SEIU ORGANIZER

Elinor Glenn

Interviewed by William Van Benschoten

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Biographical Essay

Elinor Glenn entered New York University at age fifteen. At the time she wanted to be an actress. It was in this phase of her life that she met Herman Wouk and helped inspire his novel *Marjorie Morningstar*, the story of a young Jewish woman's struggle to become an actress.

Her mother had been a fighter for suffrage and her father a socialist and these forces bent her toward activism. One day in the nineteen thirties she was performing for a group of CIO steelworkers when two steelworkers stood up and made a passionate defense of the union against a heckler. She was so moved that this moment changed her life.

Glenn dived into the rising CIO movement but found no one was willing to give her much of a chance as an organizer in the East, so she moved to Los Angeles where she started out as an unpaid organizer for the United Public Workers, CIO. She was fired three times for union activity. She still found it an uphill struggle to win the confidence of the workers, but before long her ability to involve and mobilize the rank and file at the huge Rancho Los Amigos Hospital won their confidence.

The Cold War of the nineteen fifties saw an attack on the UPW so fierce that the union itself was destroyed, along with several other left-led CIO unions. In 1953 she moved to the SEIU, which took on the mantle of organizing public workers. Organizing public workers in the nineteen fifties was much harder than organizing in industry.

Glenn built her own giant Local 434 in Los Angeles from seven hundred to seven thousand members. She led the first strike of county employees to protect their wages and seniority rights, and eventually, under her leadership, they won collective bargaining rights. Her work in Los Angeles was so successful that SEIU would eventually have over a third of its entire membership in California and would become the second biggest public sector union, after AFSCME.

Glenn has always been proud of the participation of women in unions and the union's support for women's rights. It was a commitment she helped spread to the AFL-CIO by co-founding the Coalition of Labor Union Women in 1974. CLUW has since grown to thirty thousand members. She has continued to fight for women's issues and remains a powerful voice for women in the union movement.

Elinor Glenn is still a member of SEIU's board and serves as chair of their retired members committee, and she has recently turned her attention and organizing energy to the continuing struggle for health care for all women. SEIU is now the largest union in the AFL-CIO. The former head of the SEIU, George Handy, called Glenn the greatest organizer they had ever had in the International.

—submitted by Elinor Glenn

INTERVIEW HISTORY

INTERVIEWER:

William Van Benschoten, Interviewer, UCLA Oral History Program; B.A., History, University of California, Riverside, 1990; M.A., History, University of California, Riverside, 1991; C.Phil., History, University of California, Los Angeles, 1995.

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SUPPORTING DOCUMENTS:

The original tape recordings of the interview are in the university archives and are available under the regulations governing the use of permanent noncurrent records of the university. Records relating to the interview are located in the office of the UCLA Oral History Program.

The Oral History Program at California State University, Long Beach, has also

conducted an oral history with Elinor Glenn. That interview is available on their Virtual Oral/Aural History Archives at http://salticid.nmc.csulb.edu/cgi-bin/WebObjects/OralAural.woa/

TAPE NUMBER: I, SIDE ONE

MAY 30, 2002

VAN BENSCHOTEN: I am with Elinor Glenn in her beautiful home, which she just recently gave me a tour of.

My first question is, could you give us your full name and when and where you were born?

GLENN: My name is Elinor Marshall Glenn, and I was born in Brooklyn, New York, Flatbush. My father [Abraham Marshall] was a building tradesman, a very good union man, and his father was a good union man. His father [Joseph Marshall] came here in 18— I think 1882. His father was a hod carrier, which is an unusual trade for an immigrant, who, in Europe, was not allowed to be a hod carrier, but he was a hod carrier.

And my father came over as a young boy. He was thirteen years old when he came here on the boat. He was educated in New York City. Interestingly enough, although we are practicing Jews, my father went to a Catholic school because the priest in that area in New York had an accommodation with the Jewish parents that they would withhold the religious teachings, but they would teach the children English and so forth.

So my father grew up as a painter and active in the painters' union. Then he became— I'm making it sound so easy, but it wasn't. It was an uphill struggle. He sold window frames and all kinds of things to the builders, building materials. Then

he himself had the opportunity to join a firm of the builders and then he became a builder, and he built the first— I believe he was the first one to build out in the island, Flushing and so forth, Queens, the first tract homes for civil servants. And who were the civil servants? They were the police and fireman. And he built the tract homes there.

VAN BENSCHOTEN: What was his name?

GLENN: Abraham Marshall.

VAN BENSCHOTEN: Do you know the name of his father, by any chance?

GLENN: Yes. His father was Joseph Marshall.

VAN BENSCHOTEN: Where did they come from?

GLENN: They came from someplace— It sounds like "Hyaduck," but I don't know, it's somewhere around Minsk and Pinsk. Lithuanian. In that time it was called Russia.

VAN BENSCHOTEN: Tell me a little bit about your father. What do you remember about your father?

GLENN: The warmest, sweetest man I have every met in my life. He and my mother, who was born in Kiev, met in this country. He was— I don't know how to describe him. He was like the Pied Piper. He always had hard candies for the children in the neighborhood, so when he came back from work, they would say to him [imitating child's voice], "Mr. Marshall, can I have a piece of candy?"

And my father said, “Oh, yes, my little darling,” and he’d take out the candy. I don’t know what they were. He had hard candies for children and he had Lifesavers for the people that he had to deal with. He was very warm and very encouraging.

My mother [Annabelle Davis] was more strict than he was, and he was a very affectionate father. We sat on his lap. I don’t remember seeing him without one of us sitting on his lap when he ate. And when my sister [Gladys Marshall] was born—she was older than I—he used to take her in her carriage on Saturdays and Sundays to the park and he played baseball. [laughs]

He was a very good athlete, a self-taught athlete, and he always had a punching bag somewhere around the house. He put up a punching bag. We asked him one day why he had that punching bag, and he said because when he went to school, he had to learn how to fight his way through the German and the Italian districts and the Irish districts, and then he’d get the Jewish district and he was okay because— They didn’t really hurt each other, he said, you know, it was not the— no guns, no knives, you know, anything like that, but you used to have to defend yourself. So I always remember him punching that bag in the backyard, you know.

He was remarkable for his beliefs on the women’s question. He didn’t call it by the women’s question or anything like that, but he said to my mother and to the girls— They had four children, two boys and two girls. “Whatever the boys get, the girls get. The boys go to college, the girls can go to college. The boys go beyond college, the girls can go on. I will never say no to my children. They’re the most important things in my life.” He made us feel as though he was a lucky man because

he had us for children. What other child can grow up with a more loving father? He thought every one of us was wonderful. He was a marvelous man.

