Interview with: June Goddard

Interview by: Danelle Moon

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[Interview 1/1]

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(1:10:38) at beginning {start at (00:00)}

Moon:
My name is Danelle Moon. I am the director of San Jose State University's Special Collections and Archives, and tonight I am interviewing June Goddard, and we are sitting in my office, um, at San Jose State University. Today's date is November 14, 2006. So, we'll just begin the interview. Really, it's not really an interview. It's really more like a conversation, and so that's the way that hopefully you'll look at this. Um, as you know from, gosh, a long con—long time ago, when we had a conversation about what my project, um, what my project goals are, which is, basically, to document post—kind of, the feminist capital, which is largely focused so far on political women, peop—women in office. But I'm interested in documenting, you know, the grassroots organizers and women that were part of that feminist capital, but were, you know, coming at it from a different sort of perspective. And so, um, I'm gonna ask you some questions about how you think that—what the feminist capital represented, if it represented anything to you as a, as really a working woman and activist versus what it might have meant, you know in the hyperbole of, kind of, looking at the Janet Grey Hayes sort of watershed moment in politics. So—and it's interesting looking at the news coverage of San Jose and Santa Clara County during, you know, the seventies, really from the 1970s forward to about the 19—you know, mid-1990's, where they really did look at not only San Jose and Santa Clara County, but also the Bay Area as kind of this incubator for feminism and, you know, really interesting sort of feminist activism, which mostly the articles focus on women and politics. But of course there's always the behind-the-scenes part of the—that political process. And so I'm kind of interested in getting your perspective on that as a—as a social activist, and a person who has been in a number of different organizations. So what—so why don't you start by telling me what you think—what the feminist capital meant to you at that time, or did it have any resonance in the work that you were doing as a librarian, and—?

Goddard:
(inaudible, 00:02:27)—both in the library, in the State Library Association and in our union, at the—in the City of San Jose, representing a lot of the City of San Jose employees, AFSCME [American Federation of State County and Municipal Employees], Municipal Employees Federation Local 101 of AFSCME. We were becoming more and more aware of the—the idea of

insufficient pay for women's work. And because there were several members of the city council in San Jose who are women, and also some men who were interested, too, that gave us, I guess, considerable hope and energy that it cou—that something could happen. The main person who was working on this in the City of San Jose in our union was Maxine Jenkins, who, unfortunately, has died. But, she had worked in San Francisco with the Service Employees International Union, and city and county employees there on the same subject earlier, and then had come to work for our union in San Jose. And they—I don't think they had gotten too far. She had not gotten very much of a reception in the union, and San Francisco wasn't quite time (??, 00:03:43) yet, so she kept working on things (unintelligible, 00:03:51), and doing a lot of background work also on that, working on a project with women throughout the city, women leaders in the union and outside the union, too. Which prepared the city council to think along the lines of what kinds of attention did women employees need, in terms of promotions, career ladders. The school district in Carlsbad, California had done a project with their—their non-teaching employees, looking at women's work and men's work and adjusting salaries and that was part of a pr—that covered—a report on that was part of a report that was done called "Women Working." Like a sign like "Men Working," like a highway sign. That was a presentation that was made to the city council about career ladders, and salaries, and childcare needs.

Moon:
And what—what year was it, that that was taking place?

Goddard:
That was in the mid—mid- or just after 1975.

Moon:
So just after Janet Grey was elected to—as mayor.

Goddard:
It may—it may have been, you know, I can't remember exactly—we can look that up, whether it was '77 or whatever. So, when—then the next step in that process was looking at the salaries issues, which was, I guess, a couple years later. The city—all women employees at City Hall, the clerical staff especially, had a sick day the same day that the police had "blue flu" day for their contract negotiations. So, that was—that was sort of a show of strength, and then soon after that the city manager announced—possibly because there were so many women on the City Council—that it was going to have a study of the management employees. And so our union leadership said—

Moon:
Was it Ted Tedesco who was the city manager at that time?

Goddard:

Um, I'm not sure. I—what I think of is James Alloway, but I could be wrong. There were several different city managers through that—through the time of our—of the organizing and the study project, and the strike, and so on and so forth. I think it was James Alloway. And so, at the city council meeting where that, that contract or project was being voted on, and Maxine and the union officers and so on said, Well, what about the rest of the staff? The rest of the employees?

Moon:
Right. So now, I've, you know, been looking at Paul Johnson's study on the social unionism, and work in this region, and one of the things he poses in the fourth chapter is, he asks, "What triggered the turn towards adversarial relations in the mid-1970s to a place where the," you know, "municipality was actually addressing some of the wage concerns that were really propelled by women, it seems?" So, do you have any sense of what really was the trigger for, kind of that ide—you know, with Maxine Jenkins coming in? What were some of the underlying social reasons why that happened and why did it happen here at that time?

Goddard:
Well, it was also, there were also things happening around the state, and she had been part of the build-up to that, and the state commission on the status of women did do a series of hearings, and on the subject of comparable work—comparable pay for comparable work, and also, as I said, in our state library association, there were people doing work in San Diego and presenting that information to the rest of us at annual state conferences. So, it—it was the kind of thing where it's hard for me to remember exactly what came first, but they were sort of overlapping efforts, you know. Some things were done here, and then some other things were done, and then overlapping with that, more things were done here.

Moon:
Do you think it was a response to the Equal Rights Amendment campaign that was going on at that time period, or was that just—?

Goddard:
That's—sure—sure there were a lot—a lot of things in the air that were not specifically addressing, you know, the specific issue of comparable work, comparable work and equal pay and so on, but that, that was what we ended up focusing on, and what the commission—state commission said women hearings were specifically on that topic, they weren't general ones like the most recent ones.

