The Register of the United Electrical, Radio and Machine Workers of America Records, 1936-1981

Collection number: 071

Southern California Library for Social Studies and Research
Los Angeles, California

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Descriptive Summary

Title: United Electrical, Radio and Machine Workers of America Records,
Date (inclusive): 1936-1981
Collection number: MSS 071
Creator: United Electrical, Radio and Machine Workers of America
Extent: 14 legal document boxes, one legal half document box; 5 linear feet
Repository: Southern California Library for Social Studies and Research
Los Angeles, CA 90044

Abstract: The collection consists of partial records of the United Electrical, Radio and Machine Workers of America (UE). There is material from selected years of the national Executive Board and from early chapters of UE history (1940s-1960s). There is a large amount of material on the 1969 strike against General Electric and the events leading up to it. The bulk of the collection related to specific locals is material on California locals in District 10--specifically Local 1010 (Ontario), Local 1012 (Ontario) and Local 1421 (Los Angeles)--but additionally there is a small amount of material from locals in Pennsylvania, Ohio and Wisconsin.

Language: English.

Access

The collection is available for research only at the Library's facility in Los Angeles. The Library is open from 10 a.m. to 4 p.m., Tuesday through Saturday. Researchers are encouraged to call or email the Library indicating the nature of their research query prior to making a visit.

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Records, 1936-1981

Machine Workers of America

United Electrical, Radio and Steel Workers, select AFL unions and others.

affiliation affidavits to save their membership but raids continued by the UAW who had been joined in this practice by the UE to appear on the ballot after the UAW called for an election in a UE shop. Finally, the UE signed the non-communist referred to as the "dirty decade". The UAW raids were facilitated by the Taft-Hartley Board, who would refuse to allow the affidavit and shortly thereafter the UAW began raiding UE shops. What followed was what many members of the UE experience of the UE during this time represents a most extreme example of the targeting of labor by powerful political and industry interests. Using anti-communist rhetoric as a back drop, the National Association of Manufacturers lobbied for and won passage of the Taft-Hartley Act in 1947 which, among other things, 1) allowed court injunctions against labor unions, 2) required that all union officials sign affidavits swearing no affiliation with the Communist Party and 3) allowed machinists whose locals held charters with the Machinists union of the AFL-all aligned under the UE. The AFL, made up of craft unions, was reticent to organize across industry and refused to give the UE a charter. Shortly after, at the opening convention of the Congress of Industrial Organizations (CIO), formed to organize along industry lines, the UE received a CIO charter, although it had already been operating as an industrial union. The UE grew steadily to a union of more than 600,000 men and women within a decade. The UE's industry-wide union effected change on a scale that the AFL craft unions and independent unions could not. For example, whereas in the fifteen years before the UE was formed, from 1920-1935, wages had only been increased an average of five cents an hour; in the 15 years after the UE was formed, wages increased by an average of 95 cents an hour.

1946 Watershed Year

Though in 1938, a little less than 50% of the General Electric (GE) plants were organized, by 1940 GE was almost completely organized under the UE, with large numbers of members at Westinghouse and General Motors (GM) Electrical Division plants. By 1941, the UE had secured a renewal of the first national agreement ever signed by a giant of industry-GE - and also signed national agreements with Westinghouse and GM Electrical Division--without a strike. Rapidly the UE became the third largest industrial union within the CIO, after the United Auto Workers (UAW) and the United Steel Workers of America. The war years and calls for strike freezes led to huge losses in wages for workers. Wage increases were held at 15% although cost of living increased by 45% during that time. Furthermore, corporate profits were quadrupling.

After the war ended, the UE joined with the two largest industrial unions in the CIO to launch a unified effort for economic justice across three major industries. All three unions demanded a two dollar a day raise (about a 25% increase) for workers to make up for the loss of earning power and wage depreciation. GE offered the UE a 10% increase, or ten cents an hour and told them to "take it or leave it". Almost immediately the UE rank and file voted to strike. In January workers at GE, Westinghouse and GM Electrical Division plants across the country went on strike. Two hundred thousand UE workers joined the picket lines with support from many more Americans living in industry towns. A week after the UE workers went on strike, 800,000 steel workers shut down the steel industry. By May 1946 the CIO unions had secured major settlements across the board, winning between 18 cent and 19 cent raises per hour for electrical, steel and auto workers. It was a watershed year for labor. The 1946 strikes involved nearly five million American workers who gained a sense of potency and solidarity that they could go up against powerful corporate entities and win.