He only dealt with union help. He once worked for a company that was owned by an Englishman—this was during the war [World War II]—and he suggested that instead of the tea that the man served the men as a break, I don't know, about three o'clock in the afternoon or something, my father convinced him to have cakes and coffee or hot tea, or something. [mutual laughter]

VAN BENSCHOTEN: Support the cause.

GLENN: Yes. My father, during the war, World War II, had a massive heart attack, massive. My mother found him on the bathroom floor, out. And I think about thirty or forty years later, he died of a massive heart attack again. But he was recovering from it and he was in the hospital, King's County Hospital, for about six weeks, and he was getting weaker all the time. They didn't let them, in those days, do anything, no exercise, no walking, no nothing. One day he said to himself, "If I stay here any longer, I'm going to die. I'm going to get up, no matter what they say," and he did. He did exactly that. He got himself out of the hospital and he started to recover.

He set himself exercises. He swam, I think about two miles. Went down to Rockaway Beach, or whatever it was called, and we'd stay at a hotel and he would swim the length of one beach to another, and he kept up his exercises and he lived a fairly good life, physically speaking. He had nothing else wrong with him. It was just his heart.

VAN BENSCHOTEN: What were the positions he held in the union?

GLENN: He didn't have a position. He was a member of the union when he was a painter, and he dealt with the union as a builder. He was always close to the union scene. He would go to the union meetings and he kept his interests up that way.

He was a very good Democrat, as well. He was, I don't know, something, precinct something or other. He was very progressive, very progressive, because he had come from an atmosphere which was very oppressive, very oppressive, and he naturally became attached to the party, in his opinion, in New York, that was the more progressive. When the Labor Party was established, I don't know whether he was a member of it, but he was friendly with them. So the conversation around the dinner table was very progressive.

My mother— Do you want to know about my mother?

VAN BENSCHOTEN: Oh, definitely. Yes.

GLENN: My mother grew up in a different household. Her father [Reuben Davis] was a very religious man and he didn't know anything about unions, nor did he care about them. He was a Republican. In a whole family of Jewish Democrats, he was the sole Republican. He wouldn't even read the *Jewish Forward.* You know the Jews in New York had their own newspaper. It exists today. It's in use today. Of course, today it's in English. It was a very unusual paper. They had progressive Jews from all over the world who were on it. They had very talented writers on it, who went elsewhere.

My grandfather read *Der Tag*, meaning— The translation is *The Day.* And that was the Republican Jewish newspaper, because he was a Republican, even though

he became naturalized because the Democratic Party made a thing of helping the Jews become naturalized citizens and so forth, but he had nothing to do with the Democrats. I'm talking about my grandfather now, my mother's father, Reuben Davis. When his children got married, they all teased him. His sons-in-law teased him, everybody teased him. And he was a solid Republican until he died.

But my mother's immediate family were all Democrats and progressive, mildly progressive. There was no question about— Well, her memory of their life was that she used to take an hour off every day to bring my grandfather his lunch in his little store. He had a store, a fish store or something like that. And my mother resented it, so there was the beginning of a little feeling about the women being exploited, on her part. And she was a rebel in the family. My father's family used to call her the Methodist, because that meant, a Methodist, you were fighting. You know, they had a progressive element to it.

Being the daughter of her father, she was a good member of the Congregation of Jews and so forth, and she was head of the Parent-Teacher Association there. First, she was a member and then she was a parent. And when we all grew up and were in college, she established a place for the older parents whose children were already graduated. It was the senior group in the Parent-Teacher Association.

She got her education through the HIAS [Hebrew Improvement Society]. I think it was HIAS, the Hebrew Improvement Association or something, for those immigrants. And she said she learned about hygiene from the visiting nurses. They weren't called visiting nurses, but there was a group of nurses that taught the women

hygiene and taught them things about feeding their babies, and nutrition. She learned how to sew there, she and her sisters, and she always gave them credit for their efforts in making the immigrant citizens a healthy part of the American life and helping them integrate into the society. So she was the daughter who first learned English. She was a remarkable woman.

VAN BENSCHOTEN: What's her name again?

GLENN: Annabelle Davis.

VAN BENSCHOTEN: You say that she was something of a rebel. How did she show her rebelliousness?

GLENN: Well, she showed it, for instance, when they had election and Al [Alfred E.] Smith was running for governor. She refused to— My father had a very fascinating brother who was an entrepreneur. I mean, I don't want to bore you with stories about him, but he was a fascinating creature, and he and my mother took on the family to not support Al Smith. I'm not aware of why, except that they didn't approve of Mrs. Smith. My mother felt that she was below the caste that a president's wife should be and that he was, too, and they didn't deserve to be the president and the first lady of the land.

She belonged to the women's organization at the temple, but she reserved what she was going to do. She didn't take on the usual things. She took on the other more social aspects of it. And she suddenly became Reformed rather than Orthodox. That was her form of rebellion. Not very deep, but very meaningful to her. And she became more progressive every year.

When my father was a successful builder, she joined the— Well, they didn't call it the CWA [Communications Workers of America], but it was the telephone operators', or something, strike in New York and she called her friends and she said, "Wear your fur coats. We're walking the picket line today." [mutual laughter] So she walked the picket line in her fur coat.

She was critical. She was usually right. And she was a very thoughtful woman.

VAN BENSCHOTEN: You talked a little bit about your mom's education. We didn't talk about your dad's, though. Could you tell us a little bit?

GLENN: My dad just went to the Catholic school and he taught himself what he would need further than that. That was his education. He had a wonderful library of books, books in English, but they were by Jewish authors and all about the history of the Jews and so forth and so forth. He read everything and he had a very extensive library. That was his education.

VAN BENSCHOTEN: How many brothers and sisters did he have?

GLENN: I have two brothers and a sister.

VAN BENSCHOTEN: And how about your father? How big was his family?

GLENN: Oh, his family was large and my mother's family was large. My father had— I think there were six boys. Five or six boys and about three girls.

My mother came from a family of nine, five of whom survived. She always tells us this story that she never saw her mother sit down at a meal. She would serve the meal and she would eat— I must give you how she said it and how she translated

it. My grandmother would have vasa apkasa. The water that you make the cereal in, my grandmother ate. That was her meal. Whatever was left over, by any of the children. And she was very desperate to have her children educated. It meant a great deal to her. She lost the other children, you know, all kinds of things.

My mother had one, two— My mother had a half sister Jennie that she knew nothing about until she was quite grown. When they didn't allow her to— They call it sitting shiva. It means you sit on boxes and you mourn the dead. And she as going to join— Oh, my grandmother was not permitted to do this. Then my mother found out that— I must tell you this.