Moon:
Right, and of course the city had its own study group on the commission, related the Commission on the Status of Women—as did the Board of Supervisors, um, later on.

Goddard:
Study group.

Moon:
A study group, yeah. When Ron Diridon was the—on the Board of Supervisors, he was apparently—its funny that he actually claims that he's the one who established the commission study group at the Board of Supervisors, which I'm not entirely sure if that's correct, but he was actually very active in promoting, you know, women.

Goddard:
Yeah, that—that—he may very well have been the specific thing, but before we started working on our study at least, in the county, there was work going on also. SEIU [Service Employees International Union] 715, and Kristy Sermersheim was not the person at the head of it at that time, but she was an active member, and they had a project that was related to the clerical staff, especially coming out of the Social Work Department, which is where she was working, and they—they had started looking at it also.

Moon:
Now, looking at that time period, in the—in '77, the—the city council, the San Jose City Council, had Susie Wilson and Janet Gray were the two women, and then after '78, Iola Williams joins after Susie goes on to the Board of Supervisors. So, did—just in your experience in all of the work that you did with the union work and maybe attending the city council meetings on some of these issues, did you feel that the women that were in government were responsive to, you know, the organizational goals of the union at that time?

Goddard:
I was not right in the middle of the—of it, and I was not part of the—the project, the Women Working Project, for example, and the library staff were not part of the Blue Flu Day sick-out day and so-on either. But we were part of helping to get Iola Williams on to the City Council.

Moon:
Oh! Okay!

Goddard:
That was something, as you said, where it was a mid-term thing, and they appointed her, but we helped with petitions in the district—in the neighborhood—it was not a district election at that time. But we—so we helped in the area where she lived, we went door to door as union members, and got signatures on a petition to the City Council to ask that she be appointed to the vacancy. And then she was very, very helpful when our study actually got started, because the City Administration and the Personnel Department, I think it was called then, wanted to have department heads be the committee that would look at the jobs and see—work with the consultant on equivalent jobs, men's jobs and women's jobs and the complexity of them

and so on, the levels of responsibility. So, our Maxine Jenkins and other people in our union were able to talk with Iola Williams, and she did provide leadership as I—as far as I understand it, she provided leadership on the Council to indicate that, if they wanted to have a valid study that was accepted by everybody, they should include people who actually did the work in the departments, as opposed to department heads, who theoretically would have some ideas, but it's a very, very detailed analysis that's done and they really needed people who could say: "We work with this every day and this is how the work is divided up. This is what people really do." So, Iola Williams was very important, and I'm sure Suzie Wilson, while she was still there, and Janet Gray was interested in it, also. She, she had some resistance to our union staff and perhaps leadership, I don't know, but—

Moon:
In what way was she re—did she seem like she was resistant?

Goddard:
Well, there was a stage, at least during the strike, I don't know how long before that it went on, but we had a wonderful man who was our business agent, and he and she rubbed each other the wrong way, I guess, or something like that, and she was in the position of, you know, trying to, you know, get something done, but nevertheless somehow keep it under control. Not let it go "too far" or whatever, you know. That's sort of the idea I have anyway.

Moon:
Well, I'm sure that other people might have the same perception, too, you know. I think, sometimes when people are remembering what it was like when they were in politics, their perception of it is from, you know, their—self-protection of, you know—their political office is also on their mind, re-election, and all of that (laughs). So, going backwards a little bit, how is it that you got—what from your family modeling and people in your life influenced you to become, you know, an activist in the union and to be involved in some of these grassroots organizations?

Goddard:
Well my mother was very active in the League of Women Voters, and she also did a lot of ad hoc projects, and her League of Women Voters work would include things like having a table, an information table, at the city dump, and leafleting people about having—having curb-side pickup of garbage (laughs) and things like that. And a variety of other activities. I think—yes, before I—before I moved out here, she was involved with getting library service in the city—city and county jail in our home town.

Moon:
And that was in Saint Louis?

Goddard:
In Columbia, Missouri.

Moon:
In Columbia, Missouri.

Goddard:
—which is where the University of Missouri original campus is. And, so, there was—there weren't a lot of demonstrations going on, but sitting at the city dump with information slips was not exactly the standard (laughs) activity of things to do. So, I guess that gave me the idea, the example of intellectually taking action and communicating about concerns and so on. And, I got involved in the union—well my grandfather was a carpenter, union member, but I'm not sure I knew that at the time (laughter)—anyway, the—I got involved in the union because they asked me to be the secretary of the, sort of, umbrella level of the union. The local level that is not the level that actually does the negotiating or representation of people by stewards. So I was the next level up in the union, and then I got involved with our city employees union.

Moon:
And so you spent most of your librarian career working in the city library system, then?

Goddard:
Right. When I graduated from the University of Missouri Library School, I moved out here, and I started working in 1971 for the City of San Jose, and retired in 1998 from the City of San Jose.

Moon:
In looking back at all the work that you did, particularly at trying to raise the salaries of the librarians, what were some of the events that were most memorable to you, and what do you think were some of the greatest successes that came out of that union, you know, activism?

Goddard:
Well, let's see. I was—I was on the union board when the study was being—when the Hay study was being done, and I—

Moon:
Um-hm. And that was Local 101?