The "Dirty Decade"

The Cold War provided a climate conducive for industry to mobilize against labor's increasing militancy and strength. The experience of the UE during this time represents a most extreme example of the targeting of labor by powerful political and industry interests. Using anti-communist rhetoric as a back drop, the National Association of Manufacturers lobbied for and won passage of the Taft-Hartley Act in 1947 which, among other things, 1) allowed court injunctions against labor unions, 2) required that all union officials sign affidavits swearing no affiliation with the Communist Party and 3) allowed management (and not just workers) to call for a union election in their shop.

At first the CIO took the position that they would all stand together in refusing to sign the affidavits, but within a few years all but the UE had signed. Not signing enabled the Taft-Hartley Board to bar the UE from appearing on the ballot for union elections in a plant. The solidarity among the CIO industrial unions proved tenuous even as early as during the strike wave of 1946. Although Walter Reuther of the UAW publicly stated satisfaction with the 18 1/2 cent wage increase won during the strike waves, he privately felt that settlements by the UE with the GM Electrical Division prevented him from winning the full 19 1/2 cents recommended by the presidential panel for auto workers at GM plants. Reuther was the first to sign the affidavit and shortly thereafter the UAW began raiding UE shops. What followed was what many members of the UE referred to as the "dirty decade". The UAW raids were facilitated by the Taft-Hartley Board, who would refuse to allow the UE to appear on the ballot after the UAW called for an election in a UE shop. Finally, the UE signed the non-communist affiliation affidavits to save their membership but raids continued by the UAW who had been joined in this practice by the Steel Workers, select AFL unions and others.
Just before the 1949 CIO convention, the UE petitioned the CIO for protection from the raids asking that CIO members who supported them be fired and that unions who participated be sanctioned. When neither occurred, the UE stopped paying dues and refused to send delegates to the convention. The stand-off resulted in the UE's expulsion from the CIO and the establishment of the International Union of Electrical, Radio and Machine Workers (IUE-CIO), an alternate electrical union with jurisdiction over all UE shops. The remarkable struggle of the UE for its very survival began in full force. They faced formidable opponents. Having been singled out early on by the House Un-American Activities Committee, the UE faced a powerful political and business alliance without the support of the CIO, which had splintered under Cold War pressure. Armed with the new provisions of Taft-Hartley, GE and Westinghouse called for union elections in every UE shop. As UE officials prepared for these forced elections, UE members and officials were simultaneously being called in front of HUAC, the Subversive Activities Control Board and other congressional investigating committees on charges of "Red ties". These were tough years for the UE and resulted in many gains for GE and Westinghouse as the industrial labor movement splintered.

1966 and Beyond

"Guys, we want to talk about how best we can pull ourselves together to handle the bastards this time around."
--UE officials in presentation to IUE and AFL-CIO reps

By 1966, the UE was working hard to reverse twenty years of setbacks brought on by GE's new labor relations strategy, a package of "take it or leave it" techniques known by the term Boulwarism after Lemuel R. Boulware, the vice president of GE's "Labor Relations Services" during the 1950s and early 1960s. The strategy consisted of holding months of stalling meetings with the union negotiating committees where corporate negotiators merely listened to the union arguments, followed by a company "take it or leave it" offer--largely undercutting workers demands. Boulware, who climbed the corporate ladder through marketing positions, put his advertising skills to work. GE would engage a full media blitz about the offer to workers and the community surrounding the plants. Due to fragmented organization of the workers in the electrical industry into UE and IUE shops, as well as into many other smaller unions, most often the union negotiating committees had no choice but to "take it". The gains electrical workers had made in the 1940s were rapidly slipping away.

Despite the contentious history between the UE and the IUE-AFL/CIO, the UE continued attempts to join forces with the IUE during negotiations with GE for national contracts. In 1966, the UE held a strike vote in the weeks leading up to the contract negotiations with General Electric. The IUE also indicated its willingness to strike. For the first time in 20 years, GE was faced with a possible walk out. Under pressure from President Johnson, the IUE agreed to postpone a strike. By 1968, the UE amplified its rallying call for all the big unions representing electrical workers (the IUE, the UAW and the UE) to unite in negotiating with GE and Westinghouse. This time, the UAW and the IUE responded to the call.

