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This paper reports on how archives employ electronic finding aids and other online resources to provide access to labor history materials. It includes an annotated listing, or webliography, of fifty-five repositories with distinct or significant holdings in labor history that have Web sites. The webliography illustrates great diversity in site features, structure, and function. A survey of a cross-section of archival professionals provides information unavailable from analysis of the Web sites. Questions emphasized collection development, the creation and use of online description, and ongoing or future projects. Fifteen archivists participated in the survey. The survey revealed that collection development has slowed since the 1960s and 1970s with more emphasis on corporate business collections. Web authoring skills remain mainly self-taught, or borrowed from other staff and outside agencies. Nearly all of the archivists who responded claimed their Web sites had expanded interest in and use of their labor collections. Finding aids remain a priority in developing online resources, and the use of Encoded Archival Description continues to grow, albeit slowly.

Headings:

Labor -- United States and Canada -- Archival resources.

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STATE OF THE UNION ARCHIVES: LABOR HISTORY AND
ARCHIVAL DESCRIPTION ON THE WORLD WIDE WEB

by
Brian C. O'Connor

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Approved by:

Helen R. Tibbo

Table of Contents

Introduction	1
Literature Review	
<i>Archives & Technology</i>	4
<i>User Studies on Archives & the Web</i>	6
<i>Labor Archives</i>	10
Methodology	
<i>Selecting Repositories for the Webliography</i>	14
<i>Analyzing Repositories' Online Resources</i>	15
<i>Survey of Labor Archivists</i>	16
Findings	19
Summary	32
Institutions Included in Webliography	35
Appendix A: Webliography of Labor History Archives	37
Appendix B: Survey Questions Directed to Labor Archivists	77
Bibliography	78

Introduction

In the past decade, many archivists, like their librarian colleagues, have embraced the “information revolution,” particularly the Internet and the World Wide Web. Most institutions emphasizing labor history collections have, at the very least, a Web site including an overview describing or listing their holdings. Some, particularly the larger, more comprehensive depositories, post detailed finding aids or collection guides online.

As yet, no detailed or complete webliography exists of labor history archival resources online. Descriptions of labor archives in print predate the explosive growth of the Web (*Labor History*, 1982, 1990; Leab and Mason, 1992; Lewinson and Rieger, 1962). More recent listings on the Web contain URLs, but only offer description of holdings, not an analysis of Web sites and the availability of electronic finding aids and digitized collections (SAA, 1992). Moreover, some institutions with significant collections are not included. Scholarly narrative and analysis of the process accompanying the creation and uses of online archival resources have appeared in recent years (Craig, 1998; Williamson and Henderson, 1999; Duff and Johnson, 2002; Turnbull, 2002; Yakel, “Impact,” 2002; Tibbo, 2003). Yet the problems and opportunities associated with digital resources posed in labor archives specifically remain unexamined (Dublin, 2002).

This paper is an effort to help fill the gap. It includes an appended webliography for archives that emphasize labor collections. It will also report the responses of archivists to queries concerning collection development, creating online materials, the uses of these resources, and future directions. Some conclusions concerning the current state of online resources within labor archives are drawn from information gathered in the webliography and the responses of the archivists surveyed. Labor archives, like the historiography of American workers, continue to evolve within changes in society.

Since the 1960s, many American historians followed the example of their European colleagues and placed more emphasis on the experience of everyday people in our past. The “New Social History” focused on the roles of women, minorities, immigrants, and the American working class. Institutional studies of labor organizations were nothing new, but a “New Labor History” emerged which owed much to earlier scholarship on American unions (Dubofsky, 1985).

Despite the advent of a “New Labor History” in the 1960s, historians interested in American workers still rely, in large part, on records generated and kept by labor organizations. Many archival institutions throughout the United States possess large labor collections primarily made up of union records. Union membership and power in America may rise and fall, but labor historians remain dependent on labor archivists.

Labor archives face challenges shared by other repositories, such as funding and the preservation of digital records. Like business archivists, they must deal with ongoing merger activity, establishing new partnerships, and

justifying their existence as an expense with intangible benefits beyond revenue potential (Quigel, 2002). The best way to demonstrate value is to document and increase usage.

Librarians have realized the importance of increasing their user base and have embraced information technology. Are archivists, and labor archivists in particular, using technology to provide widespread access to their materials? Have they created a strong online presence for their collections? This paper evaluates the online resources of a broad cross section of institutions with significant labor collections and asks the following questions. Why do some, and not other, labor history archives emphasize digital access? What factors influence the creation of online resources? How have users reacted to such information (or a lack thereof) on the Web? Where will labor archivists concentrate future efforts in expanding their Internet presence?

For the purpose of the present study, labor history archives includes those archival institutions that possess and emphasize collections from American labor unions or individuals and institutions associated with the American working class. Some are very well known as labor repositories, others are not. Many repositories contain a related collection or even a few, but these will not be considered. See Appendix A for the webliography of institutions and sites examined.

This paper defines labor history archives that emphasize digital access as those that maintain a “deep” Web site (beyond a simple introductory page) with elements such as detailed descriptive overviews of collections, online finding aids

encoded to facilitate Web searching, digitized materials available online, and e-mail reference services. Most institutions have at least a minimal online presence; relatively few have fully exploited the potential of new technology, at least not yet. This study explores the factors that differentiate those archives emphasizing digital access from those that have not yet entered into this arena. Not surprisingly, institutions with large labor collections or a large number of labor collections naturally seek to publicize their assets and many are using the Web to accomplish this. This paper explores how they are exploiting information technology and how this activity compares to developments in other repositories.

Literature Review

Archives & Technology

A large, if relatively recent, body of scholarly publications accompanies the general topic of archives and technology. A search on March 15, 2004 of these terms paired in the *Library and Information Science Abstracts* database returned 487 items. Perhaps 20 of these appeared related to this project in terms of labor archives specifically, and more generally, archival description on the Web. Much of this literature concerns the potential benefits and problems of digitization. Many articles, for example, address enhanced access and the complexity of digital preservation (Turnbaugh, 1997; Hofacket and Lund, 1998; Ghetu and Studwell, 2002). Others assess the progress that has been made and the obstacles yet to be overcome (Glazier, 1994; Cadell, 2002; Ford, 2003). Many

archivists contribute narrative case studies of their own projects (Williamson and Henderson, 1999; "University of Southern Mississippi," 2001; Turnbull, 2002).

Most of these articles appear informative and useful, but offer little in the way of a comprehensive analysis or research on the archival uses of computer technology. That much change has taken place, there is no doubt. It was only the 1970s when NARA completed the arduous task of indexing the Presidential Papers in the Library of Congress to be followed by the Papers of the Continental Congress. The tools, initially produced on magnetic tape typewriters and punch cards, seem primitive only a quarter-century later (Torchia, 1976).

By 1992, still early in the digital age, archivists had created a database of series descriptions for the Vatican Archives (Blouin, 1992). In less than a decade, following the spectacular growth of the World Wide Web, innovations such as Encoded Archival Description opened the possibility of item level description available to anyone, anywhere, anytime on the Internet (Sweet and Thomas, 2000). The following year, Helen Tibbo and Lokman Meho could test the efficacy of a variety of search engines in locating the growing number of finding aids on the Web (Tibbo and Meho, 2001).

Technological innovations are radically altering the work of the archival profession, almost always with the objective of making more information available to more users. It is important that archivists assess the needs of those who enter their virtual, as well as physical, portals. User studies, long employed by librarians, can help archivists describe who uses their resources, why these resources are sought, how such resources are used, where users look for

resources, and what resources are used or not used. Any analysis of online archival resources must consider what has been learned from such studies on the virtual use of archives.

User Studies on Archives & the Web

Tibbo and Meho, among others, joined Hugh Taylor in calling for user studies to determine the wants and needs of researchers in the new environment created by the information revolution (Taylor, 1991-1992; Michelson and Rothenberg, 1992). Paul Conway had earlier outlined the process for archivists, and then demonstrated the value of onsite user surveys at the National Archives (Conway, "Facts," 1986). Wendy Duff and colleagues have followed up with behavior studies of researchers working in the physical archives (Duff and Johnson, 2002; Toms and Duff, 2002). But the virtual user is something altogether new.

Barbara Craig reminds archivists that growing numbers of users, "conditioned" by the Internet, expect easy, fast answers. Craig views this as an opportunity to expand the base of users as well as a challenge to the profession. She notes that the most impatient patrons will likely be those new and uninitiated to traditional archives (Craig, 1998). Amateur genealogists, emboldened by the Web, already outnumber academic historians and the imbalance seems likely to grow (Duff and Johnson, 2003). And what of the latter? What are the expectations of historians? Do they need or want such ease of access? Do they use the digital resources that are already available?

Kristina Southwell's work on locating manuscript sources at the University of Missouri identified the Web as one resource among many for historians (Southwell, 2002). Tibbo's recent study focuses more closely on Web use among university history faculty (Tibbo, 2003). She reveals a mixed picture. Predictably, younger professors seem to rely on it more and archives' Web sites are a more common source of information than search engines. Also, these academics are more likely to click on a site to contact a known repository than to seek potential sources. This indicates that historians still get their initial information about an archive through word of mouth and print sources such as citations in monographs. Still, two-thirds of the professors surveyed indicated some use of the Internet for current research projects, if only for a repository's contact information. Tibbo reminds us this is significant considering the Web, for practical research purposes, is less than a decade old (Tibbo 2003, p. 28).

Despite the efforts of pioneer archivists, most of the faculty Tibbo surveyed remains ignorant of online finding aids. Some still use NUCMC in print despite the widespread availability of the ArchivesUSA database. It is the responsibility of the archivists to inform their patrons of the available resources and to establish themselves as ready and willing to help.

Tibbo notes archivists must remember their "Web site is the virtual front door and a very visible reflection of any repository (Tibbo, 2003, p. 29)." Most archives and special collections in academic libraries do have Web sites with some description of holdings. Many post detailed collection guides in HTML format. A growing number of repositories are encoding at least a few finding aids

in Encoded Archival Description, a document type definition of the XML encoding language. The availability of EAD guides and software are making the move to XML easier (Tibbo, 2003, p. 11).

Despite the excitement surrounding the new format in the archival profession, few of Tibbo's respondents knew they had utilized EAD finding aids, and most thought they definitely had not (Tibbo, 2003, p. 27). Ninety per-cent remained users of print finding aids, with only a slim majority having made any use of electronic tools to locate specific collection inventories (Tibbo, 2003, p. 26). Still, as a new and younger cohort of academics emerge, these proportions are likely to shift. Tibbo suggests the results of her survey would be very different in another five to ten years (Tibbo, 2003, p. 14).

Usability, as well as use, also sparks scholarly inquiry into archival resources on the Web. Elizabeth Yakel suggests access does not necessarily translate into accessibility. Researchers may learn to use tools for one depository, largely through trial and error, but may be forced to repeat the process, again and again, at other archives. One problem is unfamiliarity with archival principles, particularly arrangement (Yakel, "Impact," 2002).

While Yakel advocates archival education for users, she also proposes "listening" to them, finding out how they search and adapting archival tools to their needs (Yakel, "Listening," 2002). Dennis Meissner and Anne Gilliland-Swetland emphasize the "reengineering" of finding aids to "exploit" the searching potential of Encoded Archival Description (Meissner, 1997; Gilliland-Swetland, 2001). The not always so obvious point is to describe and encode with the

needs of the user in mind. Too often, Gilliland-Swetland suggests, archivists focus on the materials almost exclusively (Gilliland-Swetland, 2001, p. 201).

Christopher Prom has listened to a wide variety of archives patrons in an as yet unpublished study of search interfaces (Prom, 2004). Prom concurs with those information technology scholars whose findings indicate that “domain knowledge” (in this case, of archives), while clearly helpful in effective searching, may not be as significant a factor for success as “systems knowledge” of search techniques, databases, etc. (Prom, 2004, pp. 4, 34-36). Prom offers suggestions for improving interfaces to help both novice and expert find manuscript collections and search within them.

Simplicity is the key; archival interfaces with multiple options only confused his user subjects (Prom, 2004, pp. 41-46). Prom recommends we take a hint from the genealogists and utilize alphabetical lists of names (Prom, 2004, p. 40). He breaks from the trend toward left-side navigation bars, claiming users favor the page-top table of contents (Prom, 2004, pp. 49-50). Prom also emphasizes the utility of single-page and collection level search options (Prom, 2004, p. 50). While uniformity tends to evolve over time, it remains to be seen if the simplicity Prom advocates will prevail in archival Web sites.