Goddard:
That was Municipal Employees Federation Chapter of Local 101, _____ (inaudible, 00:17:54). And, I was—I was sort of in the second level of involvement. I wasn't on the committee that was assessing it; someone else from the library was on that. I wasn't, you know, one of the officers of the union; I was on the board. But the—the officers were library people at that

point, and the presidents, one after the other kind of thing. And so I was hearing a lot about what was happening, and we were also doing quite a bit of work within the library to be sure that people understood how important the study was, and the questionnaires they were filling out, and so on and so forth. So, then I was elected to the negotiating team, after the study was—actually I was on the negotiating team before the study was finished. The year before, while the study was being done, we had—we came to impasse with the City, because the City finished their management study more quickly, because their were fewer jobs to study, and less challenging. We had to do a lot of appealing of job classification information so that it would be good for the use of the study. So I was on the negotiating team when the—we were getting fairly close to being through with the negotiations in 1980, and the City announced that the City management people would have their salaries adjusted based on the management study, and then the—at the negotiations table, the City's representatives indicated that the—when the study was finished for non-management, there would be—they would look at it, and then they would decide whether they wanted to talk with us about it. And we sai—our jaws sort of dropped, and our spokesman said, "What!? Well, we're obviously not going to finish this contract negation until we—until it's clearly understood that we will be meeting with the City about the results of the study of the non-management classifications, and we will be negotiating with that," and so on and so forth. So we left the room, and got our picket signs, and started picketing at City Hall. So that was the beginning of getting—sort of getting people, not intentionally on our part, but because of what the City did, we were starting to realize, you know, that things were—we were going to have to struggle for this, not only there was a lot of work that we'd been doing, but that we were going to have to really, really take a stand, and be public with the fact that we were insisting that this going to be something over time—

Moon:
What was the—what was the date of that first strike? Do you recall?

Goddard:
That—the—well that was, it was just a picketing and it was 1990—I mean 1980, and in—probably in late June, but possibly early July, if we were possibly holding over a little longer than we should have been. And then, while we were picketing a few days, I don't remember whether it was two or whatever, but anyway, the headline in the paper was, "City management adjustments up to—"—well, actually one of them was "30 percent adjustment over a five year period," that was one of the library management people that was fairly new, and therefore she would take her adjustments over a period of time. And, so, in the newspaper in our—we went to the office of the, I think it was the City's representative labor negotiator said "We *will* be meeting with you about this," and so on. And so that was clarified fairly soon. So that was—and that's where the name of the newspaper, you know, comes from, because we came across a political cartoon that had the picture

of a drawing of a moose with track shoes on, and this was called the impasse, you know, you don't mess with the moose. The moose is gonna—

Moon:
So the newsletter was called *The Impasse*?

Goddard:
No, the newsletter was called *The Moose*, because—

Moon:
Oh, *The Moose*! Okay.

Goddard:
—because it's always something that people are not too sure about. The SEIU Local 715 is called *The Buffalo*, and that comes from some action or strike or something, I think, from theirs to, I'm not sure.

Moon:
Now, is this still an active newsletter that's produced?

Goddard:
Yes—

Moon:
It is?

Goddard:
Yeah, it's still the name of the newsletter of our—of MEF. So, that was, that was—that was one, you know, step in the process that I was actively involved in on the scene, and so on and so forth, as opposed to one step removed, which was a lot closer than most people were (laughter). And then, later that year the study was finished, and we had to make sure that we started the negotiations before the City Council changed occurred because it was an election year, and the City Council was changing in January, so we needed to get started on the negotiations, or at least have one meeting before the end of the year, so that it was with the people that we had had the contract with, the same City Council. So that was—that was how we got—had the deadline, really, to get started on those negotiations about the Hay study. And the whole lead-up to the strike, and the strike, and all those things, of course, are very memorable. We just had our 25th anniversary celebration reunion activity this summer about that. And, then after—after the—after the strike and the adjustments, and so on, then, eventually, it was time to change union leadership. Not to *change* leadership, but to elect new officers. And I—I got to be union president primarily so I could be at the right place at the right time to help keep the comparable work adjustments going, and we did quite a bit of work on that, some of us, you know, updating the salaries, and—so that, that kind of basic background, filling in the spreadsheets, looking at what the next steps would

be, how far we still were from having equal salaries, that was quite satisfying to work on that.

Moon:
How long were you the union president?

Goddard:
I was re-elected at least once, and I can't remember—there was more than one-year terms, but—

Moon:
Oh, okay. So maybe two years, or—?

Goddard:
It was—I think I was MEF president for four years or something like that, at least. There—one of the things that was *not* very satisfying was related to the success of all other sale book (??, 00:25:29) is that while we were working on—continuing to work on comparable work, we were also trying to get back the union custodian jobs in the City, where the work had been contracted out and also decreased. They were only having public restrooms cleaned two or three times a week in the libraries and the recreation centers and so on, and not very cleaned very well, because there wasn't a lot of supervision of the employees and they weren't paid very well by the contract companies that were doing the work. And we had a big project where we did—after a few years we were able to do a survey, you know, is this satisfactorily getting done and all these things, and we were working on this, and working on this, and, and then right about the time we were getting ready to present our results of our study, one of the City Council members' brothers got the contract for the contracted-out custodians, and she was the one who's office we were working with to, sort of, coordinate with her about the fact that we were doing this project. And it was just—it really—that was *not* a highlight. That was, like—it was a—

Moon:
What council member was that?

Goddard:
That was actually Blanca Alvarado—

Moon:
Oh!

Goddard:
Who's now on the Board of Supervisors. And she's really wonderful, but it was just—it was a situation where she had one of her staff members working with us, and when he called us and told us about that—it, you know, a part of the message was that she wasn't going to be able to do anything with us, plus the contract had just been done, so it was going to be a long time

before they did a new contract. And I don't know exactly why we didn't figure out the timeliness of the situation, but we were doing as much as we could, and as well as we could, along with all the crises that come. You know, there's certain things you can do in the union as projects, and then—but then you also have to do the things that come up that are not under your control.