VAN BENSCHOTEN: Please do.

GLENN: It's interesting, anyhow. In the family, when she was fifteen, my grandmother was fifteen, the rabbi found a suitable husband for her. She never met him. My grandmother never met him, and she met him at the wedding and took an instant dislike and she refused to consummate the marriage. They hung her by her hair. They held her up— She had a stepmother who did this, who grabbed her hair and held her up by the hair to force her to consummate the marriage. She wouldn't do it. So the rabbi divorced them. In those days in Russia, that's what they did. The rabbis had that power.

Then there was a second attempt to get her married. She was about sixteen by this time. She was a beautiful girl. Everybody's grandmother was a beautiful girl. [laughs] And this guy passed muster. He looked okay and she didn't have this instant dislike, but she ran away. After about a month or so of marriage, she didn't like him.

And the rabbis gave up on her. She was no longer— Nobody would look for a mate for her, you know. She was in disgrace among the family.

And she had a cousin, who was very ill with— What the hell did she have? I think tuberculosis. And was pregnant and she had nobody to take care of her, except her husband, who was working and so forth, or going to shul. That was a full-time occupation for some of the Jewish boys who were religious like my grandfather was. And the family decided that my grandmother should go and stay with this cousin and help take care of the baby when the baby came, and help take care of the cousin, so she was sent there. And her cousin died and the baby lived. The husband was very satisfied and my grandmother was very satisfied, until the rabbi came to visit. And he said, "No, no, no. You can't live in this house. You're a single woman and you're a single man, and that won't do." They told him they weren't involved in any way, but he said, "No. Either you get married or she leaves." So they got married, and my grandmother and grandfather had the most romantic love for each other and a very happy, long-lived marriage.

VAN BENSCHOTEN: That's a great story.

GLENN: Yes. That was wonderful. When that daughter died— That's why my grandmother couldn't sit shiva; she was not the mother and so forth.

Then she had another sister, who had a stroke and she died at a young age. She was a very handsome, beautiful girl, very outgoing and so forth, loved by everybody. And then there was another daughter, who was my grandmother's stepsister. So it was a complicated thing.

VAN BENSCHOTEN: You talked a little bit about your dad's interest in the women's question, and I was wondering, how do you explain his interest in that, in his background?

GLENN: It wasn't a motivating, dynamic interest or activity on his part. He had plenty of the prejudices of the day and he wasn't seeking to liberate women, but when he had daughters, when he was growing and grown and so forth, he wanted them to have the best. He wanted them to have the best education. He didn't want them to be discriminated against.

I don't know where he got his ideas from, because his family did not go along with him on that. When my sister went to college, his brothers made fun of him. They said, "Why are you sending her to college? She's going to get married and she'll have children. She doesn't need college."

And my mother heard of this and she said to them, "Yes, but think of what a wonderful mother she'll make if she goes to college." And my sister was the first woman in the family to go to college, and thereafter, a whole series of women got their freedom, that kind of freedom, and my father was very supportive.

My mother was the first woman in their circle to smoke a cigarette. She was the first woman to drive a car. She was the first woman to have her hair cut. And my grandfather, her father, Davis, said to my father, "What kind of a husband are you? Why do you let her do these terrible things?"

And my father said, "Because I like it." [mutual laughter] So he was very supportive of my mother. My mother was a very strong woman, and it's hard not to be

supportive of her. But he was very supportive of her.

VAN BENSCHOTEN: Where did your mom and dad meet?

GLENN: On the steps of the tenement house that they lived in, in New York. That's where they did all their courting. My mother had a suitor before my father, who was Tony**,** and he was the son of the barber, and he had a little guitar and he used to sing the songs [hums]. And my mother used to hum it and sing it, and the one time we could tease my father to getting angry is when he heard that song. [mutual laughter]

My mother's and father's careers— Not their careers, but their experience was, they were quite young. I don't know how old my mother was; she was in her late teens. And he was very respectable. My father was learning a trade. He was earning a living. He had lovely relations with his family. He was adored by the family. And my mother liked him, and she was very strong and she let him know at he beginning of the marriage that she was going to be strong. Yes, she did. And he found no problem with that.

VAN BENSCHOTEN: He knew what he had there.

GLENN: He knew it. Right. Right.

VAN BENSCHOTEN: And how would you describe their marriage, overall?

GLENN: As marriages went in those days, they were very happy. My mother ruled the roost as far as expenditure of the funds. When he brought back some pretty good wages, without telling him, she would deposit most of it in the bank for the day that would come when they would need it, and when the Crash [Great Depression] came, my father was absolutely floored by the fact that she had this lovely bank account, because my father was a very— They used to call him Honest Abe. He had this lumberyard and his

customers, you know, they owed him money, which was common, but they lost their ability to pay it, and my father was in a position where he could have established bankruptcy, but he refused to do it, and he paid off all of their debts to him. This comes in later in the history of my father in L.A. So my mother then told him that she had this money saved, etc., etc., etc. So that was very, very good.

He was more in love with her than she with him. She valued him. She trusted him. She liked him, but she wasn't— This is my opinion, now. I don't think she was as madly in love with him as he was with her.

VAN BENSCHOTEN: You have a sister and two brothers. What are their names and where are they, I mean chronologically?

GLENN: The oldest was Gladys, my sister. In a Jewish family, she was treasured because of her blonde hair and her blue eyes and her light skin. She was tall. In those days I guess that would be tall. She was about five-six or something like that. She went to college and she married this wonderful guy—I always thought he was wonderful—[B.] John Shepherd, and lived at #1 Fifth Avenue for a while. He was a lawyer and a chemist and a terrific businessman.

VAN BENSCHOTEN: Wow. Interesting combination.

GLENN: It was a combination, and he was educated. He also painted. He was a poet, well, occasionally a poet, but he painted and he brought culture that the family was lacking, into the family. He opened up many books for us that we would not have gotten in college. He opened up going to art shows and he would take Gladys—her name was Gladys—would take me to many of these things. He was progressive.

My sister was a typical society girl. When the announcement of their wedding was made, she wrote the newspaper and she said, "Mr. and Mrs. A. Marshall," etc., "announce the engagement of daughter Gladys to Mr. B. John Shepherd." I can just see the thing. "Miss Marshall is the lineal descendant of Joseph Marshall." Well, we got calls from all the antique agencies. [mutual laughter] And finally, one of them said, "What do you mean by lineal descendent? Who was he?"

And she said, "He was my grandfather." [mutual laughter]

But at any rate, she married at the top of the excitement about this guy and, as I say, she wasn't progressive, but she was a decent, beautiful girl.