User studies provide archivists with a mix of, if not mixed, signals. Users appear alternately Web savvy, yet unaware of helpful research options.

Archivists embrace information technology for greater access for users, but too often remain focused on collection holdings, not the patron. Nonetheless, the

user study remains indispensable as the best tool in determining the needs and wants of the community.

Labor Archives

We have no user studies for the online resources of labor archives or, as noted, a compendium of available “virtual” information. Archivists have, however, made efforts to assay the scope and state of the physical holdings in labor repositories. As early as 1960, Paul Lewinson and Morris Rieger of the National Archives and Records Administration directly surveyed administrative staff in American unions on the age and continuity of their records. While 118 organizations, including the AFL-CIO, responded to their queries, this represented only a 55% return rate. Unfortunately, the non-responses included some of the largest American trade unions (Lewinson and Rieger, 1962, pp. 42; 45).

Lewinson and Rieger’s notes include comments returned with the detailed questionnaire and help explain the failure of the survey to win more cooperation (Lewinson and Rieger, 1962, pp. 52-57). A fear of outsiders opening a wedge into their internal business reflects a siege mentality among unionists then in the shadow of Taft-Hartley. Also, in an effort to keep the survey uncomplicated in hopes of more participation, questions tended to be vague and confusing. Many union records managers indicated they simply were not sure what information Lewinson and Rieger wanted and returned incomplete questionnaires (Lewinson and Rieger, 1962, p. 43). The authors called for a more careful, more “intense” effort in the future (Lewinson and Rieger, 1962, p. 44). One might also suggest

they ask professional archivists, not union staff, for a response. In 1960, however, few unions had joined with archives in a formal depository relationship.

Over forty years later, Tom Connors reported equally mixed results. Since the publication of Lewinson and Rieger's findings, repositories have undergone tremendous growth. Yet flush decades of acquisition followed by budget tightening left many records unprocessed. As early as 1980, labor archivists met to recommend in-house records management programs within the unions, and a "clearing house" for archivists to determine the location and scope of materials (Connors, 2002, p. 86).

Connors became involved in one such effort, the ambitious Labor Archives Project of 1995-1997 (Connors, 2002, p. 87). Connors, from the University of Maryland, joined Les Hough of the Reuther Library, Lee Sayrs of the Meany Archives, Julia Marks Young of the Southern Labor Archives, and Debra Bernhardt of the Wagner Archives in an effort to coordinate activity and exchange information among these and other institutions. Although "one long-term goal" was to "explore enhanced electronic access to labor archives," Connors does not bring this point up again. The LAP's main priority became "a pilot project to develop guidelines for the management of historically significant electronic records created by labor organizations," a pressing issue for archivists and records managers in general (Connors, 2002, p. 89; Conway, *Preservation*, 1996).

As with Lewinson and Rieger's earlier effort, however, the initial survey process stymied the Labor Archives Project. In this instance, the problem may

have been an overly detailed, lengthy questionnaire that produced incomplete responses (Connors, 2002, pp. 89-93). While the “picture derived” seemed “fleeting,” it encouraged creation of an “LAP II” concentrating on the ten largest repositories and featuring fewer questions (Connors, 2002, pp. 97; 98).

Bernhardt also suggested an ongoing “Labor Documentation Action Network” for co-operation among archivists. More recently, however, Connors indicated that occupational moves by some of the participants and the death of Bernhardt have sidelined these initiatives (SAA, 2003 *LAR*, 2003).

Thomas Dublin, labor and social historian at SUNY Binghamton, is more upbeat about the state of labor resources on the Web. His 2002 article in the journal *Labor History* concentrates on the plethora of educational sites and exhibits now available. Good examples are the Shirtwaist Fire site from Cornell, the Emma Goldman Papers from UC Berkeley, and the “Like a Family” material found in UNC-CH’s *ibiblio* database (Dublin, 2002, pp. 347-49). He also enthusiastically notes the manuscript guides available from labor archives at NYU, Cornell, Wayne State and the Meany Center (Dublin, 2002, pp. 350-51). Essentially, the article is a survey of his favorites on the growing Web, not a detailed inventory of archival resources for scholars.

In 1980, long before the Web, Philip Mason of Wayne State University “appended” a “wide-ranging bibliography about labor archives in the United States” to a short article on the subject (Mason, 1980). Two years later, *Labor History*’s managing editor Daniel Leab devoted much of the journal’s fall issue to thirteen essays on various labor archives across the nation with an introduction

by Mason (*Labor History*, 1982). Leab and Mason repeated this format in 1990 and expanded its coverage to essays on thirty institutions (*Labor History*, 1990). Two years later, they collaborated on a book for Wayne State University Press, a “revised and expanded update” of the 1990 *Labor History* issue, adding another ten archives and an index (Leab and Mason, 1992).

Leab notes in his introduction that no uniform format was imposed on the contributors, generally archivists of the institutions, save the inclusion of contact information. Most note the origins of the archives, its special strengths in holdings, and outline the general scope and content of the collections. Mason’s essay comments on the challenges presented by digital records, but of course nothing could yet be said of online resources in 1992.

Recent developments concerning labor archives include changes in the relationship between unions and depositories, particularly as organizations and established relationships disappear in union mergers (Quigel, 2002). Most writings, however, concern updates of existing collections or descriptions of new acquisitions (*Labor History*, 2000; 2001). A successor to Leab and Mason’s book appears overdue; perhaps it is assumed archival Web sites will serve in lieu of a collection of essays in print.

Also in the early 1990s, Debra Bernhardt assembled a directory for the Labor Roundtable of the Society of American Archivists. It remains linked to the SAA site and is maintained by Patrizia Sione of the Kheel Center at Cornell. Archives that responded to queries for inclusion also contributed capsule

descriptions of their holdings. URLs are included for almost all of the institutions represented, and email addresses as well (SAA, *Directory*, 1992).

There does not appear to be a comprehensive list of labor archives in the United States. The SAA Labor Roundtable's directory neglects to include the University of Pittsburgh's impressive holdings or the Labadie Collection at the University of Michigan. On the other hand, while Leab and Mason's book contains information for 36 institutions, the SAA Web site includes descriptions and URLs for 48. Twenty-five archives appear in both. Thus Leab and Mason deal with eleven missed on the SAA site and the SAA, in turn, add twenty-three. (Leab and Mason profile the Beirne Memorial Archives of the Communication Workers of America. The historical records of the union have since moved to the Wagner Labor Archives.)

Comparison or criticism seem unfair, however, as these resources utilize different media to profile different media, online versus print. Each is also at the mercy of institutions that may or may not respond to inquiries. Also, some of the archives absent from the SAA site offer researchers little on the Web. More constructively, we should note, that together, these provide a gateway to fifty-eight archival institutions. Both compilations include the major depositories that maintain a strong online presence with deep Web sites and detailed descriptions of their collections. Researchers are most likely to find online finding aids in these archives.

Methodology

Selecting Repositories for the Webliography

I began my appraisal of online resources of labor archives for this paper with Web sites included in the SAA Labor Archives Roundtable's *Directory*, updating some URLs and making notes on general features and content. The inclusion of finding aids and their number drew special attention. I then sought out Web sites for institutions with descriptive essays in Leab and Mason's book not included in the LAR *Directory* and examined these under the same criteria. A few other archives, revealed in links from other Web sites and not listed by either source, were added. These may have recently acquired labor collections or failed to respond to inquiries from Leab and Mason or the LAR. Although not a labor archives *per se*, I included the National Archives of the US in my listing because of its voluminous holdings for governmental agencies related to labor.

Some institutions were eliminated from the combined list for the webliography even as I compiled it. One had closed, and its collections moved to another archives. Some possessed a limited amount of labor-related material within other collections; these were dropped from consideration to concentrate on those with more extensive holdings. Efforts to access URLs for a few archives posted in the SAA *Directory* revealed no Web presence.

Many institutions remained for the webliography found in an appendix to this paper. I selected repositories that matched the following criteria. One was inclusion in Leab and Mason or the SAA *Directory*. Another was ownership of a significant collection or collections related to the labor movement or workers. Finally, the institutions included have a working Web site.

Analyzing Repositories' Online Resources

I looked for a main Web page for each archives listed in the webliography and then sought Web pages providing information on labor collections for each. I checked if these Web pages listed separate labor collections and if a short description of individual collections was available. Beyond summaries indicating the scope and content of collections, I sought links to finding aids and counted how many were online.

I looked for other online resources such as digitized images, documents, and labor-related exhibits. Another characteristic noted was designation of an archive as the depository of a particular union or unions' historical records. Also included in the webliography entries are the major labor collection or collections contained in the archives. Finally, I added some miscellaneous notes with more information on making use of the Web sites.

Survey of Labor Archivists

My observations prompted more questions. For answers, I would have to direct these to the archivists themselves. I prepared an introductory note and letter, a phone script for potential subjects who failed to respond, a consent form, and my interview questions (see Appendix B) for submission to the university's review board for research involving human subjects. The board also requires an abstract of a prospective research project and responses to a number of general questions concerning the researcher's procedures.

After completing this process and receiving the review board's approval, I consulted my list of labor archives and submitted a letter to thirty-four archivists via email. Criteria in selecting these thirty-four from the fifty-five in the

webliography included the following. All the large, long-standing and well-known repositories were selected. Some of these archives offer extensive description of their collections online; others do not. Other archives that contained a large number of labor collections or particularly significant ones were also selected. Some repositories with Web sites that invited a closer look by nature of their deep content or attractive appearance were included as well. Finally, some archives were contacted to achieve regional geographic balance.

Nineteen of the thirty-four archivists contacted responded affirmatively. Three others answered, but declined to participate and elaborated with reasons why I should drop them from consideration. These responses contained helpful information and some revealing observations. Follow up phone calls to five archivists who failed to respond yielded nothing. Fifteen of the nineteen archivists who agreed to participate were interviewed by phone. Fortunately, the fifteen included a cross-section of labor archivists with large and small repositories, specialized and broad collections, and those affiliated with academic institutions, historical societies, and unions represented.

My interview questions are included below in a "Findings" section (and Appendix B), but can be paraphrased here as follows. Particularly where it was not obvious from an institution's holdings, and especially where business collections (the institutional records of companies and corporations) were acquired along with union ones, I wanted to know if a collection policy existed, and if so, how effective it was. More specifically, I sought to compare and contrast the acquisition of business and union records, considering how

acrimony, and often violence, characterized the historical relationship between capital and labor.

For those archives designated as union repositories, I asked if a continuing, active relationship existed, or if this consisted of only a one-time transfer of records. I also inquired if specific union mergers had a negative or positive impact on the mission of the archives associated with those unions. The observations of both business and labor archivists thus far indicate a devastating effect on the records of the smaller participant in the new organization created (SAA, Business Archives Section, 2002; Quigel, 2002).

In a more positive vein, I asked when the institution established its presence online and how often changes or additions had been made to its Web pages. I also wanted to know whose skills made the archives' online resources possible and if the solution was found within the archives, how these skills were obtained. Where outside help was necessary, I asked if assistance came from IT personnel in the parent institution or outside contractors.

Tibbo's recent article made me curious about the value of online resources in attracting interest to an archive's holdings. While evidence of increased usage might be impressionistic or related to other factors, some sense of movement could be discernable. Related to this question are the demands of researchers. Do these reflect the higher expectations suggested by Craig or the relative disinterest in the Web revealed by Tibbo?

Few observers would doubt continued growth and use of the Web. I wanted to know what projects archivists had underway or had planned for the

future to meet and exploit these demands. Limited resources dictate priorities, however. Do archivists plan to emphasize more online finding aids and information about their collections or the digitization of documents and visual material?

Encoded Archival Description, like digitization, remains a lively topic of discussion in the profession. I asked those archivists who had implemented it in their online finding aids how they acquired the skills to do so. For those who had not yet used EAD, I asked if they planned to do so in the future.

In consolidating responses to these questions, I remained aware of the relatively small sample used. An unusual or unique answer to a question is interesting and worth noting, but may reflect isolated conditions probably related to some exceptional factors. On the other hand, repeated responses had more validity given the overall small “population” of labor archivists and archives that exists.