Moon:
So initially she was very supportive of the work that you were doing, but then after the contract had been awarded to her family member—

Goddard:
We never really sat down and talked to her. Somehow, it was just obvious to us that it wasn't going to—and it wasn't going to happen at that time, and part of it may have been that the contract was awarded sooner than we thought it was going to be or—or something.

Moon:
Seems kind of a conflict of interest for a Council member's family member to get awarded a City contract, but maybe that's not how it works, I'm not sure.

Goddard:
Maybe it was her brother-in-*law*. I don't know. [Laughs]. Anyway—

Moon:
Interesting, yeah. But she's done a lot of great things for—things related to equity, and certainly, you know, improving the community, so I guess—

Goddard:
Oh, she certainly has! Yeah, and it was, you know, it was a project we were working on, and it became something that—we needed to have other priorities then, because there wasn't anything that we were going to be able to do right at that point to change the situation.

Moon:
And that still wasn't changed? It's still a contract?

Goddard:
I think it's something they keep working on, and they keep trying to get more of the—of the city buildings having city employees as <u>constants</u> (??. 00:29:06) custodians, but I don't know what the exact situation is. Now, I know I heard something recently that referred to that situation but not exactly what it was.

Moon:
Well, that's a really important part our local history, and nationally too, because there was that big lawsuit that went to the Supreme Court. I can't

remember the woman now. She was working—I think she was working as a dispatcher—

Goddard:
—in the County.

Moon:
—in the County offices.

Goddard:
Was it valet transportation?

Moon:
Yeah. And she was discriminated from getting a, you know, a managerial sort of appointment, I think is what it was, and then—So she sued, and won—and it ended up going to the Supreme Court, and they remanded it back, and she won the right to that appointment. But, I can't imagine—and she worked in almost an entirely all male sort of environment, and so it must have been quite a victory, but bittersweet, too, I would think, working in that environment. Now the librarians really benefited directly from all of the striking activities in the—in the City system, and in retrospect, looking at all—that struggle and that—what, you know, where the salary ranges are today, do you feel that they have comparable salary rates compared to other parts within the City?

Goddard:
Compared with the men's work jobs?

Moon:
Um-hm.

Goddard:
Well, first of all, we should talk not just about librarians; we should talk about library staff. And when the library—when the National Library Associa—the American Library Association, the national association, had a project a few years ago—we made sure to call it "Library Workers," which includes directors and pages and everybody. Instead of using the word "employees," some people felt strongly they wanted to use the word "workers," even though other people thought that was "oh my!" Worker's of the World, or something! Anyway, so, the—it's been brought to my attention again recently that the—the library clerks actually didn't get a lot of adjustments out of the Hay study, possibly because their salaries were a little better in comparison with the men's work jobs at their level at the time. And that's not possibly, but that's the way, the reason it would have happened. [Laughs]. But not that their—not that they had good salaries, or still do probably. What happened though, with—as far as whether we have—whether the library staff has equal salaries now with jobs at their levels in men's work type of occupations is that the adjustments were considerable in

the first two years, and dramatic, but left us a long way from having equal salaries. And then there's the whole question of what's the equal salary. And the Hay Associates did a trend line, which was sort of an average of the salaries of the—salaries for occupations or classification and different levels of more and more complex groups of jobs. And that was an average of underpaid women's work jobs and appropriately or somewhat high in the market sometimes men's work jobs. And so, that we did not feel was an appropriate target. That would not be equal salaries because it was an average of inappropriate salaries with appropriate salaries. So we figured out the average of the men's work jobs, and that was about 10 percent above the trend line. And we never got, I don't know that we got past the trend line in the adjustments and subsequent contract negotiations. In 1992, so that's about twelve years after the first study was done, there was an update done, and I don't know if that resulted in any actual salary changes, just because the—the union—People in the union who could have been really pushing on it were not successfully doing so. And then there was another—and that—that wasn't in—the work was not in '92, it was later on. And then there was a study that was done, another study to handle things a different way, and that didn't work out very well, it didn't—just didn't get done very well, and was a little bit too dramatic a change of ways handling salaries, I guess. That happened around the time when I retired in 1998-'99, and that was never implemented. And so now both in the City of San Jose and also in the County of Santa Clara, it's been long enough since there've been adjustments that the salaries that never got to be really equal are now farther apart than they were at the last adjustments because the salary raises tend to be percentage raises. And so when you—they add 2 percent to a low salary and 2 percent to a higher salary, they get farther apart than they were before you made the adjustment. So—so the idea is that, the—both in the City and in the County, which were major examples in California, at least, of—not, they weren't unique, but it was certainly not something that happened everywhere in California, that these adjustments were made for comparable work. We need to continue the leadership by looking at where the—what the jobs are like now, and I know the county's done an update on their clerical classifications, so they're sort of ready to start that process again, hopefully.

Moon:
So the union is still very active in trying to force the hand of equity?

Goddard:
They're—the union staff and leadership are interested in it, and obviously it has to be something where enough of the members are feeling it's important in order for it to be a priority, when there are major concerns, like all the problems with healthcare coverage costs, and everything else that the City or whatever employer might be trying to take back or make better from their side. So, in order to get to the point where it's a dramatic difference in salaries again—I'm not sure whether we're there yet, or not—but if people

really wanted to look at it, there are a lot of us who'd be interested in working with them on it.

Moon:
(Laughs) And even retired people, it sounds like, right (laughs)?