And as the economic situation changed, as the advent of the failure of the market, everybody we knew, you know, lost everything. A lot of my father's friends jumped—not a lot, but several of my father's friends committed suicide. One of them jumped off a building. I mean, it was a terrible situation, when people's life savings, everything, went [gestures].

Gladys got a job, and John, for that moment in history, he lost his money, he lost his credit, he lost everything, and he felt badly that she went to work. He didn't think it was a great thing at all, but he felt as though it hurt his image of himself, of his manhood and so forth. And he became conservative, reactionary, and my sister joined the social workers in the welfare office, became freed. She became progressive, she became active, she was an active member of the union, etc., all the things that she used to look down on, picket lines and so forth, that she didn't have anything to do with, she was there with a sign. It had an impact on them in opposite directions. So he became reactionary, she

became progressive, and their marriage started to fall apart. Isn't that an interesting tale?

VAN BENSCHOTEN: It is. So the depression sort of politicized her.

GLENN: Yes. Absolutely. Absolutely.

VAN BENSCHOTEN: So your older sister's name is Gladys. You've talked a little bit about her. Talk a little bit about your two brothers.

GLENN: Then came Arthur [Marshall]. Now, Arthur was the first boy in the Marshall family that was born. All the rest were girls. One of my uncles had four daughters, the other one had three daughters. Nobody had a son. My father had a son, and what a son. In the early days, he was a real tease. I mean, he used to flip wet towels on my legs. He didn't let me walk on the same side of the street that he walked on to school because I was a pest, he said. He was a terrific athlete. He was very, very loved by everybody, by the school, by the principal. He used to run errands for the principal. He was a lot of fun and he was always in trouble. He broke his arm, he broke his leg. He was a very active, very active, boy.

He found it out in high school that he may have charmed all of the teachers and all of the boys and the girls and he was very popular, but he wasn't so popular to the colleges, and he realized, with the help of my sister, that he wasn't going to get anyplace until he took himself seriously and applied himself, because he was bright. He was very bright. He didn't crack a book, he didn't do anything. He was terrible in languages and so forth. I'll tell you why I say that.

And she became his representative. She wrote to the medical schools, she wrote to schools that had medical as well as undergraduate and so forth. She did a survey, and

she decided that this one college, Emory College [now University] in Atlanta, Georgia, had the least of the discriminatory clauses in them. They accepted six Jews from New York. Six Jews. That was the most. Everybody else was refused. And they also had a medical school and it had a good reputation. So she figured out, if Arthur went to their undergraduate school, he would get into medical school, and that's just what happened. He didn't tell them that he went to another college, which was Long Island College. He just wiped that off the map—she did—and he came there as a freshman. He repeated his freshman year.

I must give credit to the family doctor. We had a family doctor who was involved through family and marriage, and he inspired Arthur to medicine, and Arthur liked him and he admired him and he went on some calls with him and so forth.

So my sister and this doctor were responsible for Arthur going to Emory, and he did beautifully at Emory. He did absolutely beautifully at Emory. Emory at that time was kind of the Harvard [University] of the South. Not only was it the best medical school, but it had more progressive ideas than the other southerners. They were the first to get on board during the civil rights activities and so forth.

Holidays were great because my brother used to bring home four or five boys who didn't have anyplace to go, and they'd stay over. They'd ask my mother, and my mother would say, "I have one request. One condition."

And Arthur used to say, "I know. They have to like to eat."

She said, "That's right. I don't want any picky eaters." [mutual laughter]

VAN BENSCHOTEN: Interesting condition.

GLENN: Isn't that interesting. So there I was, I was about, I don't know, thirteen, fourteen or whatever, and all these beautiful boys were coming into the house. Well, I developed a whole series of girlfriends. [mutual laughter] So it was a happy house. It was a happy house.

VAN BENSCHOTEN: And you have one more brother.

GLENN: Wait a minute. My brother finished medical school and then the war came and he was a young doctor; he was a practicing doctor. He volunteered to go into the army because he felt that he would be taken at any rate and that he would be better off if he volunteered and went as a volunteer. It was a great decision. Some of them had just— As in medical school, some of his friends never made it in the United States, they had to go to Europe, so it was true in the army in those days. They weren't so crazy about Jewish doctors. Arthur volunteered and he went in as a second lieutenant.

When he finished, when the war was over, he was a colonel because that quality of his, that youthful, happy, can-do-it, positive-thinking guy made it in the army because of that. Everybody, all of his life, responded to him like the family responded to him. He was like the crown prince. They loved him.

He used to send back guys who were— He liked their mess, you know, what they served, and when they came back for training in the Culinary Institute, they used to stop by our house because my brother talked about it. He's written up in the culinary stuff in the army, in the books that they read.

There was a story about my brother during the war, how this young whatever he was, a captain or whatever he was, going into where [General George S.] Patton [Jr.] was

and he was in a motorcycle, and as he came in— Oh, I should tell you. He graduated to work under [Chief Surgeon, Major General Paul R.] Hawley, who was the Surgeon General of the Army or something, to decide where to put hospitals, where to place them. So he was important in the medical activities of the army.

So there's a story in the paper about him going in, in this— Not ambulance, but motorcycle, with a little place— He was there and the driver was here and so forth, and they came into this town under the impression that the American Army was there, you know. He didn't go in to win it; he went in to find out where to put the hospital. And the natives of that area stood and they tried to tell him something because they saw the American flag and they were so happy to see him, and because he's Jewish, he understood their German, and their German was the Boche were here. "They're here. They're still here." So they turned the motorcycle around and he went out, and the American Army was just coming in. So the head of the army, the guy that was coming in, invited my brother to go along, so he went along. Well, when he got into the village, they didn't show the appreciation for all the others who really had to fight to get in there. Harebrained Harry, you know. Oh, god. It was a wonderful story, so that got written up.

Then after the war was over, the army sent him in to close the hospital, the veterans hospital—No, the army hospital in Topeka, Kansas. And he knew the Menningers, because he met them when they came out, and he went with the— What did I just say their names were?

VAN BENSCHOTEN: McNamara?

GLENN: No. Well, this is old age now. I can't remember their name.

When he came there, they took him to see the institute that they had—Menningers. Menningers. Right. And so forth. And he and a Dr. Menninger said, "We shouldn't close this hospital. We have no program for psychiatry for the veterans who will need it. We have to establish a psychiatric presence. Why don't we tell Congress and Hawley that we shouldn't close it, that we should make it an army veteran psychiatric hospital and that the teaching staff and so forth would be by the Menninger Clinic." And that's what they did, and a book was written about that. He had a wonderful experience there.