Findings

Before examining the responses of the archivists, we should consider some statistics drawn from data in the webliography. Fifty-five archival repositories either specializing in labor collections or with significant labor collections are included. Two are in Canada, the rest in the U.S. Thirty-four (62%) are affiliated with colleges or universities. Nine (16%) are housed in state libraries or historical societies; six (10%) archives included are directly administered by state and national governments. The AFL-CIO maintains one,

and another is within a public library. The remaining four are civic or religious non-profit institutions.

Questions posed in the profile for each institution listed reveal the following. Fifteen (27%) of the fifty-five have a working depository relationship with a national union or had such a link in the past (An undetermined number have received district, local, and personal union papers). Thirty-four (62%) of the repositories have Web sites that link to a distinct page for an overview of labor collections, while thirty-nine (71%) list their labor collections either on a Web page or through an easy search function. Thirty-four (62%) include collection descriptions with general scope and content noted. Twenty-eight (51%) Web sites link to at least a few online finding aids. Of these twenty-eight, ten (18%) have most of their (or their most significant) labor collections' finding aids online. Another six (10%) of the twenty-eight have nearly all of their collections described online in finding aids. Thirty-five (63%) sites offer other labor-related resources links. These include digitized photographs, documents, and exhibits on a theme, event, or individual. Some good examples are the Triangle Shirtwaist Fire site from Cornell, Eugene Debs material on the Indiana State site, and local labor history documents linked to the University of Pittsburgh's pages. Others are noted in the webliography entries.

Users will generally find the largest, best-known depositories' Web sites both deep in description and rich in detail; exceptions, however, are characteristic. Some of the nation's oldest, long-endowed institutions offer researchers relatively little online, while other smaller, newer collections feature

sophisticated Web design and excellent finding aids. Although younger users, jaded by the advances of the past decade, will click on the sites with high expectations, those whose academic lives predate the Web will probably be pleasantly surprised and impressed by what they find.

As Prom's current work suggests, however, users with more computer skills are at an advantage in navigating the sites for information (Prom, 2004). This is partly due to the extraordinary variety in the structure of Web sites; the savvy PC user has more familiarity with the changing array of features presented. One example is the use of sidebar guides or tables of contents. I find these convenient and effective. According to Prom's research discussed above, I appear to be in the minority; most users do not favor the sidebar. On the other hand, his subjects who were familiar with archival arrangement or the subject content of the collection might have shared my preference. Many of the sites included in the webliography here required a bit of trial and error clicking to find the desired links, but all were navigable.

In many cases, confusion results from the terminology employed, not Web site structure or features. An "Archives" link may direct the user to the parent institution's own records, whereas clicking on "Special Collections" produces archival holdings. A "Manuscripts" link is usually the surest path for the researcher, but finding it may require some patience and a process of elimination.

Aesthetics, like tools and structure, are influenced by personal preferences. It is clear, however, that the labor archival sites, like the Web in

general, have improved in appearance over the past decade. Some included here retain the crude or simplistic look of earlier years on the Web, but are still useable. One of the nation's largest repositories, containing the records of many national unions, features few graphics, plain backgrounds, and unstylish fonts on its Web pages. On the other hand, nearly all of its extensive collections are described in detail in long finding aids, with all of this online.

My online research in creating the webliography spurred other questions. These questions required feedback from labor archivists, particularly concerning the creation and use of online resources. Practicing professionals could also help describe the current state of labor archives and their future direction. The questions addressed to the archivists are in boldface below, with a summary of responses following each question.

Do you have an explicit collection development policy statement for your repository? If so, what does it include and focus on? How effectively do you think your institution meets the goals set forth in this policy? What particular factors assist you or constrain you from doing so?

All fifteen labor archivists responding to these survey questions indicated they had no written or stated collection development policy aside from those established by their parent institutions. Informally, they pointed to a responsibility for local, state, and regional materials. Also, when additions to collections already held are offered, these are accepted. In some cases, archives have agreements with unions to do so. Several archives indicated a mix, perhaps of a large national union's records and local or state materials, had evolved.

Concerning current acquisitions, a respondent in a prestigious Midwestern archive stated flatly that new collections are not "tracked down." According to a

representative from a newer Northeastern archive, usage trends had placed a higher priority on the acquisition and processing of corporate business records in her state. She asked, “Where are the (labor) researchers?” Another archivist, who had served in collection development of a great labor repository, blurted out that his former department was a “shambles” with no staff and little funding. Acquisitions were now limited to insistent existing donors. Collection development, at its peak in the 1960s and 1970s, was now in “stasis.” For these archivist respondents, goals in collection development, albeit unstated ones, are not being met.

What sources [I.E., institutions, organizations, individuals] do you solicit materials from? Are there other sources you’d like to solicit, but are unable to do so? Please explain.

Some archives, primarily smaller ones without processing backlogs, are still eager to accept new materials. This particularly applies to those adding to existing collections or of local and regional interest. As noted in responses to a following question, individuals are an important source of new acquisitions. Some donors may not necessarily have been union members or officers, but worked directly or indirectly with the labor movement. Their collections, initially considered relating to “women’s studies,” “civil rights,” “social work,” or “education,” frequently have content of interest to labor researchers.

Do you seek materials from business sources as well as labor unions and workers’ groups? If so, how successful are you in doing so?

Business collections also attract those who study unions; thus many labor archives acquire materials from industries related to workers’ organizations. Eight of the respondents seek and accept corporate records enthusiastically.

One pointed out, however, that business records often disappoint researchers looking for information on labor. Older business collections from the Nineteenth and early Twentieth Centuries are more likely to note workers and their concerns than those of more recent decades. As with union records, archives often collect records from businesses with a local or regional base. Another respondent suggested, however, that as once large corporations merge and fall into the hands of far away managers, they may be less interested in the legacy left behind.

One archive has found a giant national mineral producer very cooperative. The corporation has not only transferred a regional company's records, it has also help fund the expansion of the collection and acted as a co-sponsor in attracting grants. Nonetheless, the archivist pointed out that this business, like others, remains "protective" with conditions and restrictions.

How would you characterize your relationship with the union you act as a depository for? Do you feel they have an active interest in the relationship?

Some archival relationships with unions are equally restrictive. The Teamsters' are a good example, although it was pointed out that they have somewhat eased control over their records. While many transfers of union collections are a one-time episode, especially of now defunct organizations, four of five depository archivists surveyed claimed their long-term relationships with unions were cooperative.

Several archivists explained how personal relationships with unionists led to the acquisition of significant material from locals and district headquarters.

This was characteristic of many newer labor archives without a formal depository agreement with national unions. In many cases, respondents noted that their archives sprung from the efforts of labor and industrial relations and labor education schools in their parent institutions. Some of the academics there, once unionists themselves, maintained contacts in the labor movement. Though these individuals moved on, existing collections attracted new acquisitions and a reputation as a labor repository was created.

The closing or merging of locals and districts, potentially a threat to preservation, has also proved to be a windfall for the acquisition of old records. One archivist recounted how union officials at the local and district level literally rescued labor's past from attics and basements. As Thomas Dublin pointed out, America's labor heritage is rich if often neglected.

When did you go online with information about your collection? How often do you make changes or additions to your online resources?

Most archivists surveyed said their institutions had a very basic page online in the mid-1990s as the Web took off. Lists of collections with some description came with the turn of the century. Some archives also had printed manuscript guides and preliminary inventories online by then. Finding aids, particularly encoded ones, are quite recent. The Online Archive of California, a collaborative initiative, has helped that state's repositories lead in placing finding aids on the Web.

A majority of respondents claimed to update their Web sites frequently or at least as often as changes at their archives dictated it. Dated Web pages indicated many had been altered in 2002 and 2003. All archivists surveyed

suggested they realized the significance of currency in the virtual world of the Internet.

Where did you seek expertise in going online? Within the archives? Your parent institution? An outside contractor? Professional organizations? How much was self-taught?

When questioned as to how their archives found the human resources and skills needed to enter the digital world, a wide variety of responses followed. Some included the role of a committed staff member willing to take responsibility. In other cases, it was the archivist themselves, usually with self-taught skills. A few indicated that increasingly, technical skills are a factor in hiring staff.

Extremes in responses on this issue included the use of student assistants with general computer skills “cutting and pasting” to create finding aids. At the other end of the spectrum were archivists aided by technology specialists from the parent institution, either on-call or part-time. When questioned on workshops for Web skills, most respondents said they had not attended these. A few said they had done so, in most cases once. Member institutions of the Online Archive of California are an exception here. The OAC, while not prescribing a strictly standard format for all submissions, has fostered a good deal of uniformity in its finding aids through its use of EAD. Archivists or responsible staff members in this state may also attend more central workshops than their colleagues elsewhere.

Have online resources proved of value in attracting interest in your collection? How do you know? What evidence do you have?

Their efforts, however informed, to get online have been rewarded. Every archivist surveyed indicated inquiries to their institutions have increased since

they mounted a Web site. Although none offered quantitative proof, the anecdotal evidence is impressive. One claimed they were “googled immediately” upon their entry to the Internet. While another archivist assumed putting information on the Web would *reduce* inquiries by eliminating easily answered questions, the opposite proved true.

Many archivists point to email inquiries, another digital medium, as one indication. These have increased in volume and often cite the archive’s Web site. In some cases, inquiries by email or phone include specific questions that could only have been suggested by content on the Web site. Some users offer gratitude for the Web site, though one archivist noted that some information linked to their page is so detailed, researchers need not visit the physical archives. Another archivist opined optimistically that their labor collections appeared to be attracting more interest over the past year, at least as part of “social history” in women’s, African-American, and local studies. It seems altogether likely the exposure of online resources created some of this renewed attention.

Are historians beginning to expect or demand online access to your collection? If you have no finding aids online, are they asking for these? If you have finding aids online, are they using these? How do you know? Are they asking for more?

As Craig predicted, some of today’s researchers can be demanding. One respondent described their expectations as “irrational” and “unrealistic.” Several archivists noted a common assumption that archival holdings, the actual documents, are “all online.” Tibbo’s findings, however, that many professional

historians still contact archives by phone or mail and anticipate onsite research, were also borne out here.

Anecdotal evidence suggests a variety of user reactions to online description of archival materials. Law firms, film and video makers, and genealogists often expect archives to find and deliver copies of specific documents or photographs. Some of these patrons realize this service is costly in time and resources; others do not. One respondent noted that legal researchers, accustomed to simply adding these costs in billing clients, are willing to pay for large numbers of copies. Other patrons, including some academic ones, annoyed another archivist with expectations his staff would conduct “research by proxy.”

Online finding aids appear then to have influenced user behavior in a variety of ways. Some patrons skillfully comb them for a folder containing documents relevant to their research. If they are successful, the archives might expect a visit or request for specific copies from these users. Others, however, may or may not know what documents they need, and use the online finding aid to compile a “shopping list.” Too many researchers do not follow this up with a visit. The archivist, with limited time and staff, must explain they simply cannot conduct such research for them. A respondent also noted the disappointment expressed by some researchers that not only are documents related to specific individuals not online, but also that these are often restricted or nonexistent.

What online projects are now “in the works”? What other online resources do you plan to add in the future? Where would you concentrate limited resources for your online presence? Images? Finding aids? Digitized full text?

Despite such irritations, finding aids are the priority online project for labor archives. One prominent Eastern repository will mount an extensive preliminary inventory for a recently acquired major collection this summer. Another institution will soon post a cross-collection guide for its holdings on the formative years of a great industrial union. An archivist who rushed a detailed guide to a large collection of personal papers online as Word documents is now encoding this into EAD.

Only one respondent mentioned digitizing newspapers and this was not a labor-related project. Another is scanning the cover pages in its impressive collection of labor and radical publications. More archivists, however, were interested in getting photographs online, often in cooperation with their parent institution's digital library. One who already has many labor photos in her state's online exhibit plans to add documents, broadsides, and audio of oral history interviews.

A leading repository's archivist hopes to see maps and film from his collections online in the not too distant future. Such media are especially useful in attracting a more general use of online resources, particularly in the "K – 12" school grades so significant to grant reviewers. Respondents agreed that costly digitization should usually be reserved for "visuals" aimed at a "mass audience," not individual documents. The latter, pulled out of context, may only interest a limited number of academic researchers. One archivist pointed out, however, that images require interpretation and that the preparation of descriptive text

takes time and expertise. Such costs can be considerable and are less evident in digitization projects.

