

The Archives works with the staff of the Walter and May Reuther UAW Family Education Center at Black Lake, Onaway, Michigan, a facility which includes programs for tens of thousands of UAW members. The Archives has prepared a variety of exhibits for the Education Center, participated in the labor history seminars, and helped to establish the Center's library. Three years ago, the Archives coordinated a series of tours in northern Michigan for UAW members and their families who spent two-week periods at Black Lake. The positive response to the program by members and staff coordinators reflects the success of this activity. At the present time, the Archives arranged to have trained University counsellors present at sessions during summer months to give assistance to individual UAW members and their families on academic opportunities available to them in the United States and Canada, and also on financial aid opportunities for such education. This service has encouraged many to attend college.

Being part of a University, the Archives has been able to assist in developing other educational programs of deep concern and interest to union members. The Archives strongly supported the establishment at Wayne State of the Weekend College which, through television, meetings in union halls, local libraries and schools, and weekend conferences, has already provided college credit programs for several thousand union members. The resources of the Archives are accessible to these students and others in related worker-education courses. A final example of a worker-oriented program sponsored by the Archives is provided by the "Retiree Enrichment" program. Under this plan, organized groups of UAW retirees from various communities in Michigan and the Midwest will visit Detroit and spend a day at the Archives. Special historical films and exhibits relating to their own locals, a lunch, and

3 Claude Hoffman, *Sit-Down in Anderson*. (Detroit: Wayne State University Press, 1968.)

Carefully planned activities provide an opportunity for the members and their families to relive their work and union experiences and to see firsthand, a labor archives in operation. Although the retiree program is only in its first year, we are convinced that it will become an established activity of the Archives. In these ways the Archives is made a "living" institution to the Union and its members.

The close relationship between the Archives and its donor-unions, especially the UAW, has not been one-sided. Union leaders have given the Archives cooperation of every kind; for example, the UAW has made numerous financial grants, such as the multi-million dollar support for a new archives building, and another for an oral history program. The support of UAW leaders and members in interpreting the Archives program to potential donors has been equally important. On many occasions the late Walter P. Reuther, and Leonard Woodcock, Irving Bluestone, and Carroll Hutton contacted various unions, reformers, and other individuals with whom the Archives needed a personal contact. Many of the Archives most important and valuable collections were obtained with their assistance. Yet, despite this support, no UAW official has ever interfered with the internal operation of the Archives or exerted any unprofessional pressure upon staff activities. Given the Archives' active collecting program of dissident and anti-administration groups within the UAW, and encouragement of all qualified researchers, regardless of political persuasion or bias, to use the Archives, one can understand how encouraging and unusual is this relationship.

The approach adopted by the Wayne State Archives to establish close working relationships with labor union donors is obviously not the only formula for developing good rapport with unions and their leadership. It is one which has worked well at Wayne State and has assisted greatly in the development of this labor archives. Regardless of the approach to unions, it is essential to develop a sense of trust and a proven record of responsible service if the archives is to become the depository for their records and the recipient of other forms of assistance. One thing is certain in reviewing the collection of labor records: the surface has just been scratched, the real task remains ahead to collect and preserve the history not only of labor unions but also the contributions of men and women in the world of work.

Résumé

L'article décrit les efforts et l'expérience des *Archives of Labor and Urban Affairs* de la Wayne State University dans la collection de documents relatifs à l'histoire des travailleurs. Alors que la plupart des autres institutions visaient exclusivement l'acquisition d'archives d'organismes nationaux ou des papiers de dirigeants syndicaux, ce dépôt prôna toujours l'application d'une politique intégrée visant tous les niveaux d'une organisation syndicale donnée. L'auteur insiste sur la nécessité de maintenir des liens étroits et de collaborer avec les syndicats qui déposent leur archives dans un tel centre.