He came here to this community, and he was the first accredited psychiatrist in the San Fernando Valley, and many of the psychiatrists who followed him got their first patients from my brother's referral to them because he wanted to, you know, to expand the practice. That was my brother, just a wonderful, wonderful guy.

VAN BENSCHOTEN: All right. We're near the end of the tape. I'm going to turn it over.

TAPE NUMBER: I, SIDE TWO

MAY 30, 2002

VAN BENSCHOTEN: You were talking about your siblings and you'd mentioned Gladys and then you'd talked about Arthur. And you have one more brother, right?

GLENN: Norman [Marshall].

VAN BENSCHOTEN: Could you tell us a little bit about Norman?

GLENN: Norman was a redheaded, freckle-face, blue-eyed, beautiful boy, who was a very good-looking version of Rudi Vallee. [mutual laughter]

VAN BENSCHOTEN: That's saying something.

GLENN: He was the tallest one of our family, very dry wit, and was born inordinarily fat. He weighed eighteen pounds at very early, couple of months old. He was really built. We all thought he was very healthy, but he wasn't, and he developed the childhood disease of— Not leukemia, but—

VAN BENSCHOTEN: Polio?

GLENN: No. It's a heart condition. I don't know, he ate some grasses which made him sleep for— We all thought he had sleeping sickness or something, but it wasn't. My mother was told by the doctors that he shouldn't exercise and do anything strenuous and so forth. Well, he won the swimming prize at camp. And one day he didn't come home for dinner on time, and he finally arrived and my mother said, "Where were you? Where were you?"

"Oh," he said, "I was at the circus filling barrels of water for the elephants."

[mutual laughter] The kid who wasn't supposed to do anything. Rheumatic fever. And that was before they had penicillin or that they used penicillin. And when he got an attack, it was usually with a cold. My mother put him on her shoulders to take him to the bathroom, because he wasn't supposed to walk. When I think of what she did, you know, she slept with one eye open all the time, listening for him.

He was very good-natured about it. He wasn't depressed, you know. He missed some of the pleasures of childhood because of that. And as he grew older, I guess it grew worse. Anyhow, he was through with school, and he wanted to be a doctor and he wanted to be a heart doctor, and we were all so happy about that, and we were planning for him to go to Emory like my older brother did. And he came back for Christmas vacation and Mother and Father had given him a trip to the Caribbean with a friend of his. They went off and they came back.

Anyhow, he came back and he had a touch of rheumatic fever. Not a touch; he had rheumatic fever. And he needed an operation, so they got this terrific doctor, Dr. Coster, I think his name was. And he almost passed out on the operating table. My brother was watching, was party to this whole thing.

Finally, he recovered and he came home, and he died one night in my mother's arms. My mother went into deep melancholia for about two years, and it was a terrible, terrible thing. It was the first death in our family, of a child. What can I say?

While he was recuperating at home, my mother got him black satin pajamas

because his friends were visiting him, and she got him purple ones too— She always was there for him and she was there for him at the very end, too. He was such a beautiful boy, such a beautiful boy. He was about twenty-one when this happened. So that was the end of Norman. I have his picture hanging up there with a friend of his. I named my son after him and so forth.

VAN BENSCHOTEN: You did.

GLENN: Yes.

VAN BENSCHOTEN: I know that, for instance, when I was growing up, I had two sisters. and even though my older sister and I got along fine and we enjoyed each other's company, I tended to gravitate toward the sister just older than I was, about a year older, and I was wondering, of the siblings that you've spoken about, were there any that you tended to hang around with, that you maybe played games with more, or that you confided in more?

GLENN: Well, the one that I played games with more was my younger brother. I was three and a half years older than he. We used to fight for the place on this rug [she points to the rug in her living room], where he was going to do his homework and I was going to do mine. "You can work with the flower to the left of you," or whatever.

He was protective of my mother, and when I was a young girl, I was always fighting with my mother. I was always, you know, championing, fighting. Well, I'll tell you about it in a minute.

My preference was— I had a more intimate relationship with Norman, my younger brother. My older brother was the tease and the unconquerable one, the hero and

so forth. And my sister was way beyond. She was seven years older than I am.

VAN BENSCHOTEN: What was the relationship, then, you had with your mom?

GLENN: Well, my first husband I thought put it well. We were just married, you know, just a couple of months, and he said, "You know, you treat your mother rather badly. She's not as bad as you make her out to seem."

And I said, "What do you mean?"

And he said, "Well, you act as though you were an adolescent fighting for your freedom." He said, "You're free. She has nothing to say about what you do. We have something to say, and you're casting her in a role that she doesn't deserve. Maybe she did, but she doesn't anymore. I mean, what kind of freedom are you fighting for?"

And I looked at him and I said, "You know what? You're right." And that changed. That conversation had a tremendous impact, and it changed the relationship. Then it became close and so forth.

She was a fighter for women's rights, oh, she was. She was an unusual woman, appreciated by all.

VAN BENSCHOTEN: And you mentioned Margaret Sanger. I think it was off tape.

GLENN: Yes.

VAN BENSCHOTEN: Could you mention that again on tape?

GLENN: You know who Margaret Sanger was?

VAN BENSCHOTEN: Yes.

GLENN: I commented that my mother had us so wonderfully divided, you know, girl, boy, girl, boy, three to four years apart. I said, "How did you manage to do it?"

She said, “Margaret Sanger.”

I said, “A nice Jewish girl like you, going off to Margaret Sanger?”

She said, “Yes. There were many of us and we went to see her and she told us how to space our children, and we owe a lot to her.” My mother, fighting for Margaret Sanger. That was great. It gave me great insight into my mother.

VAN BENSCHOTEN: That’s a great story. You mentioned briefly— You talked about Arthur and something about languages.

GLENN: Well, one of the stories that is so close to us is that when he went in on his motorcycle to this town, they had to figure out how to let him know. He spoke in English and they spoke in German and so forth, and his old Yiddish of my grandmother came back to him and he was able to converse with them. Now, I think it was the German or it was the French, because he failed French, so I can’t remember which country it was that he was in. He spoke in the French that he always flunked, and they understood him over the German. But that’s where language came into it.

VAN BENSCHOTEN: I noticed, too, that here and there, the theme of discrimination against Jews comes up. For instance, when Arthur is looking to go some school and you said, I think, only six Jews in all of New York had gone off to college.

GLENN: The medical school.

VAN BENSCHOTEN: The medical school. Was that something that you were aware of as you were growing up, too? Was this a real presence or was it just these isolated instances that you were noticing?