In the six months leading up to the 1969 negotiations, the UE and IUE negotiating committees met repeatedly to iron out a coordinated agenda centered around two big issues (1) protection for workers against layoffs due to automation and plant closings and (2) equal pay for equal work. GE proceeded with Boulwarism as usual, hearing out the union arguments and showing little indication of their own position. On the morning the company prepared to present their "take it or leave it offer"--an offer which barely acknowledged the union demands and actually attempted to do away with national contracts in favor of individually negotiated local ones and to repeal the workers right to organize work stoppages-the UE and IUE solidarity gave them the power to "leave it."

The great strike of 1969, which shut down GE plants across the country for 101 days received an outpouring of support. Students joined the picket lines, professors raised money for the strikers, other unions donated money, Thanksgiving turkeys and Christmas gifts, mayors from 85 cities held a caucus on the issues, IUE and UE workers joined each others' lines and morale remained high. The strike ended with a successful defeat of GE's proposal to eradicate national contracts and outlaw work stoppages. Further, while not receiving all their demands, the UE and the IUE won wage increases with cost of living adjustments as well as better vacation and pension benefits. The larger victory, though, was in the defeat of Boulwarism--a strategy whose success relied on a fractured labor presence in the industry.

The UE Today

Despite the targeted attacks against the UE throughout its history, the UE has never ceased diligently agitating for social and economic justice. The UE's reputation as a rank-and-file union remains intact. In stark contrast to the so-called "business unionism" that arose in the 1950s and continues today, the democratic principles upon which the UE was founded are still regularly exercised with integrity. As was true in their early years, the entire rank-and-file still votes on whether or not to strike, on who will represent them on the negotiating committee, on which issues are on the table and finally, on whether or not to accept the brokered agreement. The UE has a proud history of fighting for the rights of marginalized groups in the workplace, dedicating union funds to publishing educational materials on the contributions of Blacks in American society and fighting against skewed classifications of skilled jobs in positions predominantly held by women from the 1940s. In the 1990s, the UE became active in organizing immigrant workers in California and played a lead


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role in forming a new Labor Party in the United States.

**Scope and Content**

The collection is roughly divided three ways among materials related to (1) the General Executive Board, (2) more general national history and (3) UE District 10, specifically Local 1010 (Ontario), Local 1012 (Ontario) and Local 1421 (Los Angeles). Materials include: UE constitutions, agreements, pamphlets and publications, fliers, leaflets, steward guides, newsletters, reports, organizing manuals, strike guides, other printed materials dating from the 1940s through the 1970s, minutes, conference proceedings, convention summaries, newspaper clippings, bulletins, legislative fact sheets, brochures, arbitration materials, contract summaries, printed information published by industry, negotiating agendas and strategies, certificates, picket schedules, informal notes, strike reports, newspaper article reprints, voting records, resolutions, council calls, rosters, organizing materials, legislative programs, unemployment insurance board arbitration materials, job classification lists, ballots, salary schedules, piece work formula data, CIO union contact lists, transcribed speeches, convention proceedings, and other printed informational materials (English and Spanish). None of the materials provides complete documentation for the respective locals. The bulk of the materials date from the 1940s through the 1960s.

**Arrangement**

The collection is divided into five series: 1. UE--General; 2. UE--General Executive Board; 3. UE Assorted Administrative Files; 4. UE-GE 1969 Strike and its Antecedents; 5. UE Locals--District Ten.

**Arrangement**

The materials within each series are arranged chronologically but also substantively within the larger chronology. In addition, in some cases (e.g. Series 5) materials also are further arranged substantively from general to more specific. For example, materials relating to general organizing efforts of the Local come earlier in the series than folders on specific strikes or company--specific organizing efforts.