Two archivists surveyed were even less ebullient concerning digitization and online resources in general. One insisted he needed additional full-time staff for processing and describing existing collections; without funding for such basic archival functions, online resources for him remain “extras.” Both archivists complained grant funding is more plentiful for digitization projects “at the front end;” they need money for the “beginning of the process.” To quote the second respondent,

We are seeking grants to process some of our larger labor collections, but I find that most of the funds are earmarked for digitization. May I ask how I can digitize, or even microfilm, if 300 to 800 linear foot collections are not organized?

(For institutions utilizing Encoded Archival Description) How did you learn it? (For those not using EAD) Do you have plans to use EAD for your finding aids? What may be needed for you to take this step?

A more optimistic self-described “techy” archivist is using a simple method to speed the encoding of finding aids. She and a co-worker are using Microsoft Access to create a database with properties corresponding to EAD fields. Student assistants with the most basic computer skills can export the data and create a finished product. Another respondent said she is “blessed” with a staff member self-taught in NoteTab encoding software and basic HTML who “believes in it (EAD) for the future.” Several archivists surveyed indicated satisfaction with NoteTab, although one is using XMetaL. This archivist is mainly

acting as a troubleshooter for the student assistants who cut and paste data into the template.

EAD appears to have caught the attention of most labor archivists in the past few years. Several noted one obstacle; a bottleneck in “redoing” many finding aids to fit the encoding format. Unfortunately, this seems especially true for large collections. These are sometimes arranged in a scheme unique to each, and often, because of their size, include somewhat vague description.

Other reactions to EAD vary widely. Most archivists surveyed have either encoded at least a few finding aids or plan to do so in the near future. A positive sense of inevitability seems to pervade, yet also that some time remains until XML becomes predominant. One respondent has attended EAD workshops, but has no finding aids encoded and protests he needs funds from his parent institution for software and personnel. At the other end of this spectrum is a Midwestern archivist whose EAD work is handled by a vendor through a university consortium, the Research Libraries Group.

As noted, institutions in California, while responsible for encoding their own finding aids, have a degree of uniformity imposed on them by participation in the Online Archive of California. The use of EAD fields and format elsewhere will naturally create similar finding aids. No such uniformity exists or seems likely to emerge in archival Web sites generally.

Summary

Personal tastes and preferences will probably continue to override conclusions on site structure and use which studies like Prom's suggest (Prom, 2004). The sites in the appended webliography that follows reflect this diversity. That may not be an altogether bad thing; indeed, variety is the spice that attracts people to the Web and keeps bringing them back. After all, what good is utility with no users?

More definitively, we know virtually all labor repositories have at least a Web site with contact information. Almost two-thirds of them list their labor collections and offer some description, scope, and content of these holdings. Two-thirds of the Web sites also include other resources online, such as exhibits, research guides, and links to other labor-related Web sites. A slim majority has finding aids online. Less than one-fifth of the archives have most or their most significant collections described with online finding aids. One-tenth of the repositories have online finding aids for all but their most recently acquired collections.

Most evidence points to the fact that online resources, even a simple Web page with limited description, has spurred greater interest in and use of labor archival collections. Beyond those strictly interested in workers and unions, labor collections will remain a significant resource to researchers in business history and genealogy, along with women's and ethnic studies. There is no doubt that the expectations of users will remain high (some archivists might say unreasonable), but it can be hoped that contact with archives, and a touch of

archival education, will inject a dose of reality as to what can be expected to be available on the Web.

Many Web sites and archivists offer an expressed desire to add descriptive content for their collections. EAD will continue to spread, and may indeed create more uniformity for online finding aids, but many archives will not put more than a few on the Web in the near future. Funding is partly responsible, either the lack of it or the directing of grants to other priorities, especially educational tools emphasizing digitized documents and images. Representation of collections, rather than description, remains the contemporary trend.

Technology training for archivists is now emphasized in graduate programs, although as evidenced in the field, skills remain uneven, self-taught, or borrowed from IT specialists and student workers. Consortia such as the OAC or NCEcho are helping to spread instruction and fill the technology gap. Most sites viewed and most archivists surveyed display an enthusiasm for the potential of technology.

Seemingly less hopeful for labor archivists are union mergers, with the disappearance of some unions, and the current decline of the labor movement in general. Although union contraction threatens the survival of records, it has also been a boon for archives when offices and individuals seek to unload unwanted materials. The close relationships of the past between labor academics and unionists continue, both in the area of labor education and the preservation of labor's historical legacy.

Nonetheless, the heady days of great acquisitions in past decades appear to be over, at least for paper records. Fewer members and a declining share of the workforce create less historical evidence and less interest in unions. The labor movement is attempting to adjust to the service economy and may recover somewhat, but seems unlikely to regain the position it held in the years following the Second World War, at least in the foreseeable future (Zieger, 1986).

This paper has not addressed the shift to electronic records. For unions and all institutions of our society, the preservation of digital documents remains a growing challenge for archivists (Conway, 1996). These records generally remain current and have not yet entered the archives. One hopes that a reinvigorated Labor Archives Project, or some other initiative from the SAA's Labor Archives Roundtable or elsewhere takes this question up again (Connors, 2002). Otherwise, it is likely the labor history of the current century may be a blank tablet once written on degraded media with obsolete technology.

Institutions Included in Webliography

American Textile History Museum
Baltimore Museum of Industry
Barre Museum (Archives of Barre History)
Birmingham Public Library
Butte-Silver Bow Public Archives
California State University, Northridge
Catholic University of America
Chicago Historical Society
Cornell University (Kheel Center)
Duke University
Florida International University
Humboldt State University
Illinois State Historical Library (Abraham Lincoln Presidential Library)
Indiana State University
Indiana University of Pennsylvania
State Historical Society of Iowa
Library and Archives Canada
Library of Congress
George Meany Memorial Archives
Minnesota Historical Society
Montana Historical Society
National Archives and Records Administration
Nevada State Library & Archives
State Historical Society of North Dakota
Ohio Historical Society
Ozarks Labor Union Archives (Southwest Missouri State University)
Pennsylvania State University
Walter P. Reuther Library (Wayne State University)
Rutgers, The State University of New Jersey
San Francisco State University
Southern California Library for Social Studies and Research
Southern Labor Archives (Georgia State University)
Temple University
U.S. Department of Labor
University of Akron
University at Albany, SUNY
University of British Columbia
University of Colorado
University of Connecticut
University of Hawaii at Manoa
University of Maryland
University of Massachusetts Amherst
University of Michigan

University of Minnesota
University of Missouri-Columbia
University of Oregon
University of Pittsburgh
University of Texas at Arlington
University of Vermont
Robert F. Wagner Labor Archives & Tamiment Labor Collections (New York
University)
University of Washington
West Virginia University
Wisconsin Historical Society
YIVO Institute for Jewish Research
Youngstown Historical Center of Industry and Labor Archives/Library (Ohio
Historical Society)

APPENDIX A: WEBLIOGRAPHY OF LABOR HISTORY ARCHIVES

American Textile History Museum

The Osborne Library
 491 Dutton Street
 Lowell, MA 01854-4221
 (978) 441-0400
www.athm.org

Union depository? No

Major collections: “Organizational records and personal papers of people and companies associated with the textile industry, 17th century to the present.... Union records include the Textile Workers Union of America, accounts of strikes, including the Lawrence, Massachusetts, strike of 1912, and reactions of workers to industrialization in New England.” [From the *SAA-LHR Directory*.]

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? *Tools, Machinery, and Workplace Artifacts*
http://www.athm.org/tools_machinery.htm offers description and some images of this part of the collection.

Notes: Notes on “The Manuscript Collection” in *Osborne Library* page http://www.athm.org/osborne_library.htm are less descriptive than those found in *SAA-LHR Directory*.

Baltimore Museum of Industry

Research Center
 1415 Key Highway
 Inner Harbor South
 Baltimore, MD 21230
 (410) 727-4808
<http://www.thebmi.org>

Union depository? No

Major collections: Baltimore local of typographers’ union, 1850s-1970s

Web page for labor collections? http://www.thebmi.org/archives_01.html

Labor collections listed? http://www.thebmi.org/archives_collections.html (Click on *Collections List 2002* for guide in PDF format)

Descriptions available? Yes

Finding aids available? No

Other resources online? Photo collections lists linked to http://www.thebmi.org/archives_collections.html

Notes: Over 100 mainly small, mainly business collections.

Barre Museum - Archives of Barre History
 6 Washington St.
 Barre, VT 05641
 (802) 476-7550
<http://www.aldrich.lib.vt.us/museum.htm>

Union depository? Yes

Major collections: “Includes records of the Granite Cutters International, the Cigar Makers Union, the Quarry Workers' Association, the Clerical Workers Union, the AFL-CIO in Vermont, and contemporary National Education Association material, papers pertaining to Samuel Gompers, Clyde Fussill (Local Teachers' Union), and Fred Snitor, (AFL-CIO in Vermont).” [From the *SAA-LHR Directory*.]

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: *Guide to the Manuscript Holdings* <http://www.aldrich.lib.vt.us/Guide.htm> does not include any of the labor-related collections reported to the *SAA-LHR Directory*.

Birmingham Public Library

Archives Department
2100 Park Place
Birmingham, AL 35203-2794
(205) 226-3630
<http://www.bplonline.org>

Union depository? No

Major collections: Several local unions, labor related employers' records, and personal papers. Also miners' oral history interviews, local scrapbooks, Lewis Hine photographs of Alabama child labor, and Philip Taft notes on Alabama labor.

Web page for labor collections?

<http://www.bplonline.org/Archives/collections/labormovement.asp>

Labor collections listed? Yes

Descriptions available? Two collections described

Finding aids available? No

Other resources online? No

Butte-Silver Bow Public Archives

P.O. Box 81
17 West Quartz Street Butte, Montana 59701
(406) 497-6226
<http://www.co.silverbow.mt.us/archives.htm>
<http://www.mtech.edu/silverbow/archives.htm>

Union depository? No

Major collections: local labor newspapers; "Significant holdings contain documentation on the hanging of Frank Little, activity of Pinkerton agents, and the arrest of William (Big Bill) Haywood." [From the *SAA-LHR Directory*.]

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: First URL listed is local government page; it links to “unofficial” site at the second URL, which is directed toward genealogists. Some of the local labor newspapers are listed here.

California State University, Northridge

University Library

Urban Archives

18111 Nordhoff St.

Northridge CA 91330-8326

(818) 677-2285

http://library.csun.edu/spcoll/urban_archives/hpuac.html (special colls & archives)

Union depository? No

Major collections: Int'l Longshoremen and Warehousemen local; Los Angeles Newspaper Guild; Int'l Assoc. of Machinists local, Calif. Fed. of Teachers; Screen Cartoonist Guild

(A large Screen Directors Guild collection mentioned in Leab and Mason does not appear in online index.)

Web page for labor collections? No

Labor collections listed?

http://library.csun.edu/spcoll/urban_archives/hbrestop.html for index to topics (scroll to “Labor Movement, California”)

http://library.csun.edu/spcoll/urban_archives/alpha_codes.html contains collection names for index codes.

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: Interesting Southern California collections, particularly for the film industry and especially if SDG collection is available

American Catholic History Research Center and University Archives
101 Life Cycle Institute

The Catholic University of America

Washington, DC 20064

(202) 319-5065

<http://libraries.cua.edu/achrcua/index.html>**Union depository?** Yes

Major collections: Congress of Industrial Organizations (founding to merger); papers of Terence Powderly, John W. Hayes, John Mitchell, Philip Murray, and John Brophy; labor-related Catholic agencies and individuals active in the Church and unions.

Web page for labor collections? No, but archives site search function returns 71 items (mainly collections) using search term "labor."

Labor collections listed? No, but archives site search function returns 71 items (mainly collections) using search term "labor." Alphabetical index for all CUA manuscripts can be found at <http://libraries.cua.edu/achrcua/manulist.html>

Descriptions available? Yes, archives site search function using search term "labor" returns list with descriptions. Also, most collections in alphabetical list link to "A-K" and "L-Z" lists with description.