Goddard:
Yes, right. Yeah, when I retired, I talked to a City Council member who was going out of office, and also, with a leader at the—at the AFL-CIO [American Federation of Labor and Congress of Industrial Organizations] Labor Council, South Bay Labor Council, who was getting ready to run for office. And they both encouraged me to get together with other people and keep working on this, and also on other issues related to the women's wage gap. Equal pay for equal work is certainly not something that happens most times. It sometimes does, but mostly it doesn't. And then all the other promotional training, discrimination of women who are pregnant, and sexual harassment that messes up people's work lives and their progress in their careers, and so on and so forth. There's a new book called *Getting Even* that really analyzes a lot of the examples of cases that have gone to the EEOC [Equal Employment Opportunity Commission], and to courts, and so on, recently, and, you know, millions of dollars that have been awarded to people. But it's still just a drop in the bucket compared with what's actually happening. So, uh, anyway, we decided to work on Equal Pay Day, which is an annual public awareness day, and I went to different organizations and asked them to be part of a coalition, and we called it Coalition for Equal Pay. And the County Office of Women's Advocacy, which was new at the time, the director of that office had also been looking into the national Equal Pay Day, the National Committee on Pay Equity sponsored it. And so we worked together on that the first year. And there are—so, there are, just as when we had the strike, we had support from several women's and other organizations in the county. We—there are people who are interested and ready to work with unions or individuals or whatever around to see about getting some more progress.

Moon:
Well, I think there's a general historical memory lapse, and culturally, you know, people think that, you know, women have, you know, reached equality, when in fact they haven't entirely. Certainly there are certain industries where it's more obvious or women have been able to press through the glass ceiling, perhaps in some professions, but it's still an upward, sort of, battle.

Goddard:
Yeah, and what tends to happen is that as women become a majority in—in the law, say—salaries go down. It just follows that same pattern that happens. It happened in other occupations from clerical—from, you know, clerks back in the late 1800s were men.

Moon:
Right. Well, in the academic environment, the way that you—people—get pai—get their salary offers when they're first appointed is very individual, and so it's very difficult to control how people get appointed and what their salary ranking is going to be, because it is totally individual.

Goddard:
And this whole idea that you should be paid somehow in relation to the previous salary that you had at a different job, when you go into a new job, is something that's—that is hard for me to follow when I'm used to the, you know, the civil service and public employment kinds of situations where there's a salary range, and you start almost always at the beginning of that range, and you work your way through, and so on and so forth. But just the idea that somehow the value of the work that you are gonna do here is somehow related to the amount of money that you made in some other city in some other situation, is—that doesn't make any sense to me. But it is true that the—one of the things that we do for Equal Pay Day is we work with high school teachers to work with students about the importance of negotiating a good salary in the first place, which is the kind of thing you were talking about—

Moon:
Um-hm. Yeah, yeah, that is really key.

Goddard:
—and that, somehow, young men get this idea, but it doesn't get taught to young women, and so we think the salary we're offered is the salary that's—

Moon:
—that we have to settle with.

Goddard:
Yeah. Yeah, right.

Moon:
Well that's a whole 'nother conversation, I think. (laughter).

Goddard:
Um-hm. Right.

Moon:
Now, I'm just curious from an archivist's perspective, where are the Local 101's records? Have they deposited them anywhere?

Goddard:
Some—let's see, the woman—the librarian who was on the Hay Study Job Analysis Team, whatever the name of it was, gave her papers to the labor archives at San Francisco State University. And, last summer when we had

our 25th anniversary, a lot of the items that were in various notebooks and files and collected by different people were photocopied so that they would be—so they wouldn't keep disintegrating. And those were put into notebooks, and so on. So those are at the—

Moon:
—also at the labor archives?

Goddard:
They're, no, they're still at the Local 101 office, and so we need to figure out a way—I think it would be more appropriate to have them either be at a union office, or somewhere in the local area. Or possibly at the labor archives, since they do have some—some of the things, but—

Moon:
Well, that's one of their—you know, that's their primary focus is on labor organizations, so that would seem appropriate—

Goddard:
And, since some of the materials are there, maybe it would make sense to have the others there, too (laughter).

Moon:
Yeah, maybe. Yeah. I don't know, you know, they probably would be interested, I would imagine. Um, now, looking at—looking at some of your other activities, you have been involved with DAWN, which is the—remind me of the acronym—this is the Democrat Activists for Women Now.

Goddard:
Democrat-*ic*.

Moon:
Oh, democrat-*ic*. That's what I thought it was. Okay. Um, so—

Goddard:
Apparently the Republicans tend to call members of the Democratic Party the Democra—they tend to call it the Democrat Party, so I guess that's (unintelligible 00:43:03). (Laughter). Anyway, the Democratic Activists for Women Now, which are primarily women and also men feminists' official club of the Democratic Party in Santa Clara County.

Moon:
Okay. And how did you get involved with that organization?

Goddard:
Oh, um, it's hard to remember all—(laughter) exactly how I got involved, and it wasn't all that long ago. Since I retired.

Moon:
Is that a fairly new organization?

Goddard:
Uh, in 1992, after Barbara Boxer's first Senate campaign.

Moon:
And it was a direct response to her Senate campaign?

Goddard:
Because people here in Santa Clara County really worked hard on that and wanted to continue working to elect more women to office, and more feminists—men as well as women. Um, so after—at some point after I—well, one of the things that happened within our union, while I was still working, was that we knew that it was important, just as we had gone around door-to-door and helped to get the petition for Iola Williams, that was not the first time we had worked on City Council campaigns, and it certainly wasn't the last. We were active in City Council campaigns as volunteers. And so, I don't—I really don't remember how I got involved with DAWN, except that I became active. It—it might have been, just as it was with several other organizations, that when I was looking to develop the Coalition for Equal Pay, I heard about DAWN, and I, you know, went to a meeting.