**Removed or Separated Material**

**Title:** Union Files,

**Physical Description:** 10 linear feet

**Title:** Twentieth Century Organizational Files,

**Physical Description:** 19 linear feet

**Title:** James Daugherty Collection,

**Date (inclusive):** 1937-1980,

**Physical Description:** 2 linear feet

**Title:** Periodicals Collection


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**Series 1. UE-General, 1940-1970s**

**Physical Description:** 20 folders

**Scope and Content Note**

This series includes UE constitutions, agreements, pamphlets and publications, fliers, leaflets, steward guides, newsletters, reports, organizing manuals, strike guides and other printed materials dating from the 1940s through the 1970s. The records are organized chronologically although the earlier folders are also arranged by material type. This means that the first folders follow a chronological order but are also further separated so that all the constitutions, agreements and pamphlets are in discrete folders. The later part of the chronology is more general and though arranged by date, the materials found in each folder are mixed. Further, some of the later folders in the series, while in chronological order, are organized by substantive area, such as a the IUE/IAM controversy.

**Box-folder 1/1**

Guides and manuals, n.d.-1969

**Box-folder 1/2**

Printed informational materials, 1964-1969

**Box-folder 1/3**

Printed informational materials, 1961-1963

**Box-folder 1/4**

Steward guides and member mailings, 1943-1963

**Box-folder 1/5**

IUE/IAM controversy, ca. 1952-1959
Series 1. UE-General, 1940-1970s

Box-folder 1/6  Printed informational materials, 1957-1958
Box-folder 1/7  Printed informational materials, 1953-1956
Box-folder 1/8  James Matles Case, 1953-1956
Box-folder 1/9  Steward (bound volume), 1951-1953
Box-folder 2/1  Printed informational materials, 1951-1952
Box-folder 2/2  Facts About the High Cost of Living, 1951
Box-folder 2/3  Printed informational materials, 1947-1949
Box-folder 2/4  Organizing guide, ca. 1940s
Box-folder 2/5  Organizing bulletins, ca. 1950s
Box-folder 2/6  Pamphlets, ca. 1960s-1970s
Box-folder 3/1  Pamphlets, ca. 1950s
Box-folder 3/2  Pamphlets, ca. 1940s
Box-folder 3/3  UE-Westinghouse national agreements, 1943-1956
Box-folder 3/4  Non-California locals agreements, 1944-1961
Box-folder 3/5  Constitutions, 1942-1970

Series 2. UE-General Executive Board, 1959-1970

Physical Description: 34 folders
Scope and Content Note
This series primarily includes correspondence from/to the General Executive Board (GEB) which is arranged chronologically by year. Within each year, correspondence is further separated categorically as "General", or as related to: the "IUE", "GE" and "Westinghouse". While the majority of the materials in this series are correspondence, folders also contain minutes, conference proceedings, convention summaries, reports, newspaper clippings, bulletins, legislative fact sheets, brochures, arbitration materials, contract summaries, employee benefits packages, and printed information published by industry.

Box-folder 3/6  General, 1959
Box-folder 3/7  General, 1960
Box-folder 3/8  General, 1961
Box-folder 4/1-4/4  1962
Folder 4/1  General
Folder 4/2  IUE
Folder 4/3  GE
Folder 4/4  Westinghouse
Box-folder 4/5-4/8  1963
Folder 4/5  General
Folder 4/6  IUE
Folder 4/7  GE
Folder 4/8  Westinghouse
Box-folder 4/9-4/11  1964
Folder 4/9  General
Folder 4/10  IUE
Folder 4/11  GE
Box-folder 4/12, 5/1-5/3  1965
Folder 4/12  General
Folder 5/1  IUE
Folder 5/2  GE
Folder 5/3  Westinghouse
Box-folder 5/4-5/7  1966
Folder 5/4  General
Folder 5/5  IUE
Folder 5/6  GE
Folder 5/7  Westinghouse
Box-folder 5/8, 6/1-6/3  1967
Folder 5/8  General
Series 2. UE-General Executive Board, 1959-1970

Folder 6/1  IUE
Folder 6/2  GE
Folder 6/3  Westinghouse
Box-folder 6/4-6/7  1968
Folder 6/4  General
Folder 6/5  IUE
Folder 6/6  GE
Folder 6/7  Westinghouse
Box-folder 6/8-6/10  1969
Folder 6/8  General
Folder 6/9  IUE
Folder 6/10  GE
Box-folder 6/11  IUE, 1970

Series 3. UE Assorted Administrative Files, 1959-1970

Physical Description: 15 folders

Scope and Content Note

This series is administrative files kept by union officials. The files are arranged substantively with two subseries: (1) James L. Daugherty's correspondence and filings and (2) files on the IUE. The series primarily consists of correspondence but also includes arbitration documents, notes on organizing trips, reports, fliers, pamphlets, newsletters, analysis of legislation, and other printed informational materials.