Finding aids available? Yes, for the CIO, Brophy, Hayes, and Murray collections

Other resources online? Online exhibits of photographs taken by Powderly; photographs and letters of "Mother Jones; life of labor advocate Monsignor George C. Higgins

Notes: Impressive holdings for the CIO, Knights of Labor and United Mine Workers leaders, and role in labor of the Catholic Church. Online finding aids description to the sub-series level. Search function exists to folder level, but is unwieldy for the average user.

Research and Collections

Chicago Historical Society

Clark Street at North Avenue

Chicago, IL 60614-6071

(312) 642-4600

<http://www.chicagohs.org/collections/archives.html>**Union depository?** No

Major collections: Chicago Division of the Brotherhood of Sleeping Car Porters; District 31 of the United Steelworkers of America

Web page for labor collections? No

Labor collections listed? Yes

Descriptions available? No

Finding aids available? No

Other resources online? <http://www.chicagohs.org/projects.html> *Online Projects* page links to [The Dramas of Haymarket](#) and [Haymarket Affair Digital Collection](#) online exhibits.

Notes: Two significant manuscript collections and two excellent exhibits

Kheel Center for Labor-Management Documentation & Archives
227 Ives Hall

New York School of Industrial and Labor Relations

Cornell University

Ithaca, New York

(607) 255-3183

www.ilr.cornell.edu/library/kheel/default.html

Union depository? Yes

Major collections: International Ladies' Garment Workers; Amalgamated Clothing Workers; railroad unions; arbitration and mediation records (see also description in *SAA LAR Directory*)

http://www.archivists.org/saagroups/labor/Labor_Archives_Directory.asp

Web page for labor collections?

<http://rmc.library.cornell.edu/EAD/browselists/allKCL.html> list with links to collections with online finding aids

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? 125 of the Kheel's 500+ collections have online finding aids. All are encoded in EAD.

Other resources online?

<http://www.ilr.cornell.edu/library/kheel/collections/topicalGuides/default.html>

Topical Guides to Cornell resources on African-American, women, and agricultural workers; radicals

<http://www.ilr.cornell.edu/trianglefire/default.html> *Triangle Factory Fire* exhibit

<http://www.ilr.cornell.edu/library/kheel/laborArchiveLinks.html> *Links to Labor Archives*

Notes: “The Kheel Center is the most venerable labor-management archive of its type in North America. Its artifacts and documents illuminate labor and workplace history - specifically the needle trades, railroads, teachers, arbitration, mediation, and management theory.” (from the Web site’s home page) The Kheel’s elegant and extensive online resources support this assertion.

Rare Book, Manuscript, and Special Collections Library

103 William R. Perkins Library

Duke University

Box 90185

Durham, North Carolina 27708-0185

(919) 660-5822

<http://scriptorium.lib.duke.edu>

Union depository? No

Major collections: CIO, United Steel Workers in the South; textile corporations; Lucy Randolph Mason

Web page for labor collections? No

Labor collections listed? *Guide to the Cataloged Collections in the Manuscript Department of the William R. Perkins Library, Duke University* has search function which returns lists of collections linked to descriptions (search term “labor” returned 196 items including relevant to labor movement).

<http://scriptorium.lib.duke.edu/dynaweb/guide/guide?DwebQuery=labor>

Descriptions available? Yes

Finding aids available? <http://scriptorium.lib.duke.edu/findaids/> links to lists of online finding aids. Textile corporation collections are available

Other resources online? No

Notes: CIO and Mason collections contain extensive documentation of “Operation Dixie” post-WW II organizing drive in the South.

Florida International University

Archives & Manuscript Collections

Green Library

11200 SW 8th St

Miami, FL 33199

(305) 348-2461

<http://gislab.fiu.edu/gisrsal/collections/menu/scdb/searchform.cfm>**Union depository?** No**Major collections:** Miscellaneous regional AFL-CIO, United Auto Workers, International Association of Machinists, International Ladies' Garment Workers, and public employee groups' documents**Web page for labor collections?** No**Labor collections listed?** Yes; scroll through "Search All Groups" in "Archives" search box for labor-related titles. Click "Search" button to view list of records. Individual records are linked to a page containing location numbers, but no description.**Descriptions available?** No**Finding aids available?** No**Other resources online?** No**Notes:** Interesting variety of bargaining agreements by Florida unions

Special Collections

The Library

Humboldt State University

One Harpst St., Arcata, California 95521-8299

(707) 826-3441

<http://library.humboldt.edu/infoservices/humco.html>**Union depository?** No**Major collections:** [Redwood District Council of Lumber and Sawmill Workers Collection](#), United Brotherhood of Carpenters and Joiners of America (Northern California districts)**Web page for labor collections?**<http://library.humboldt.edu/infoservices/holdings.htm>

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? <http://www.oac.cdlib.org/findaid/ark:/13030/tf8p3006h6>

Other resources online? Regional photography, including industries and workers

Notes: The Redwood District Council of Lumber and Sawmill Workers was a regional umbrella organization that included more than 70 local unions over several decades. The online finding aid for this collection is quite detailed and very well arranged. The use of record groups solves the problem of so many discrete collections within a collection. Great care was also taken to make the presentation easy to use and esthetically pleasing. The historical background portion of the finding aid is an extensive essay in itself and each record group includes an elaborate scope and content note. (Part of the Online Archive of California)

Manuscript Section

Illinois State Historical Library

1 Old State Capitol Plaza

Springfield, IL 62701

(217) 785-7942

<http://www.state.il.us/hpa/lib/manuscript.htm>

Union depository? No

Major collections: “Organized labor is represented in the collections of the Belleville Trades and Labor Assembly, the Tri-City Trades and Labor Council and the Illinois State Federation of Labor and Congress of Industrial Organizations. Early aspects of the labor movement appear in the papers of George A. Schilling (1876-1943), who was active in the Knights of Labor and Duncan McDonald (1894-1960), an organizer for the United Mine Workers.” [From the *Manuscripts* page]

Web page for labor collections? No

Labor collections listed? Yes

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: The Illinois State Historical Library in Springfield is now named the Abraham Lincoln Presidential Library.

Cunningham Memorial Library
Rare Books/Special Collections
Indiana State University
650 Sycamore Street
Terre Haute, Indiana 47809
(812) 237-2610
<http://odin.indstate.edu/level1.dir/cml/rbsc/index.html>

Union depository? No

Major collections: Eugene V. Debs

Web page for labor collections?

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/debs-idx.html>

Labor collections listed? Multiple links on collection page

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/debs-idx.html> for lists and indexes

Descriptions available? Index for abstracts of correspondence at

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/abstract.html>

Bibliographic index for pamphlets at

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/pamph2.html>

Finding aids available? See the above links

Other resources online? Indexes for American socialist education books at

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/bluebook.html>

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/bigblue.html>

Online photography of Debs at

<http://library.indstate.edu/level1.dir/cml/rbsc/debs/photos.html>

Searchable database for Debs materials in the National Archives at

<http://panther.indstate.edu/rbsc/debs/>

Notes: Excellent digital tools for access to a comprehensive collection of material on Debs and American socialism. Includes abstracts to 6,000 letters, listings for thousands of publications, exhibits of selected photographs

Special Collections and Archives
Indiana University of Pennsylvania

America's Industrial Heritage Project
302 Stapleton Library
431 South 11th Street
Indiana, Pennsylvania 15705-1096
(724) 357-3039
http://www.lib.iup.edu/spec_coll/collections/manuscripts.html

Union depository? No

Major collections: United Mine Workers districts in Pennsylvania; United Steel Workers Local #1397 (USS Homestead Works); Rochester & Pittsburgh Coal Co.; William H. Sylvis

Web page for labor collections?
http://www.lib.iup.edu/spec_coll/collections/laborindex.html

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? No

Other resources online? *Articles and Exhibits*
http://www.lib.iup.edu/spec_coll/exhibits/exhibits.html includes early mining history in the region and material on Homestead Steel Strike.

Notes: 36 of 40 labor collections are linked to descriptions. Photographs and text on mining in the area will be online in the future.

State Historical Society of Iowa
402 Iowa Avenue
Iowa City, Iowa 52240
(319) 335-3937
<http://www.iowahistory.org/archives/>

Union depository? No

Major collections: Iowa AFL-CIO; a few large Iowa locals

Web page for labor collections?
http://www.iowahistory.org/archives/research_collections/iowa_labor_collection/default.htm

Labor collections listed? Click on *Archival Collections* on sidebar; then click on *Selected Collections*.

Descriptions available? Yes

Finding aids available? Yes

Other resources online? Click on *Archival Collections* on sidebar, then click on *Photographs* and/or *Films* for a few images and detailed descriptions of films. Also, click on *Iowa Labor History Oral Project* on sidebar. Over 1,100 interviews are described and indexed here.

Notes: 125 collections listed; most linked to online finding aids

Library and Archives Canada

395 Wellington Street
Ottawa, Ontario K1A 0N3
995-5138 (local)
1(866) 578-7777 (toll free Canada and U.S.A.)
<http://www.collectionscanada.ca/index-e.html>

Union depository? No

Major collections: National labour federations; governmental labour agencies

Web page for labor collections?

<http://www.collectionscanada.ca/2/26/h26-201-e.html#NationalArchives>

Labor collections listed? The *ArchiviaNet* search engine returned 156 fonds (collections) using search term “trade unions Canada.”

Descriptions available? All fonds returned are described. Many larger collections link to descriptions of series within.

Finding aids available? Many fonds’ descriptions link to online finding aids

Other resources online? *Guide to Canadian Labour History Resources*

<http://www.nlc-bnc.ca/2/26/index-e.html#ReferenceSources>

Notes: Web pages beyond the home page differ considerably from US ones in format, but are rich in information.

Manuscript Division

Library of Congress

101 Independence Avenue, SE
Washington, D.C. 20540-4680
(202) 707-5383

<http://lcweb.loc.gov/rr/mss/msshome.html>

Union depository? No

Major collections: Brotherhood of Sleeping Car Porters; A. Philip Randolph; American Federation of Labor Letterbooks; Pinkerton's National Detective Agency; National Child Labor Committee; National Consumers League; National Women's Trade Union League of America; United States Work Projects Administration Federal Writers' Project and Historical Records Survey. Also, personal papers of many individuals in government relevant to the history of the labor movement

Web page for labor collections? <http://www.loc.gov/rr/mss/laborlc.html>

Labor collections listed? <http://www.loc.gov/rr/mss/laborlc.html>

Descriptions available? <http://www.loc.gov/rr/mss/laborlc.html>

Finding aids available? <http://lcweb.loc.gov/rr/mss/f-aids/mssfafa.html>

Other resources online? Lewis Hine and Farm Security Administration photographs; miners' songs; other non-print materials can be found at <http://www.loc.gov/rr/business/coll/beshome.html>

Notes: Excellent online EAD finding aids described to folder level and fully searchable.

George Meany Memorial Archives

10000 New Hampshire Avenue
Silver Spring, Maryland 20903
(301) 431-5451

<http://www.georgemeany.org/archives/home.html>

Union depository? Yes

Major collections: AFL-CIO central administrative and staff departments

Web page for labor collections?

<http://www.georgemeany.org/archives/using.html>

Labor collections listed?

<http://www.georgemeany.org/archives/annotated.html> links to annotated guide to record groups in the collection

Descriptions available? Use record group links on annotated guide page

Finding aids available? Yes, record groups of the President, International Affairs, and Information Departments contain several series described to the folder level. Other record groups are described at the series level.

Other resources online? Link to *Labor's Heritage* magazine

<http://www.georgemeany.org/archives/lh.html> Also links to permanent exhibit on Meany, A. Philip Randolph, and temporary exhibits; education sites, including archival procedures for union offices

Notes: Most records date to merger of 1955, but some (most notably AFL presidents Gompers and Green) go back to 1881. Finding aids are available for most requested record groups.

Minnesota Historical Society

Division of Library and Archives

345 W. Kellogg Blvd.

St. Paul, MN 55102-1906

(651) 296-6980

<http://www.mnhs.org/index.html>

Union depository? No

Major collections: AFL-CIO regional records; many locals and districts of Minnesota unions

Web page for labor collections?

<http://www.mnhs.org/library/collections/manuscripts/labor.html>

Labor collections listed? Yes

Descriptions available? Labor collections Web page has links to description page for each collection.

Finding aids available? Nine collections of "labor organizations" have finding aids linked to collection description pages.