Moon:
Oh, okay.

Goddard:
(unintelligible, 00:44:43).

Moon:
Yeah, I know I had talked to Linda LeZotte, who you know is on the Council, and we were talking a little bit about DAWN, and she was disappointed because she, I don't—

Goddard:
Oh, you talked with her recently.

Moon:
Yeah, she felt that, you know, she didn't get the endorsement that she should have from DAWN because she felt that it was really a women's-focused organization. And I think they endorsed—they endorsed her male, you know, counter, and so, um, she was kind of disappointed, she said, by that experience.

Goddard:
Yeah. It—it was disappointing to us, too, because we—because the difference among the three candidates for the Santa Clara County Board of Supervisors last spring was quite dramatic, and the male candidate, who

happens to be gay, was the best candidate. And was—and, I don't want to talk a lot about Linda—but we were disappointed that we were not able to feel that she was as strong and as effective as—

Moon:
—as the other candidate.

Goddard:
Yeah. And—and that's the male candidate.

Moon:
Yeah, I wasn't sure what the politics of that particular organization was, and having not, you know, I haven't read a lot about DAWN as an organization.

Goddard:
Yeah, for—I mean, it would—it would make sense that, I mean, the goal is to elect more women. But, the goal is also to elect more people who would do good things for women.

Moon:
Right.

Goddard:
And who are effective in general in—as well as have a great interest in women's issues.

Moon:
Uh-huh. Right. Well, I, you know—

Goddard:
I think Linda is probably effective in many ways, but during that particular campaign, there was—were strong feelings that it would be more appropriate to endorse—

Moon:
—the other candidate.

Goddard:
—the candidate who was actually able to win over two women, with more than 50 percent of the vote in the primary part of the—and didn't even have to have a runoff.

Moon:
Oh, okay. So there's a lot of decision making based on the candidate's ability to win as well as the promotion of different issues.

Goddard:
Not usually.

Moon:
Okay. So normally, do they support the female candidate over a male feminist candidate, would you say?

Goddard:
Only if the female is, as Linda is certainly a strong feminist, you know—the third person in that race was not—is not as—a real strong feminist, and so there wasn't as much of a feeling of wanting to endorse her.

Moon:
Right. So, um—

Goddard:
It was a struggle. It was something where we had a, you know, we had a meeting afterwards where we had discussion about _____ (inaudible, 00:48:06) this kind of decision.

Moon:
Okay. Yeah. Now, um, a couple of other references I have is that you were also involved with what was called 9to5 Area National Association of Working Women. Is that what it was called?

Goddard:
It is called 9to5 Bay Area, and it's the local regional chapter of 9to5, no spaces, 9-t-o-5, National Association of Working Women, which has offices in—national offices in Denver and Atlanta.

Moon:
Um-hm. And what does this organization do?

Goddard:
We work primarily with lower-income working women, but it's also a general—working women who are not part of unions because they're not in a situation where there is a union. There's a national, nationwide, local of Service Employees International Union, which is Local 9—numerical number—925, 9-2-5 (laughter), which works to represent (inaudible, 00:49:19) that is sort of an outgrowth of the 9to5 National Association of Working Women organization. And one of the things that we've worked on recently is the sick-leave—Senator Ted Kennedy has a bill with—cosponsored with Representative DeLauro for a minimum of seven sick-leave—

Moon:
Rosa DeLauro?

Goddard:
Right, from Connecticut. And—

Moon:
She was in my precinct when I was living in Connecticut.

Goddard:
Oh, really? Wow. Um, she's also the person in Congress who is the most committed and most persistent on the issue of women's wage gap issues. And she says if we—we would talk about equal pay, and equal pay for comparable work every month if she had anything to do with it. But, anyway, she sponsors the Fair Pay Act, among other people through the years. Um, so I think it's the Fair Pay Act. There's also the Paycheck Fairness Act, and they kind of go along together. There's one senator and one member of Congress who sponsor them each year. So, let's see, where were we?

Moon:
So you were involved—

Goddard:
The 9to5, right. Oh! And, in connection with the sick-leave thing, that's something where, again, California often leads, just as in 1949, the Equal Pay Law was passed in California, and in 1963, it was passed nationally. Now San Francisco has passed an initiative, I think, or anyway passed a public vote for paid sick-leave days. So, that will help with making progress some day at the national level.

Moon:
Yes, absolutely. Well, California has been a leader, you know, legislatively, you know, from it's early—from the early 20th century, so—

Goddard:
Another thing that 9to5 works on a lot is sexual harassment, and other—And there's a project that we're working on with some people who are working across the country and actually in Canada, also, on bullying, which is—

Moon:
Oh, among children?

Goddard:
No, among employees.

Moon:
Oh, so employee bullying. Oh.

Goddard:
Right, and it tends to happen just as much women being bullies as men, and it's often not something that is illegal because it's not done from—to a member of a protected class by someone outside of that class. So, woman

on woman bullying is not illegal, and that's one of the things we're working on, to get laws passed.

Moon:
Uh-huh. So how would they do—they'd have to define, I guess, what bullying is, right?

Goddard:
And there is some sample legislation that's actually gone through the process of being introduced into the state legislature of California. It wasn't actually taken to a committee or anything, just due to priorities, and the fact that some knew that they're working to find new sponsors for that. So, it's been through the legislative process of making sure it's okay as a law before it's introduced.