Box-folder 6/12-6/20, 7/1
Folder 6/12  Filings-reports to New York City, 1970
Folder 6/13  Filings-attorney research, 1961-1964
Folder 6/14  Filings-UE staff correspondence, 1960-1970
Folder 6/15  Filings-National Labor Relations Board (NLRB), general
Folder 6/16  Correspondence-Chown, Paul 1967-1969
Folder 6/17  Correspondence-Personal "Out," 1963-1967
Folder 6/18  Staff orders, 1960-1970
Folder 6/19  ILWU, 1959-1970
Folder 7/1  Chief Stewards reports, 1965-1967
Box-folder 7/2-7/6
International United Electrical, Machinist and Radio Workers (IUE-AFL/CIO)
Folder 7/2  UE printed informational material, 1968
Folder 7/3  IUE News, Jan. 1967- Nov. 1968 (incomplete)
Folder 7/5  GE Fight in Schenectady, NY., 1964-1965
Folder 7/6  Assorted materials, 1959-1968


Physical Description: 22 folders

Scope and Content Note

This series primarily consists of materials regarding the UE-GE strike of 1969 but also includes a short subseries at the end on negotiations during the years leading up to the strike. Further, there is a subseries on select locals and their activities during the strike. (For those locals in District 10, see Series 5 for folders on strike activity at locals 1010, 1012, and 1421.)

The series is arranged chronologically. Materials found here include correspondence, negotiating agendas and strategies, strike bulletins, certificates, picket schedules, informal notes and minutes, fliers, strike reports, newspaper article reprints, press releases, UE newsletters, clippings, pamphlets, GE company printed information, handbook for UE members, minutes, mailings to members, and other printed informational materials.

Box-folder 7/7  After the strike settlement, 1970
Box-folder 7/8  Negotiations and outcomes, 1969
Box-folder 8/1  Strike bulletins, 1969-1970


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Box-folder 8/2

UE strike reports, 1969-1970

Box-folder 8/3


Box-folder 8/4

Fliers and pamphlets, 1969

Box-folder 8/5

Correspondence, national, 1970

Box-folder 8/6

Correspondence, Los Angeles and national, Oct.-Dec. 1969

Box-folder 8/7

Correspondence, national, Jan.-Sept. 1969

Box-folder 8/8

News clippings, Ohio, 1969

Box-folder 8/9

GE generated materials, 1969

Box-folder 8/10

Speaking points on GE strike, 1969

Box-folder 8/11

UE locals during the strike

Box-folder 8/12-9/2

Local 107 (VA), 1965-1970

Folder 8/12

Local 124, 506 (PA), 1966-1970

Folder 8/13

Locals 703, 707 (Ohio), 1969

Folder 9/1

Local 731 (Ohio), 1969

Folder 9/2

Westinghouse, 1969

Box-folder 9/3

Antecedents to GE strike/ Negotiating under Boulwarism

Box-folder 9/4-9/7

News clippings--GE/Westinghouse, 1966

Folder 9/4

GE negotiations, 1966

Folder 9/5

GE-Westinghouse negotiations, 1960

Folder 9/6

GE-UE National agreements, 1950-1969

Folder 9/7

Series 5. UE Locals--District Ten, 1936-1981

Physical Description: 62 folders

Scope and Content Note

This series contains materials on the locals in District 10, which covers the West Coast states of California and Washington. There is a short subseries on materials related to the Executive Board followed by three main subseries of files on three of the California locals: 1010 (Ontario), 1012 (Ontario), 1015 (Glendale) and 1421 (Los Angeles). There is also one non-California local file (Local 1111). Within each subseries, the files are arranged in a loosely chronological order but also substantively according to the original organization of the records. Some of the records found here are donated from James L. Daugherty’s (JLD’s) files and, within this series, certain folder titles reflect his personal organizational schema.