Other resources online? Search of "Visual Resources Database"

<http://collections.mnhs.org/visualresources/search.cfm?bhcp=1> using "labor" returned 926 items, many with images.

Notes: MHS 37 collections of labor organizations, 26 of labor leaders, and in a fresh approach, ten of individual workers and eight for selected businesses of particular interest to labor researchers. Another innovation deserves notice. Collection descriptions linked to the list of collections include subject headings which link in turn to all material in the MHS, much like a library OPAC. Also, location in the archives' holdings is found in a link to a "manuscript notebook."

Montana Historical Society

225 North Roberts

Helena, Montana 59620-1201

(406) 444-2694

<http://www.montanahistoricalociety.org/research/library/archcoll.asp>

Union depository? No

Major collections: Anaconda Copper Mining Company; oral history interviews

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: Online catalog search does not return union and government records noted in *SAA-LHR Directory*. *Photograph Collection* page <http://www.montanahistoricalociety.org/research/photo/collections.asp> links to description of large collection of mining photographs.

National Archives and Records Administration

8601 Adelphi Road

College Park, MD 20740-6001

1(866) 272-6272

http://www.archives.gov/research_room/index.html

Union depository? No

Major collections: All Federal agencies

Web page for labor collections? No

Labor collections listed? Click on “Guide to Federal Records” in sidebar on *Research Room* page; Click on “Labor” for Record Group “cluster” to find Record Group numbers.

http://www.archives.gov/research_room/alic/research_tools/record_group_clusters.html#labor

Descriptions available? Scroll up and click on “[List of Federal Records by Record Group Number](#)” for list of Record Groups in numeric order with scope and content notes. Click on “[Federal Records Guide Information](#)” for description of series within Record Groups.

Finding aids available? Yes (to series level)

Other resources online? “Finding Aids” links on *Research Room* page: http://www.archives.gov/publications/inventories_and_lists.html “Published NARA Finding Aids” for Records Groups

http://www.archives.gov/facilities/regional_finding_aids.html “Finding Aids Prepared by the Regions” includes online guides to NARA regional archives.

http://www.archives.gov/facilities/ca/san_francisco/labor_reference_paper.html “Labor and Business History, Records available in NARA's Pacific Region (San Francisco)” offers extensive description of labor-related Record Groups.

Notes: Alphabetical listing in “Guide to Federal Records” identifies Record Group and series numbers, but is not linked to descriptions. “Archival Research Catalog” will produce series-level descriptions. The much-publicized “Access to Archival Databases” includes electronic records from the 1980s and some scanned records dating to the 1950s and 1960s for executive and independent departments. Some of these may be of interest to labor researchers.

Nevada State Library & Archives

100 North Stewart Street, Carson City, Nevada 89701-4285

(775) 684-3310 or 1-800-922-2880 (in-state callers only)

<http://dmla.clan.lib.nv.us/docs/NSLA/archives/archival-rec.htm>

Union depository? No

Major collections: State government agencies; court and legislative records

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: See description of holdings in *SAA-LHR Directory*
http://www.archivists.org/saagroups/labor/Labor_Archives_Directory.asp

State Historical Society of North Dakota

North Dakota Heritage Center
612 East Boulevard Avenue
Bismarck, ND 58505-0830
(701) 328-2091
<http://www.state.nd.us/hist/sal/manu.htm>

Union depository? No

Major collections: North Dakota AFL-CIO; Teamsters', Carpenters' locals

Web page for labor collections? No

Labor collections listed? *Guide to Manuscripts*
<http://www.state.nd.us/hist/sal/manu/mgpreface.htm> lists and describes collections alphabetically. "Index" link lists 13 collections under "labor and laboring classes."

Descriptions available? Yes

Finding aids available? No

Other resources online? No

Notes: "Preface" to *Guide* advises against use of OPAC for manuscripts as many remain uncataloged.

The Ohio Historical Society

1982 Velma Avenue, Columbus, OH 43211
(614) 297-2300
<http://www.ohiohistory.org/resource/archlib/>

Union depository? No

Major collections: William Green; Ohio AFL-CIO; Columbus area unions

Web page for labor collections? No

Labor collections listed? No

Descriptions available? Yes, the OHS Archives/Library's "Online Collection Catalog" links to descriptions. Unfortunately, searches cannot be limited to manuscript materials.

Finding aids available? No

Other resources online? No

Notes: The Youngstown Historical Center of Industry and Labor Archives/Library, a part of the Ohio Historical Society, is dealt with separately below.

Ozarks Labor Union Archives

Southwest Missouri State University
901 South National Springfield, Missouri 65804-0095
417-836-5428
<http://library.smsu.edu/Meyer/SpecColl/oluahome.htm>

Union depository? No

Major collections: Missouri AFL-CIO; several large local unions in Southwest Missouri

Web page for labor collections?

<http://library.smsu.edu/Meyer/SpecColl/oluacollections.htm>

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? Sixteen of 18 processed collections have detailed, folder-level online finding aids.

Other resources online? *Labor Unions in the Ozarks* (book excerpts) at

<http://library.smsu.edu/Meyer/SpecColl/unionhistory.htm>

Notes: A good and growing regional repository. Collections include "right to work" legislation battle and a local's factory relocation ordeal.

Historical Collections and Labor Archives
Special Collections Library
104 Paterno Library

Pennsylvania State University

University Park, PA 16802-1808

(814) 865-7931

<http://www.lias.psu.edu/speccolls/hcla/>**Union depository?** Yes**Major collections:** United Steel Workers; United Mine Workers**Web page for labor collections?**<http://www.lias.psu.edu/speccolls/hcla/steel.htm>**Labor collections listed?** Some collections are listed on the "HCLA" page noted above.**Descriptions available?** USW collections are described on the "Steel" page noted above.**Finding aids available?** Online finding aids for two small labor collections are available at <http://www.lias.psu.edu/speccolls/FindingAids/laborhistory.html>**Other resources online?** No**Notes:** A guide for the Steel Workers Organizing Committee materials in many of the USW and UMW will be available in the future.

Wayne State University

Walter P. Reuther Library

5401 Cass Avenue, Detroit MI 48202

(313) 577-4024

<http://www.reuther.wayne.edu/>**Union depository?** Yes**Major collections:** Association of Flight Attendants; American Federation of State, County & Municipal Employees; American Federation of Teachers; Airline Pilots Association; Industrial Workers of the World; National Association of Letter Carriers; Service Employees International; The Newspaper Guild; United Automobile Workers; United Farm Workers; Heber Blankenhorn; CIO Political Action Committee**Web page for labor collections?** <http://www.reuther.wayne.edu/unions.html>

Labor collections listed? <http://www.reuther.wayne.edu/collections/unions.htm>

A list with links to individual collections in the Reuther's UAW holdings is at <http://www.reuther.wayne.edu/collections/unions-uaw.htm>

Descriptions available? Yes

Finding aids available? Yes, an alphabetical index to all collections linked to HTML encoded finding aids is at http://www.reuther.wayne.edu/collections/hefa_coll.htm

Other resources online? <http://www.reuther.wayne.edu/> has links to temporary topical exhibits as well as http://www.reuther.wayne.edu/Virtual_Motor_City.html a searchable database of 15,000 images in collaboration with the *Detroit News*. <http://www.reuther.wayne.edu/Links/archivelinks.html> has links to other libraries and archives with labor collections.

Notes: The Reuther's pages can seem byzantine, but the user can find what he or she needs, sometimes through multiple paths. For instance, <http://www.reuther.wayne.edu/collections/supplement.htm> is a "Supplement to the 1974 Reuther Guide Book" containing an alphabetical index with descriptive notes for all the collections processed since that date. The Reuther uses a novel search method for the vast autoworkers' records. Series indexes of alphabetical topics yield box and folder numbers, in many cases, several folders in different boxes. While less than elegant, it is effective and easy to use. "HEFAs," HTML encoded finding aids, enable the search function. If there is inconsistency here, this seems inevitable given the size and variety of the collections. In nearly all cases, however, a quick return to previous pages easily redirects the user.

Special Collections and University Archives

Archibald S. Alexander Library

Rutgers, The State University of New Jersey

169 College Avenue

New Brunswick, NJ 08901-1163

<http://www.libraries.rutgers.edu/rul/libs/scua/scua.shtml>

Union depository? Yes

Major collections: International Union of Electrical Workers; National Maritime Union

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? <http://www.rci.rutgers.edu/~tcorlis/PRES-GD.HP4.doc> for a 343-page guide to the IUE subgroup of James B. Carey's papers. This will soon be encoded in EAD.

Other resources online? No

Notes: IRIS, Rutgers's OPAC, will search for specific titles in collections.
<http://www.iris.rutgers.edu/uhtbin/cgiirsi/YAKLygMkww/48360021/60/3/X>

Labor Archives & Research Center
San Francisco State University
480 Winston Drive
San Francisco, CA 94132
(415) 564-4010
<http://www.library.sfsu.edu/special/larc.html>

Union depository? No

Major collections: National War Labor Board Records; California Department of Industrial Relations

Web page for labor collections? <http://www.library.sfsu.edu/special/larc.html>

Labor collections listed?

<http://www.library.sfsu.edu/special/2003holdings/pdf> is collections guide in PDF format. It will not open except from "Holdings List" link under "Collections" on home page

Descriptions available? Yes, in collections guide linked to home page (see above)

Finding aids available? LARC has contributed 49 finding aids to the Online Archive of California <http://www.oac.cdlib.org/dynaweb/ead> Click on "List of contributing institutions" and scroll down to LARC link.

Other resources online? A few images are available at <http://www.library.sfsu.edu/special/photos.html> A Web site for labor art in California failed to open.

Notes: Fine regional collection of Bay Area labor activities in the Twentieth Century. Excellent finding aids on OAC Web site.

Southern California Library for Social Studies and Research

6120 S. Vermont Avenue
Los Angeles, California 90044
(213) 759-6063

http://www.usc.edu/isd/archives/la/libraries/la_libraries_so_cal.html for overview and background

<http://www.socallib.org/> homepage with links to collections

Union depository? No

Major collections: Harry Bridges deportation case, CIO in Los Angeles and California 1940s-1950s, legal defense committees, local labor union activities such as the Hollywood Studio Strike of 1945-1947

Web page for labor collections?

http://www.socallib.org/SCLWebSite/collections_intro.html lists all the collections alphabetically, labor-related ones included.

Labor collections listed? Not separately

Descriptions available? Yes

Finding aids available? Most of approximately twenty labor-related collections are encoded and online (Online Archive of California).

Other resources online? No

Notes: Interesting regional collections with quality OAC EAD finding aids.

Southern Labor Archives

Georgia State University Library
Georgia State University
100 Decatur Street SE
MSC 8E0705
Atlanta, GA 30303-3202
(404) 651-2477

<http://www.library.gsu.edu/spcoll/Labor/>

Union depository? Yes (SLA holds national records for unions listed here in "Major Collections")

Major collections: International Association of Machinists and Aerospace Workers; United Garment Workers of America; United Furniture Workers of

America; Professional Air Traffic Controllers Organization; regional AFL-CIO; many local and district records for unions throughout the Southeastern US

Web page for labor collections?

<http://www.library.gsu.edu/spcoll/Collections/Labor/index.htm>

Labor collections listed? Almost 200 of the SLA's 500+ collections are listed.

Descriptions available? Web page for labor collections links to descriptions and finding aids for almost 200 collections.

Finding aids available? Yes, almost 200 (including most major collections) finding aids are online.

Other resources online? 130 prints related to labor from the 19th & Early 20th Centuries; "Voices of Labor" oral history project summaries of interviews; "Work 'n' Progress" Georgia labor history school curriculum guide

Notes: SLA's claim as the preeminent labor repository in the South is indisputable. The archive is also a leader in technology; many of its online finding aids are EAD encoded.

Temple University Libraries

Urban Archives

Samuel Paley Library / Ground Floor

Philadelphia, PA 19122-6088

(215) 204-8257, (215) 204-5750

<http://www.library.temple.edu/urbana/index.htm>

Union depository? No

Major collections: Amalgamated Clothing Workers of America, Philadelphia Joint Board; Textile Workers Union of America, Philadelphia Joint Board

Web page for labor collections?