Moon:
Well, you've also been involved with the Women's Action Network, as well as the Women' International League for Peace and Freedom, and we could probably spend just a long—a much longer time talking about—

Goddard:
But they're not as related to the specific issues of employment issues and political activity.

Moon:
Yeah, right, right. Um, I think, you know, looking at some of the work that you've been involved with on, you know, the employment, and, you know, kind of the equity issues, really speaks to kind of the environment here in this region that has produced a number of grassroots sort of activism on a number of different fronts. One of the—when I was talking to Blanca Alvarado recently, I was asking her how she felt about the current state of women in politics in the county and city government, where women certainly don't hold the majority like they had in that, you know, window of, you know, time between 1978 and the early 1990s. And, so, I was trying to get her to reflect on what is—how can women be more, you know, active in politics, and, you know, she's concerned that women aren't going into politics as much as they seemed to have been going into it at this different time period. And she said that she—what she's seen is that women have influence in politics at every level while they might not be serving as office holders. And so, I'm just curious what your perception is of, kind of, the—looking at, kind of, the decline of the feminist capital in the '90s to, you know, the current state, though it looks like we're on an up-turn, you know, certainly in the United St—you know, just looking at the, you know, results from the latest election across the US. But Santa Clara County had the highest percentage of women in politics in 1979, compared to any state in the nation. It was like a ridiculous—it was like a 13—they had a 13 percent sort

of incline, versus the 6 percent representation at all different levels of government, and so I'm just curious what your perception is of—

Goddard:
Well, I think that one thing that's happened—we were perha—ahead of the curve, just like you were talking about in California legislation, for example. But, my opinion is that the women who are in office now are amazingly in the forefront, and so many more of the men are feminists, also. So, if you want to go by *feminist* capital of the world, as opposed to women, only, you—both the women who are in office, I mean, has there ever been anybody in office like Sally Lieber? You know, in this area,? Or—certainly there have been in other places, a few isolated examples here and there, like the woman in—from Hawaii who was so important in the Title IX legislation and so on, Patsy Mink. But, so—on the Board of Supervisors, you had Blanca Alvarado, and Liz Kniss, but Jim Bell is even more a feminist probably than Liz Kniss, and she's pretty much of a feminist. And, and hopefully Ken Jaeger will be, you know, live up to our expectations as he certainly did on City Council. So there are several women in this county who are—we have, two of our Congresswomen, I mean, two of our Members of Congress are women and Mike Honda is as much or more of a feminist and wonderful person than the two of them. And, so, we have three feminists out of the three congressional representatives from this—

Moon:
So then, it's not a, necessarily a representation in, kind of, numbers having, you know, some sort of even-handed ratio of women versus men in politics as long as the politician, whatever their gender, is supportive of social issues.

Goddard:
Well, there—it is important to have as many women as possible in office, but it—just because a person is a woman, doesn't necessarily mean that she is going to notice, like Sally Lieber did, that something needed to be done about the fact that women who were giving birth in state prisons were shackled while they were giving birth. Or that women are, when they're having operations, are sometimes given—it used to be legal to have them be the subjects for medical students to practice giving gynecological exams without their permission, et cetera, et cetera. So, you know, there are usually, and often, women will be more sensitive to concerns that need to be addressed as far as women, but not all women are sensitive or willing to put priority on those things. And certainly some men who might not have had the sensitivity that Sally Lieber has, nevertheless when you talk to them about something, they're willing to do something about it. But it is—the numbers are definitely a concern, and, especially when you look at other countries, where there are more women in office than there are in this country.

Moon:
Um-hm. Especially in (inaudible, 00:59:04). Well, I think it's an interesting question and there's a lot of—you know, I'm really interested in looking at how we look at women in politics versus looking at, you know, gender and, you know, the, you know, the extrapolation of what that means and how policies are derived and what, you know—There's a certain perception from a number of women that I've spoken to who have been office holders that women bring something different to the political table. And something even different from what suppose—you know, these, you know, feminist men might bring to the table. And Diane McKenna actually believes strongly that women need to have a more equal footing in politics because she feels that women do bring something very different to the table, and that many of them are more consensus builders than, you know, male politicians might be. You know, whether that's entirely true or not, I don't know. Um, but I think it's very interesting to look at—and I think it's important to preserve the voices of people from, you know, these various, you know, perspectives, and so that you get a handle on what women have been doing and where we're going in our society.

Goddard:
Right. And it's the—that's true in terms of other kinds of diversity, also; that there certainly needs to be a variety of backgrounds and cultures and communities represented in office in order to have a chance to have people actually take leadership as opposed to being, perhaps, responsive when pushed. But it's also the responsibility of the public to push. Because you can't have every single culture—

Moon:
—represented, necessarily.

Goddard:
—and you're not necessarily going to have an equal representation of men and women, so—

Moon:
Right. Well, and we don't. And so the question is: how do we improve the policy making that comes out of that to be responsive to, you know, our very global sort of diverse environment that we live in? So, I think those are interesting questions to consider. Um, well, I think that's—um, I think that given all of your, pers—you know, your contributions, um, on the union side, that, you know, that is a story that—there's probably lots of stories out there that could be recorded from some of those people that you worked with. I know I've spoken to Bob Johnson, who just recently retired here. Um, and he was involved. I had—I didn't know until I was just telling him about this interview, um, several months ago, and he said, "Oh!" you know, "I was involved with that." And so we started chatting about it, and I thought, Gosh!, you know, There's really a rich history here that needs to be captured. And so, I think it's been great to be able to talk to you about that,

and maybe at some future date we can talk about the Women's International League for Peace and Freedom, particularly (inaudible, 01:02:13) your peace activism has been kind of a, you know, kind of binary sort of relationship with all the other work that you've been doing, you know. Um, so, is there anything else you'd like to add on the union side, on some of those experiences?