GLENN: It wasn’t isolated instances. And we didn’t accept it, but we recognized it. I

went to Hebrew school. I spoke Hebrew fluently. I was on Debating Society where I went to school. It was the Hebrew Debating Society. We debated in Hebrew. And I was going to be a halutz [phonetic]. I wanted to work on a— What do you call it?

VAN BENSCHOTEN: A kibbutz?

GLENN: Yeah, a kibbutz. I used to have a big pin that said "CRS." The Forum Movement was selling it at five bucks a pin, raising money for something. I think the UAW [United Auto Workers] made them. "Can't Remember Shit." [mutual laughter] Well, I was a girl, I was a person who was a union fighter and leader. Had a wonderful quality that I took no credit for, but I knew I had it, and that was a photographic approach to words and people and to whatever. I mean, I memorized them. So I knew the middle names of my union members and I knew their daughters' middle names. It was so— I wasn't aware that I was using it, but I had it. I had it, but I've lost it. [mutual laughter]

VAN BENSCHOTEN: I wouldn't say that, though.

GLENN: Well, not everything but, you know, there's a terrific difference. Anyhow, that's the word. The kibbutz. And I was a young idealist and a young rebel. I was rebelling against my mother most of my life, the early part of my life. And if they had lady rabbis at that time, I would have trained for it. I was really turned on by that.

Then we went to a class that was led by— Well, then I became Reformed and changed my— Not my religion, but my practice. I don't know what I was going to tell you. We had a class. I was approaching thirteen or fourteen, and we had a class that was led by a City of New York philosopher. He was a professor or assistant professor of philosophy. Beautiful young man, and he changed our lives, all of the students' lives. He

took us to every church group that he could. We went to the Zoroastrian temple, we went to the Quakers, we went to Protestant temples, we went to Catholic churches, we went everyplace, and we became aware that there was no bad religion—this was our conclusion—that they're all teaching the same moral lesson. We didn't know anything about Muslims. Not that they don't teach moralisms, but that they all pretty much said the same thing. And I came out of that as an internationalist. "Oh, I'm not Jewish. I'm an internationalist. I believe in all of the religions," and so forth and so on. And then came [Adolf] Hitler, and that's what made me realize you never can escape what you are. You can't escape it. You may not recognize it, you may not practice it, but you can't escape it. And it wasn't a religious theme as much as it was an ethnic theme. I really believe that. I think we are an ethnic group, with the same history and the same language and so forth and so on.

But what question did you ask me about that made me answer in this way?

VAN BENSCHOTEN: Oh—

GLENN: Anyhow, it doesn't matter.

VAN BENSCHOTEN: I'm sorry. I'm missing it, too.

GLENN: Oh, that I mentioned discrimination.

VAN BENSCHOTEN: Discrimination.

GLENN: Well, I personally never suffered from it. Nobody discriminated against me that I knew of. Maybe they did, but I felt like my father, you know, I felt lucky. Isn't that interesting. You know, we have these wonderful foods, we have these nice holidays, and everything was glorious about being a Jew. We knew that there was discrimination, but

personally I did not suffer from it. But theoretically I was aware of it because other people suffered from it.

VAN BENSCHOTEN: Just as getting a point of fact down, getting the chronology straight, what year are you born?

GLENN: 1915. I learned all about the starving Armenians when I was in elementary school. I remember collecting food and clothes and sending them— My family sent them over.

I have another story for you.

VAN BENSCHOTEN: Go ahead.

GLENN: We had relatives in Europe where we were sending money and clothes, because the Jews were being oppressed. And my father and his brothers financed a trip to the United States of these two cousins, far-removed cousins, two men cousins who were going to come over here, and they were very poor and we had to help them get started. So we did. And one's name was Mushka and the other was Shuska. [laughs] And they came over, two sweet, ignorant, uneducated guys, who knew nothing about anything, and they went into the— What do you call it? They bought old clothes, you know. They go through the neighborhoods and say, "Old clothes. Old clothes," and you gave them clothes and they gave you a couple of pennies for them. And that was these Mushka and Shuska activities.

Well, we caught up with them a couple of years later, not a couple years, some years later. They were millionaires. They had graduated from calling for, "Old clothes. Old clothes," to calling for pots and pans because they got more money for when they

sold it. They became junk dealers. They became millionaires. [laughs]

VAN BENSCHOTEN: Millionaire junk dealers.

GLENN: Now, one of my nieces, great nieces, Brianna, married a young boy who was the great-great-grandchild of Horthy, Admiral [Miklos] Horthy of Hungary. You know who Horthy was? Horthy was the ruler of Hungary during World War II. He wasn't the king. The child who was going to be the king was about, I don't know, six years old or something, so he was the ruler. We all thought he was a Nazi, but we've learned since that he wasn't a Nazi, and I read his book. He wrote a book of memoirs about it. And when my great-niece told me that she was marrying him, and she met him at an East Indian cultural group reunion that they had, because her father, my nephew—this is my sister's son and the son's daughter—was a member of this group, you know. They have a mantra and they— A whole bunch of stuff. They didn't regard it as a religion; they regarded it as somewhat like a cult, I guess. And they had a reunion and that's how these two people met. And when she told me his name was Horthy, it struck a bell because I remembered my history of Admiral Horthy.

Well, this was his great-great-grandfather, and his grandfather was held in house arrest by Hitler. I met his grandmother, who was a countess or a baroness or whatever the hell she was, and she was a member of this group. That's how they all met each other. And I said to her— I laughed at one point and she said, "What are you laughing about?"

I said, "I have two cousins, Mushka and Shushka, and I'm just wondering what the impact would be with your husband and my family about the marriage of this Jewish girl to her cousins Mushka and Shuska." [laughs]

VAN BENSCHOTEN: That would have been very interesting.

GLENN: They've divorced since, anyhow, but it's favorite private laugh I have every once in a while, you know. The whole thing is so ridiculous. [laughs]

VAN BENSCHOTEN: You've described your family so far and you've talked about your brothers and sister, your mother and father, your grandparents. How would you describe your family overall? What was it like growing up as a girl, the youngest child, I guess, in this family?

GLENN: Well, I wasn't the youngest. My brother Norman was the youngest. Well, we loved it. We lived right next door to our cousins, our age, so there were three houses right next to each other, and my grandparents' home was one block away, so we were very close. And my mother's brothers were very funny guys. One of them was single. There was laughter, there was a closeness of the great-aunts and the great-uncles and the ability to laugh at our plight, you know. When they were poor, it wasn't sad and terrible. We all helped each other out. We saw each other regularly. It was a very reassuring family life, and we felt particularly lucky because my father was the most affluent when he was a worker and when he was a boss and when he was a builder.