<http://www.library.temple.edu/urbana/URBMSAB.HTM#lab>

Labor collections listed? Yes

Descriptions available? No

Finding aids available? 22 of 41 labor collections listed are linked to online finding aids.

Other resources online? *Photographic Collection* includes at least 4 labor-related collections <http://www.library.temple.edu/urbana/phodes.htm>

Notes: Broad variety of collections, half with online finding aids, reflects industrial diversity of the Philadelphia area.

Wirtz Labor Library

U.S. Department of Labor

200 Constitution Avenue. N.W.

Room N-2445

Washington, D.C. 20210

(202) 693-6600

<http://www.dol.gov/oasam/library/welcome.html>

Union depository? No

Major collections: James Taylor collection; folio collection of labor serials. "Additional historical holdings are housed in the George Meany Memorial Archives."

Web page for labor collections?

<http://www.dol.gov/oasam/library/collections/collections.htm>

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? *Department of Labor Research Resources*

http://www.dol.gov/oasam/library/resources/dol_resources.htm

Labor Related Research Resources (elsewhere)

http://www.dol.gov/oasam/library/resources/labor_resources.htm

Labor Hall of Fame Book List (books about labor figures)

<http://www.dol.gov/oasam/programs/laborhall/books.htm>

Labor Hall of Fame/Honorees (biographical material)

<http://www.dol.gov/oasam/programs/laborhall/honorees.htm>

A selected bibliography of materials in the Wirtz Labor Library Collection (works on Cesar Chavez, William Green, Willard Wirtz, and child labor)

<http://www.dol.gov/oasam/library/bib/bib.htm>

Notes: The *Department of Labor Research Resources* include some historical documentation along with current reports.

The University of Akron
Archival Services
University Libraries
Polsky Building
225 South Main Street, Room LL10
Akron, OH 44325-1702
(330) 972-7670
<http://www3.uakron.edu/archival/regional.htm>

Union depository? Yes

Major collections: United Rubber Workers; tire manufacturing corporations

Web page for labor collections? No

Labor collections listed? Yes

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: Dublin's article on labor material on the Web indicates this is a new partnership of labor, business, and academic resources.

M.E. Grenander Department of Special Collections and Archives
University at Albany, SUNY
New Library Room 352
Albany, NY 12222
(518) 437-3931
<http://library.albany.edu/speccoll/>

Union depository? No

Major collections: Albany, Schenectady, and Troy union locals and districts; area residents involved in the labor movement

Web page for labor collections? <http://library.albany.edu/speccoll/labor.htm>

Labor collections listed? Yes, see
http://library.albany.edu/speccoll/documentinglabor/apap_listing1.htm for list
without descriptions or links to finding aids.

Descriptions available? Yes

Finding aids available? Forty-one of 44 labor collections have fully descriptive finding aids online linked to the labor collections page.

Other resources online? “Documenting Labor Inside and Out” uses the archives’ collections to illustrate the significance and uses of labor documents.
<http://library.albany.edu/speccoll/documentinglabor/index.html>

Notes: SUNY Albany’s substantial labor collections are not self-evident; these are included within “Archives of Public Affairs and Policy” at the Grenander.

University of British Columbia Library
 Special Collections and University Archives Division
 Main Library
 1956 Main Mall
 Vancouver, B.C.
 V6T 1Z1
 (604) 822-2521
<http://www.library.ubc.ca/spcoll/>

Union depository? No

Major collections: United Fishermen & Allied Workers; Int’l Union of Mine, Mill & Smelter Workers

Web page for labor collections? http://www.library.ubc.ca/spcoll/mss_col.html
 Contains links to descriptions of two major labor collections noted above.

Labor collections listed? No

Descriptions available? Sidebar search on “Manuscript Collections” page noted above returns 27 relevant labor collections.

Finding aids available? “EAD Pilot Project” linked to “Manuscripts Collections” page does not include any labor collections.

Other resources online? <http://www.library.ubc.ca/spcoll/collage.gif> Collage of items from labor and business collections.

Notes: UBC’s “EAD Pilot Project” is progressing in phases.

Archives
 184 UCB, **University of Colorado**

Boulder, CO 80309-0184
(303) 492-7242
<http://www-libraries.colorado.edu/ps/arv/frontpage.htm>

Union depository? Yes

Major collections: Western Federation of Miners; Mine, Mill, and Smelter Workers; National Farmers Union; Oil, Chemical & Atomic Workers; International Typographical Union

Web page for labor collections?

<http://www-libraries.colorado.edu/ps/arv/collections/labor.htm>

Labor collections listed?

<http://www-libraries.colorado.edu/ps/arv/collections/lists/labor.htm>

Descriptions available?

http://www-libraries.colorado.edu/ps/arv/guide_2003.htm

Collections guide also available in Word document and PDF formats linked to
<http://www-libraries.colorado.edu/ps/arv/frontpage.htm>

Finding aids available? No

Other resources online? No

Notes: A major repository. Once part of the "Western Historical Collections," these have now been placed under the university's archives department. Searches under the WHC will yield old references. Larger collections (300 to 800 boxes), such as Western Federation of Miners remain unprocessed. Other significant collections include Colorado districts and locals of the United Brotherhood of Carpenters and Joiners and a Long Beach CA Oil, Chemical & Atomic Workers local.

Business, Railroad, Labor and Ethnic Heritage and Immigration Collections
Thomas J. Dodd Research Center

University of Connecticut

405 Babbidge Road Unit 1205

Storrs, CT 06269-1205

(860) 486-2516

<http://www.lib.uconn.edu/DoddCenter/ASC/>

Union depository? No

Major collections: Regional, state, and local AFL-CIO; International Association of Machinists and Aerospace Workers locals and district

Web page for labor collections? Yes

Labor collections listed?

<http://webapps.lib.uconn.edu/Dodd/AToZ.cfm?StartLetter=All&Area=9&Display=Long>

Descriptions available? Pages at URL for labor collections list contain descriptions.

Finding aids available? Yes, labor collections list entries contain finding aid format and links to online finding aids. Ten of 30 labor collections have online finding aids detailed to folder level. Most are not yet encoded in EAD

Other resources online? <http://www.cthistoryonline.org/sitemap.html> contains exhibits on the state's textile industry and women workers. "Links to Labor History Resources in the United States" page includes selected Web sites for archives elsewhere.

Notes: Good finding aids. Upon completion of encoding, these will offer access to a strong state labor collection. IAM collections do not have online finding aids.

University Archives and Special Collections

University of Hawaii at Manoa

2550 McCarthy Mall

Honolulu, HI 96822

(808) 956-6995, or via Special Collections, 956-8264

<http://www2.hawaii.edu/~speccoll/arch>

Union depository? No

Major collections: HSPA (Hawaii Sugar Planters' Association) Plantation Archives

Web page for labor collections?

<http://www2.hawaii.edu/~speccoll/arch/labor.htm>

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? No

Other resources online? No

Notes: Although the plantation collections are business records, these appear to be rich in information on workers.

Archives & Manuscripts Department

University of Maryland

Hornbake Library

College Park, Maryland 20742

(301) 405-9058

<http://www.lib.umd.edu/ARCV/arcvmss/arcvmss.html> (Archives and Manuscripts)

<http://www.lib.umd.edu/ARCV/histmss/> (Historical Manuscripts)

Union depository? Yes

Major collections: Bakery, Confectionery, and Tobacco Workers International Union; Cigar Makers International Union; Industrial Union of Marine and Shipbuilding Workers; Tobacco Workers International Union; United Brotherhood of Carpenters and Joiners

Web page for labor collections?

<http://www.lib.umd.edu/ARCV/histmss/histlabor.html>

Labor collections listed? Yes

Descriptions available? Yes, these are linked to collections listed on labor history Web page. Most are also available on *Labor in America* page

<http://www.lib.umd.edu/ARCV/rguide/laborres.html>

Finding aids available? No

Other resources online? *Samuel Gompers Papers* documentary editing project sponsored by the University of Maryland

<http://www.history.umd.edu/Gompers/index.html>

Notes: Online finding aids, encoded in EAD, will appear summer 2004. The Carpenters collection is a large recent acquisition; it remains unprocessed.

Special Collections and Archives

University of Massachusetts Amherst

25th Floor, W.E.B. Du Bois Library

Amherst, Massachusetts 01003

(413) 545-2780

<http://www.library.umass.edu/spcoll/spec.html>

Union depository? No

Major collections: Regional local and district records, especially the Amalgamated Clothing and Textile Workers Union, United Brotherhood of Carpenters and Joiners

Web page for labor collections?

<http://www.library.umass.edu/spcoll/manuscripts/labor.html>

Labor collections listed? Yes

Descriptions available? Yes, but only for 3 of 37 labor collections

Finding aids available? No

Other resources online? *Links to Primary Source Materials in Labor History and Labor Studies* <http://www.library.umass.edu/spcoll/research/labor.html>

Notes: Wide variety of union collections for Western Massachusetts; listing does indicate chronological range of each collection

The Labadie Collection
Special Collections Library
711 Harlan Hatcher Library
University of Michigan
Ann Arbor, Michigan 48109-1205
(734) 764-9377

<http://www.lib.umich.edu/spec-coll/labadie/>

Union depository? No

Major collections: The Labadie Collection (See **Notes** below)

Web page for labor collections? <http://www.lib.umich.edu/spec-coll/labadie/brochurecover.html> is the home page for manuscripts in the collection.

Labor collections listed? <http://www.lib.umich.edu/spec-coll/labadie/labadiemanuscripts.html#guide> is the alphabetical guide to collections contained in the Labadie.

Descriptions available? Yes, the alphabetical guide contains descriptions for each collection contained in the Labadie.

Finding aids available? No

Other resources online? <http://www.lib.umich.edu/spec-coll/labadie/labadiemanuscripts.html#appendix> contains descriptions for other UM collections related to the Labadie. <http://www.lib.umich.edu/spec-coll/labadie/labadie.html#related> contains links related to the Labadie elsewhere.

Notes: “Although the Collection was originally concerned mainly with anarchist materials (the field in which it remains strongest), its scope was later widened considerably to include a great variety of social protest literature together with political views from both the extreme left and the extreme right.... In addition to anarchism, the Collection's strengths include: civil liberties (with an emphases on racial minorities), socialism, communism, colonialism and imperialism, American labor history through the 1930s, the IWW, the Spanish Civil War, sexual freedom, women's liberation, gay liberation, the underground press, and student protest.” [from the “Introduction” Web page]

Immigration History Research Center

University of Minnesota

College of Liberal Arts

311 Andersen Library

222-21st Avenue S.

Minneapolis MN 55455-0439

(612) 625-4800

<http://www1.umn.edu/ihrc>

(<http://www.ihrc.umn.edu/> is new URL scheduled for 5/1/04)

Union depository? No

Major collections: American immigrants and organizations active in the labor movement and radical politics

Web page for labor collections? No

Labor collections listed? See summary of labor holdings in the SAA's *Labor Archives Roundtable: Directory of Labor Archives in the United States and Canada* http://www.archivists.org/saagroups/labor/Labor_Archives_Directory.asp

Descriptions available? No

Finding aids available? Thirty online finding aids can be found at <http://www.ihrc.umn.edu/research/guide/inventories/index.htm> The papers of Anthony Caprano, an anarchist, and the Work People's College, an IWW adult education center are included.

Other resources online? *COLLAGE*, an online image database, returned 27 items using search term “labor”. <http://www.ihrc.umn.edu/collage/imagedb.html>

Notes: The IHRC is an immigration, not a labor, repository. See <http://www.ihrc.umn.edu/research/guide/index.htm> for a guide to the ethnic organization of the archives. *MNCAT*, the library's OPAC, will search the IHRC's holdings.

http://umnlb.oit.umn.edu/F/?func=file&file_name=find-b&local_base=umn01pub

University of Missouri-Columbia
Western Historical Manuscript Collection
23 Ellis Library
University of Missouri
Columbia, Missouri 65201-5149
(573) 882-6028
<http://www.system.missouri.edu/whmc/>

Union depository? No

Major collections: Regional, state, and local collections of unions, businesses, and individuals involved in labor issues

Web page for labor collections? <http://www.umssystem.edu/whmc/tl-labor.html>

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? Five of 29 labor collections are linked to online finding aids.