Goddard:
Oh, where to start and where to stop? (Laughter).

Moon:
Was there a sense of sisterhood at all in some of those experiences as a woman and feminist?

Goddard:
Yeah. The—usually when I worked on, like, the follow-up things for the pay equity work, it was with other women. But, because the field of library—the occupation of library work—is female, predominantly female, but also includes a lot of men; and also a reasonable number of men in the library, as well as men in men's occupations, who were interested and concerned about it. Um, so, I think it was, I know when I used to go to the AFL-CIO Central Labor Council meetings here, I would always get kind of emotionally moved by the fact that we were all together. So I don't think that, I think that the union stuff tends to be more of a worker's solidarity kind of thing, rather than—

Moon:
—about gender.

Goddard:
—than the gender thing, particularly. But certainly the whole commitment that I have on an ongoing basis to work on women's wage gap issues, is—that's a gender-focused. It just happens that I come from an occupation that is a mixed occupation more than social work or nursing or whatever. And then—so that there's an awareness that this affects a lot of families, not just women's families.

Moon:
Well, and that's a bigger point, it's about families, not necessarily about gender. It's about _____ (inaudible, 01:04:32) families who _____ (inaudible, 01:04:38) head of the family, and—

Goddard:
And most families have a woman in them. Not all, but most, and sometimes she's a single parent, and so then—or she's a single woman, being her own family, in terms of the effect of her income. It's definitely something that is

important not only in the day to day family life of women and their families, but also in terms of retirement income—

Moon:
Yeah, and so forth, right. Anybody you put in a divorce situation and there—just the loss of income for, you know, women are much disadvantaged during the divorce process, generally. Well I think there's a lot of, you know, I was at the Commission on the Status of Women's breakfast that they had in August, and it was really inspiring to see how many people were really interested and a part of that organization. And it was very mixed-sex. Though I would say it was heavily female, but there were a lot of men that were represented there, and a lot of people concerned about real issues, you know. And some of the work of the commission on looking at prison, women in prison and issues related to, you know, the economy.

Goddard:
Right, and family court issues. They're working on that, too, within the county.

Moon:
Yeah. Yeah, so I think there's a lot of interesting activism taking place, and so—

Goddard:
Right. And that particular breakfast as an example, an annual turnout, that wasn't at all unusual. And it's been that kind of turnout for—

Moon:
Right, from the very—very long time?

Goddard:
—many years. I don't know as far as—I don't know how far back, but they did—the commission had a large staff, so I'm sure that there was—that it was a well-attended function over those years, as well as more recently.

Moon:
Well this is also a very affluent community, and the—that's also been one of the, you know, reasons why San Jose and Santa Clara became such a hotbed for feminist activism and for political activism in those years. Because it had a large, growing, middle class. So women who were able give their time and energy to a lot of differentsort of, you know, functions or issues, and one of the concerns today is that women are so overworked between, you know, being main breadwinners or joint breadwinners, but not being able to stay home with their children. You know, women have a very different sort of introduction to both organizational philanthropy to, you know, the work that they would be doing on _____ (inaudible, 01:07:32) in politics, and so, I think it's a real dilemma.

Goddard:
Which is what a lot, a *lot* of organizations are finding from NOW [National Organization for Women], to WILPF, to also the 9to5 organization. It is primarily an organization of lower-income working women, and they have even less likelihood of having the flexibility, and so on. And so it's—but, in any—I think in, I don't know whether it's always been true that there are usually a few people who are active in organizations, but I have a feeling that it's worse now, but it's not completely different than it has been through the years. (Laughter).

Moon:
Well, yeah. I mean, if you were to look at the National Women's Party, they were defined as an old women's organization in 19-you know-25, when, in fact, the, um, some of the membership certainly, were the, you know, the former suffragettes, but they were mostly younger women. I mean, there were a good cadre of younger women, though the weren't like eighteen-year-olds or twenty-year-olds, they were, you know, women in their thirties, you know, by that point, but—. So maybe that's just the nature of these types of benevolent, sort of, you know, organizations.

Goddard:
I should tell you this story. One of the—one of my friends who worked on the anti-Richard Pombo election, pro-Jerry McNerney over in the Tracy, Livermore, et cetera, area, and in Morgan Hill, in our county, was—is very happy, of course, that they were successful, and the environmental works and so on had been worth working on it, and uh, she said she just feels lighter. And this is a woman who, after she taught school 'till she was sixty-five, went into the Peace Corp and taught English as a second language in Kyrgyzstan. (Laughter). Anyway, she's an amazing person but she said she was at dinner with somebody, with some people recently, and they had this young waitress who happened to be blonde and real pretty, and she was telling them the specials and everything. Susan just felt like she wanted to say something to her. She said, "Do you know that a California woman is third in line for the presidency?" And the waitress said, "Yes! And I'm so excited! It's wonderful, it's wonderful!" She was afraid the waitress was going to say, "Huh?" (Laughter).

Moon:
(Laughter, inaudible, 01:10:04) Nancy Pelosi. Yeah, I mean, that's very cool, so—. That's very, um, you know, that kind of gives you a new sense of possibilities, um, you know, with this, you know, the kind of anti-Hillary bashing that's taken place, and, you know, that whole process, so I think that was—it was a great election victory for the Democrats on a number of levels (laughter), and women especially—

Goddard:
And women, right.

Moon:
So—well, with that, I think we'll end.

Goddard:
Yep, that's a good way to put a place—

[End Interview 1/1]

Related Sources

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