Materials found in this series include: minutes, manuals, correspondence, reports, mailings to members, leaflets, fliers, newsletters, legislative analysis, voting records, resolutions, council calls, constitutions, rosters, organizing materials, memos, steward manuals, guide to negotiations, legislative programs, notes, company printed informational materials and mailings to staff, informational bulletins, newsletters, unemployment insurance board arbitration materials, job classification lists, leaflets, ballots, salary schedules, NLRB arbitration materials, article reprints, process reports, piece work formula data, organizing materials, CIO union contact lists, transcribed speeches, convention proceedings, and other printed informational materials (English and Spanish).

Executive Board

Box-folder 9/8-10/1

1969

Folder 9/8

1967-1968

Folder 9/9

1965-1966

Folder 9/10

1963-1964

Folder 10/1

Staff meetings, 1963-1967

Box-folder 10/2

Company materials, 1957-1962

Box-folder 10/3


Box-folder 10/4

Local 1010

Box-folder 10/5-11/6

Assorted documents, 1969-1970

Folder 10/5

Assorted documents, 1968

Folder 10/6

Assorted documents, 1967

Folder 10/7

Assorted documents, 1963-1966

Folder 10/8

Leaflets, 1967

Folder 10/9

Leaflets, 1963-1966

Folder 10/10
| Folder 10/11 | Assorted "data", 1965 |
| Folder 10/12 | 1966 GE strike, after January 1970 |
| Folder 10/13 | Data on 1966 IAM jet shop raid, 1954-1966 |
| Folder 11/1 | JLD's packet on labor legislation |
| Folder 11/2 | JLD's assorted research, 1954-1966 |
| Folder 11/3 | Supplement agreements, 1964-1965 |
| Folder 11/4 | Non-union shop data, 1964-1967 |
| Folder 11/5 | Elections, 1963-1967 |
| Folder 11/6 | Constitutions and by-laws, 1964-1970 |
| Box-folder 11/7-12/2 | Local 1012 |
| Folder 11/7 | Fight in Ontario GE plant, 1979-1981 |
| Folder 11/9 | Leaflets, 1958-1970 |
| Folder 11/10 | Assorted documents, 1968 |
| Folder 11/11 | Assorted documents, 1967 |
| Folder 11/12 | GE - general, 1967 |
| Folder 11/13 | Assorted documents, 1966 |
| Folder 11/14 | Assorted documents, 1962-1965 |
| Folder 12/1 | Seniority lists, 1964-1965 |
| Folder 12/2 | Constitutions and by-laws |
| Box-folder 12/3 | Local 1015 - agreements, 1969 |
| Box-folder 12/4 | Local 1111 |
| Box-folder 12/5-14/5 | Local 1421 |
| Folder 12/5 | Krako strike (Compton), 1979 |
| Folder 12/6 | During the strike, 1969-1970 |
| Folder 12/7 | Assorted documents, 1954-1979 |
| Folder 12/8 | Monarch Enterprise, 1968-1969 |
| Folder 12/10 | Teledyne Company, 1967-1968 |
| Folder 12/11 | Los Angeles Service Shop (GE), 1967 |
| Folder 12/12 | AWD negotiations, 1967 |
| Folder 12/13 | GE Jet Shop elections, 1963 |
| Folder 12/15 | GE (Los Angeles), 1959-1961 |
| Folder 12/16 | Credit Union materials, ca. 1960s |
| Folder 13/1 | Organizing efforts, 1964-1968 |
| Folder 13/2 | JLD's materials for organizing efforts |
| Folder 13/3 | 15th Annual Convention, 1970 |
| Folder 13/4 | 13th Annual Convention, 1967 |
| Folder 13/5 | 12th Annual Convention, 1966 |
| Folder 13/6 | 11th Annual Convention, 1965 |
| Folder 13/7 | 10th Annual Convention, 1964 |
| Folder 13/8 | 9th Annual Convention, 1963 |
| Folder 13/9 | Live Wire, 1968-1979 |
| Folder 13/10 | Live Wire, 1952-1971 |
| Folder 13/11 | Fliers/leaflets, 1966-1967 |
| Folder 13/12 | Fliers/leaflets, 1964 |
| Folder 13/13 | Fliers/leaflets, 1948-1962 |
| Folder 14/1 | Correspondence, 1963-1969 |
| Folder 14/2 | Forms and letterhead |
| Folder 14/3 | Agreements, 1961-1972 |
| Folder 14/4 | Constitutions and by-laws, 1968-1969 |
| Folder 14/5 | Agreements and constitutions, 1936-1971 |