Other resources online? No

Notes: Wide variety of mainly small collections dealing with organizations and individuals in Missouri

The Labor Project
Department of Special Collections & University Archives
Knight Library, 2nd floor North
15th & Kincaid Street
University of Oregon
Eugene, OR 97403
(541) 346-3068
<http://libweb.uoregon.edu/speccoll/exhibits/labor/>

Union depository? Yes

Major collections: International Woodworkers of America; Oregon AFL-CIO

Web page for labor collections?

http://libweb.uoregon.edu/speccoll/exhibits/labor/search_page/collections.php

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? No

Other resources online?

<http://libweb.uoregon.edu/speccoll/exhibits/labor/about.html> *About the Project*

<http://libweb.uoregon.edu/speccoll/exhibits/labor/goals.html> Goals (scope, etc.)

<http://libweb.uoregon.edu/speccoll/exhibits/labor/resources.html> (Links to other labor sites)

Notes: Dozens of collections include personal papers and business or government records related to labor along with the large Woodworkers collection. Collections Web page includes a useful search by subject function. Some pages include images linked to related collections.

United Electrical Workers/Labor Collections

Archives Service Center

University of Pittsburgh

7500 Thomas Boulevard, 2nd Floor

Pittsburgh, PA 15260

(412) 244-7091

http://www.library.pitt.edu/libraries/archives/ue_labor.html

Union depository? Yes

Major collections: United Electrical Workers; regional collections

Web page for labor collections?

http://www.library.pitt.edu/libraries/archives/ue_labor.html

Labor collections listed? Yes

Descriptions available? No

Finding aids available? No

Other resources online? *Pittsburgh & Western Pennsylvania Labor Legacy*

http://www.library.pitt.edu/labor_legacy/

Archives of Industrial Society (Separate and extensive group of ethnic, church, and business collections also housed in the University of Pittsburgh's Archives Service Center)

<http://www.library.pitt.edu/libraries/archives/aistoc.html>

Historic Pittsburgh (Historical Society of Western Pennsylvania's site hosted by the University) links to corporate photo collections as well as EAD finding aids for collections for HJ Heinz Co., Carnegie Steel, Alcoa, and Charles Owen Rice.

<http://digital.library.pitt.edu/pittsburgh/> This ongoing project will encode other labor related collections, including those at the University of Pittsburgh, in the future.

Notes: Pittsburgh's online resources emphasize the area's rich labor heritage, not description of the UE collection. The *Labor Legacy* page links to a data bank of local union records, digitized documents highlighting critical events, chronologies, online exhibits, and profiles of individual unions. An excellent site map http://www.library.pitt.edu/labor_legacy/sitemap.html provides an outline and links.

Texas Labor Archives
 Special Collections Division
University of Texas at Arlington Libraries
 P.O. Box 19497
 Arlington, Texas 76019
 (817) 272-3393
<http://libraries.uta.edu/SpecColl/txlabarc.html>

Union depository? No

Major collections: 300 regional collections, including Texas AFL-CIO

Web page for labor collections?

<http://libraries.uta.edu/SpecColl/findaids/guideLab1.htm>

Labor collections listed? Yes

Descriptions available? Yes

Finding aids available? Yes, 8 are linked to the home page.

Other resources online? Unprocessed collections, with scope and content notes, are listed. <http://libraries.uta.edu/SpecColl/findaids/guideUnpro.htm>

Photograph collections, including mining and railroads, are listed.

<http://libraries.uta.edu/SpecColl/findaids/guideHisPhoto.htm>

Notes: Impressive regional holdings described, with notes for unprocessed collections.

Special Collections

Bailey/Howe Library

University of Vermont

Burlington, VT 05401

(802) 656-2138

<http://bailey.uvm.edu/specialcollections/>

Union depository? No

Major collections: Microfilm of United Stone & Allied Products Workers records may include lost originals not in merged collection at Pennsylvania State University (United Steel Workers); personal papers of Vermont labor figures

Web page for labor collections? No

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? No

Notes: *Catalog of Vermont Archives and Manuscripts (ArcCat)* OPAC (linked to special collections page sidebar) will search all Vermont depositories for labor collections and return full catalog record.

University of Washington Libraries

Manuscripts, Special Collections, University Archives

Allen Library South, Basement

Box 352900

University of Washington

Seattle, WA 98195-2900

(206) 543-1929, 543-1879

<http://www.lib.washington.edu/specialcoll/>

Union depository? No

Major collections: Six regional collections

Web page for labor collections? No

Labor collections listed? Use "Labor" in "Browse by Subject"
<http://www.lib.washington.edu/specialcoll/findaids/subject.html>

Descriptions available? Yes

Finding aids available? All labor collections have online finding aids (Use "Labor" in "Keyword" search). <http://www.lib.washington.edu/specialcoll/findaids/>

Other resources online? No

Notes: Broussais collection contains anti-union espionage reports for 1919 Seattle General Strike. Maloney papers document broad experience of a labor radical. Finding aid notes for all collections are extensive.

Robert F. Wagner Labor Archives & Tamiment Labor Collections

70 Washington Square South

New York, NY 10012

(212) 998-2630

<http://www.nyu.edu/library/bobst/research/tam/>

Union depository? Yes

Major collections: Communications Workers of America; United Telegraph Workers; Actors' Equity Association; Associated Actors and Artists of America

Web page for labor collections?

<http://www.nyu.edu/library/bobst/research/tam/labor.html> ("Find on this Page" search box available)

Labor collections listed? Yes

Descriptions available? No

Finding aids available? Online finding aids include the CWA and UTW collections. http://www.nyu.edu/library/bobst/research/tam/fa_index.html

Other resources online? *Specialized Guides* (Yiddish-speaking; women; reference) <http://www.nyu.edu/library/bobst/research/tam/guides.html>
Online Exhibits <http://www.nyu.edu/library/bobst/research/tam/exhibits.html> links include *Labor Arts* <http://www.laborarts.org/> with a broad variety of images and music.

Notes: The Wagner's extensive holdings focus on the New York metropolitan area although the CWA and UTW are national unions. All finding aids are encoded in EAD. The Tamiment Labor Collections are a comprehensive group of personal papers and organizational collections in published microform.

West Virginia and Regional History Collection

West Virginia University

Wise Library

P.O. Box 6069

Morgantown, WV 26506-6069

(304) 293-3536

<http://www.libraries.wvu.edu/wvcollection/index.htm> is the home page; click on "[Guide to Archives and Manuscripts](#)"

Union depository? No

Major collections: Districts and locals of the United Mine Workers; individuals, coal operators, and organizations related to the UMW

Web page for labor collections? No

Labor collections listed? No

Descriptions available? *Guide to Archives and Manuscripts*

<http://www.libraries.wvu.edu/wvcollection/manuscripts/guide.htm> lists and describes all collections alphabetically by title. The *Guide's* "Index"

<http://www.libraries.wvu.edu/wvcollection/manuscripts/guideindex.htm> lists labor collections by subject. The *Guide* is searchable through a browser. A PDF version of the *Guide* is also available.

Finding aids available? No

Other resources online? <http://www.libraries.wvu.edu/wvcollection/index.htm> (home page) contains link to photographic collections for "Coal Mines & Mining" and "WV—State Federation of Labor."

Notes: Use the *Guide's* "Index" with caution. "Labor" entries do not include WVU's vast number of collections related to coal mining and the UMW.

Wisconsin Historical Society Archives

816 State Street

Madison, WI 53706

(608) 264-6460

<http://www.wisconsinhistory.org/archives/>

Union depository? Yes

Major collections: American Federation of Labor (1888-1955); Wisconsin AFL-CIO; Amalgamated Association of Street, Electric Railway, and Motor Coach Employees; United Packinghouse Workers (includes Amalgamated Meat Cutters and Butcher Workmen); International Brotherhood of Teamsters; Retail Clerks International Union; Textile Workers Union; United Food and Commercial Workers; John L. Lewis; Morris Hillquit; John R. Commons; Socialist Labor Party; Socialist Workers Party.

Web page for labor collections?

<http://www.wisconsinhistory.org/libraryarchives/readroom/labor.asp>

Labor collections listed? No

Descriptions available? The WHS ArCat <http://arc.library.wisc.edu/> OPAC works well and offers complete catalog entries with descriptive notes.

Finding aids available? <http://libtext.library.wisc.edu/shswead/> returned fourteen labor collections encoded in EAD. These included the Highlander Research and Education Center; the American Communications Association; the Bricklayers, Masons, and Plasterers International Union; the Associated Unions of America.

Other resources online? *Wisconsin Historical Images*

<http://www.wisconsinhistory.org/whi/> returned 26 images using search term "labor union."

Notes: Prestigious and the oldest American labor repository. "In the Library the holdings of labor newspapers, periodicals, and pamphlets is (sic) unparalleled." (From the *Labor Collections* page)

YIVO Institute for Jewish Research

Archives/Library

15 West 16th Street

New York, NY 10011-6301

(212) 292-1892

http://www.yivoinstitute.org/archlib/archlib_fr.htm

Union depository? No

Major collections: Jewish Labor Bund

Web page for labor collections? Click on “Archives” in sidebar; then click on “Bund Archives.”

Labor collections listed? No

Descriptions available? No

Finding aids available? No

Other resources online? “Story of the Jewish Labor Bund” exhibit
http://www.yivoinstitute.org/exhibits/bund_fr.htm

Notes: “The Bund Archives contain not only the official records of the Jewish Labor Bund (as the Bund is officially known in English), but also important documents on the history of the revolutionary movement in tsarist Russia; the socialist, anarchist, territorialist, and labor movements in both Europe and the United States; Yiddish culture; and the Holocaust.” (From the “Archives” page)

Youngstown Historical Center of Industry and Labor Archives/Library

P.O. Box 533

Youngstown, OH 44501

1(800) 262-6137 (toll free)

(330) 743-5934

http://www.ohiohistory.org/youngst/arch_lib.html

Union depository? No

Major collections: Mahoning valley industries, unions, labor activism

Web page for labor collections? No

Labor collections listed? “Holdings of the Youngstown Historical Center of Industry and Labor are listed in The Ohio Historical Society [Online Collection Catalog](#).” <http://www.ohiohistory.org/ipac-cgi/ipac>

Descriptions available? No

Finding aids available? <http://www.ohiohistory.org/youngst/findaid/index.html>
 links to 32 online finding aids.

Other resources online? *Collection Focus* statement

<http://www.ohiohistory.org/youngst/collfocus.html>

Video Oral History project <http://www.ohiohistory.org/youngst/oralhist.html>

Audio-Visual Collections (video tapes)

<http://www.ohiohistory.org/youngst/audiovis.html>

Notes: Some archival materials are held in the OHS in Columbus, not in the YHCIL. (42 items returned for “United Steel Workers”, for example, are in Columbus. Online finding aid for the Ecumenical Coalition of the Mahoning Valley, on the other hand, states it is in the YHCIL. Other finding aids do not indicate the location of collections.

APPENDIX B: SURVEY QUESTIONS DIRECTED TO LABOR ARCHIVISTS

- 1.) Do you have an explicit collection development policy statement for your repository? If so, what does it include and focus on? How effectively do you think your institution meets the goals set forth in this policy? What particular factors assist you or constrain you from doing so?
- 2.) What sources [I.E., institutions, organizations, individuals] do you solicit materials from? Are there other sources you'd like to solicit, but are unable to do so? Please explain.
- 3.) Do you seek materials from business sources as well as labor unions and workers' groups? If so, how successful are you in doing so?
- 4.) How would you characterize your relationship with the union you act as a depository for? Do you feel they have an active interest in the relationship?
- 5.) When did you go online with information about your collection? How often do you make changes or additions to your online resources?
- 6.) Where did you seek expertise in going online? Within the archives? Your parent institution? An outside contractor? Professional organizations? How much was self-taught?
- 7.) Have online resources proved of value in attracting interest in your collection? How do you know? What evidence do you have?
- 8.) Are historians beginning to expect or demand online access to your collection? If you have no finding aids online, are they asking for these? If you have finding aids online, are they using these? How do you know? Are they asking for more?
- 9.) What online projects are now "in the works"? What other online resources do you plan to add in the future? Where would you concentrate limited resources for your online presence? On images? Finding aids? Digitized full text?
- 10.) (For institutions utilizing Encoded Archival Description) How did you learn it? (For those not using EAD) Do you have plans to use EAD for your finding aids? What may be needed for you to take this step?

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