My parents were very generous about sharing some of the wealth with a less affluent family who didn't have the money, and the kids would need clothes or whatever. So we participated and we had a large family group there and we had prestige in the neighborhood, in Flatbush. So it was a good family to come from, who had good values.

I would say I was the most advanced, most progressive, most radical part of the family, and my mother's family were not— They were moderate Democrats, I would

describe. Not bad people; good people. Not involved with the unions, not talking about world affairs, etc., etc. So we felt ourselves privileged to get educated and to be progressive in our political thinking and so forth.

VAN BENSCHOTEN: Off tape, too, you mentioned picnics. In what way were picnics important?

GLENN: I remember, I still swear that I sat on the vacuum of air in the back seat of my father's Ford. [laughs] Everybody piled into that Ford. My cousins, the uncles, the aunts. We used to get hysterical. We thought it was funny, and it was. And I always said that I sat on the left-hand vacuum that was created in the air. And we went to the Sunday school, to the Orthodox synagogue in those days that we were members of, with other families. We didn't go alone. I remember these wonderful Sundays, you know. That's what I was referring to.

VAN BENSCHOTEN: Where would you go on these trips? Did you go on, like, vacations or just take a weekend trip?

GLENN: Well, we had a double life, as far as I was concerned. When my father started to earn a better salary, we used to go out to New Jersey. We went to the Jersey shores, and we had relatives there. He had all of his brothers and sisters and so forth, who had summer homes there and so forth. So we used to go there. First, we stayed in their homes, and then we stayed in little modest hotels, and my father would come out weekends and my mother and the children would be there during the weeks. So we had happy times there, we thought. I mean, it was. It was a happy time.

VAN BENSCHOTEN: Let's talk a little bit about yourself. Let's talk a little bit about

your education.

GLENN: I was in college when I was fifteen. I have a picture that my son has in his— He had it in his prior union office. I hit the *World Telegram* newspaper on the third page because Calvin Coolidge died that day and I was on the third page. Otherwise, I would have been on the front page. It was the story of this girl— You know newspapers. This girl leading a strike at NYU [New York University], a student strike at NYU, and a whole nice article about— Well, I won't talk about the article. I'll talk about what happened. I was at NYU at fifteen, and I came home to my mother and I said, "You know, everything I learned in high school was a lie and none of it is true."

"What do you mean it's not true? These teachers know everything."

I said, "No, they don't know anything." And I started to tell her what I learned in class. And I had a teacher who was the homeliest-looking man I've ever met. He looked like Lon Chaney or something, and he's been voted the outstanding teacher for ten years in a row. His name was Stern.

Well, anyhow, he told us, he showed us, he made us answer the questions, and I realized, my god, we were in never-never land, we weren't really with the economics of the day. And it gave me a chance to be as radical a thinker as I was able to be, which wasn't too radical. It was kind of moderately radical, I'd call it. And we had a teacher who said that we wouldn't get an A unless we not only passed the exam with an A, but that we would have read something like six books on economics. And when he announced that, everybody groaned, but we figured, well, what the hell, other classes have done it, so we'll do it. Then about a month later, he changed it, that we'd have to

read twelve books of economics or eighteen books of economics in order to get an A. It was a very bright class. I went to NYU and this was a bright class. And I thought that was terrible.

NYU was quite a trip from home, you know. You had to get the subway and go there. And I got home that night and I got a telephone call from somebody in the class and she said, "You know— " And I was the youngest one in every class I was in because I came there when I was fifteen. I skipped four times in elementary school and so forth. That's why I can't add, because every time I skipped a class, I lost the ability. The five times table or the six times table.

But at any rate, she said, "What did you think about this changing of the requirements that our teacher gave us today?"

I said, "I thought—." I was one to shoot my mouth off, was always articulate. "Oh, it's terrible," blah, blah, blah. "We ought to do something about it, and it's terrible."

She said, "Well, how would you like to say that in class tomorrow?"

I said, "What do you mean? Why me?"

She said, "Well, we know that you're a drama major and you're articulate. Everybody, the majority group in the class will follow you. You just start it." Well, my mother almost fainted, she was so nervous about it, and my father was saying, "Good girl. Good girl."

So I did it the next day. And to my great surprise, the teacher agreed. I made the pitch, and there was a little discussion between me and him. Nobody got up to support me. They didn't raise their eyelashes to support me. And he agreed and changed back to

where it was.

That night I got a call from Ruth Young, I think her name was. She was a reporter for the [*New York*] *Telegram*, and she tells me that she was there that day. Now, why was she there that day? That was a question I had. She was there that day and she'd like to do a story about me and the circumstances and so forth. Well, I didn't know what to say, so I said, "Well, I'll have to talk about it with my parents."

She says, "I'll hold on."

So I tell my parents, and my mother, she didn't like the idea at all. "This is going to hurt you in your graduation," and, "Don't do it." My father was saying, "Do it. You're able to talk to her. Tell her what happened, and it won't hurt you." He was staunch.

So Ruth said something that I think affected my parents and that was, she said, "You know, I could do this without your permission and I'll write the story as I see it, or I can do it through your eyes."

And my father says, "Through her eyes," my eyes. So I agreed, so they came over to my house and they took my picture, the picture is in the paper. She interviewed me and we had a great interview, part of which she wrote. [laughs] She puts it as though I'm saying it, you know.

Anyhow, that impacted the rest of my life, because when I went to school the next day, my philosophy teacher said, " Oh, and what does your group think about economic determinism?"

I said, "What?"

He said, “What do you think about economic determinism?”

I said, “What is it?”

“Oh,” he said, “come now, Miss Marshall, you know.”

I said, “No, I don’t, and who is my group?”

“Well,” he said, “just think about it. Come to school next week and give me a report on it.”

So I went home and I told my mother and father about it. I said, “I don’t know what economic determinism is.”

My father said, “Look it up. They’ve got a school library. Look it up and do your own research and you tell them what you think it says.”

I said, “What does he mean by my group?”

He says, “He’s red-baiting you. He’s talking about you representing a group of radical kids and your group got together and they did it. They told you what to say.”

So I was horrified and thrilled at the same time. [laughs] And I came back and I told him that I didn’t know what economic determinism was, but I think it means so and so and so and so, and I said, “Don’t ask me about what my group thinks, because I don’t have a group.” But I answered him, and for the rest of that term, he treated me as though I was the head of the local radical movement on the campus. I mean, he didn’t pay any attention to what I said. He drew this picture.

And I said, “You know what? I’m going to really look this thing up and see what they say and who’s saying it.” So I did and I came back and I said, “Jeez, it looks like the Socialists and the Communists are saying this.”

So my father said, “So, now you know.”

About four or five years later, I went to a party in Greenwich Village, where I lived, and I see the girl who called me. And I said to her, “Why did you call me? You didn’t open your goddamn mouth.” I didn’t say *goddamn*. But I mean, “You didn’t open your mouth.” Now, I would say it this way, etc.

She said, “Well, we knew what we had.”

I said, “What did you have?”

She said, “We had a young radical girl learning about things and that you were going to carry the day because you could speak.”

I said, “In other words, you set me up?”

She said, “Yes, we did.”

VAN BENSCHOTEN: Oh, my god.

GLENN: So I realized it was a setup, you know, and that’s how that reporter got there and so forth. Ruth Young. Well, later on, Ruth Young changed her newspaper and she wrote for a radical magazine. [laughs] I think she wrote for *Nation* or I don’t know what.

VAN BENSCHOTEN: What were some of the lessons that you drew from that, though?

GLENN: That incident, not that their telling me they set me up, but the original incident interested me because I could see it was a very clear example of what was going on in those days. There was a terrible harassment of student radicals, James Wexler and a whole bunch, and that this was the enemy and there was us, there was them and us, and that I had to be somewhere. And I wasn’t going with the enemy and I wasn’t going with— I didn’t join any party or anything like that, but I said I knew I was destined for

something else. I was destined for something to carry this out. And it did, it had a tremendous impact on me. So that's what I mean by the impact on me.

VAN BENSCHOTEN: We should say, what, this is 1929, 1930? Because you're, what, fifteen or sixteen?

GLENN: About '31, yes, somewhere around there. Right.

VAN BENSCHOTEN: Because it's been about two years into the depression and this is when some of these groups are beginning to be heard as well.

GLENN: Right. Then I appeared on the picket line of the— not the longshoremen, but the— CRS. Some of the leftwing radical movements that were out protesting not getting enough money or getting safer ships or peace or whatever. And on May Day, I marched. My mother was very disapproving, very disapproving, and she looked at me and she says, "Where are you going?"

I said, "Well, I'm going to the march to help the union people."

She said, "Well, if you're going to march, I'm going to see to it that you wear a proper blouse." She took my red shirt, she ironed it, and she gave it to me. [mutual laughter] It was the time of the beginning of many of the unions. I don't know if you know about the unions of that period, but it was a fascinating time.

VAN BENSCHOTEN: Yes, it was.

GLENN: A fascinating time.

VAN BENSCHOTEN: We've never had another period like it in American history.

GLENN: No. No. No. No. Really not.

VAN BENSCHOTEN: That's a fascinating story that you've just told of the thirties, and

what you were doing in the thirties is going to be interesting. I want to go back just a little bit. You said that you skipped four grades in elementary school. You were advanced.

GLENN: Yes.

VAN BENSCHOTEN: What subjects were you interested in when you were in, say, elementary school?

GLENN: I was interested in everything, and they went so slowly and I was impatient and my hand was always up. I must have been very obnoxious, because the kids were perfectly happy in this little tiny school in an easy neighborhood to be in, and here I am, with my hand up in the air. And the teachers skipped me. Four of them skipped me. And there are, like, holes in my life stories. I mean, not holes, but I never caught up with what I missed. Even in geography, I missed it. It took me several years to put cities and places and capitals in the right places, because I never learned it. I thought, and my family thought, that it was a bad idea as a result of that.

VAN BENSCHOTEN: By skip, you mean being pushed ahead one grade?

GLENN: Right. Right. Four times. So when I was graduating, I wasn't twelve, I wasn't fifteen. I don't know. Anyhow, I was fifteen when I went to college. I was the youngest one there. I was totally out of place. I was wearing a midi-blouse and socks, and all the girls would come in dripping corsages that they had on their dates the night before. [laughs] And I was totally, totally isolated. Not personally isolated, because I made some friends, but I felt out of the mainstream. Then I realized how happy this incident that I told you about, the study incident, made me. I realized I'm radical, yeah, and I, you

know, like it.

VAN BENSCHOTEN: So it helped you to define yourself.

GLENN: A belonging. A belonging.

VAN BENSCHOTEN: How about high school? Was it the same situation?

GLENN: In high school, I was madly in love with all my English teachers and the language and the poetry. I loved it all. History. I was a member of Arista, which was the honor society. I did brilliantly in high school. I didn't feel the difference in age as important as I did thereafter.

VAN BENSCHOTEN: Was there any particular project that you'd done in school that you remember, that you were particularly proud of?

GLENN: I know I took Spanish, and my Spanish teacher said to my mother, when she came up on Parent-Teachers Day, "Oh," she says, "Your daughter suffers with me."

My mother said, "What do you mean?"

She said, "When I pronounce the language, her face gets pained-looking." [mutual laughter] She said, "I studied language in— ," I don't know, some southern state, and she said, "Your daughter speaks much better than I." [mutual laughter]

I had English teachers that I really had a crush on. I had wonderful history teachers. God, I'll never forget this history teacher who remained to the end of her days covered with honors because she taught the truth. She talked about our U.S.-Chinese policy of going through our courts and not their courts. "If I killed somebody, I didn't go through the Chinese court, I went to an American court," and so forth. And she pointed out how terrible our foreign policy was with other countries. And she was very honest.

She wasn't radical at all; she was just honest. It was a wonderful experience, my high school.

VAN BENSCHOTEN: We should get down, too, the name, if you can remember it.

GLENN: Miss Corey, at Erasmus High School, was the history teacher.

VAN BENSCHOTEN: Great. And then how about the man, too, who you mentioned earlier, who had taken a group of you to these various churches?

GLENN: Well, that came from my religious education. I went to camp one year and there were a number of girls who were Reformed Jews. Reformed is very almost avant-garde in the Jewish religion. I mean, it's Judaism, but it's from a Reformed point of view and so forth, and I was fascinated by it. And the rabbi was a very well-known rabbi of the East Eighth Street Temple, and he hired this teacher, because we were at the confirmation age, and he hired this teacher—I don't know what his name was—but he really showed us. He didn't talk at us; he went along with us. He was the best teacher I've ever had.

VAN BENSCHOTEN: When you say he went along with you, what does that mean?

GLENN: It means that he shared the feelings that we had as we went from church to church. He wasn't judgmental and he wasn't saying, "That's terrible and we don't believe in that," or anything like that. He pointed out the similarities between the teachings in many of the religions, so we weren't so haughty.

VAN BENSCHOTEN: So he let you come to your own conclusions.

GLENN: Yeah. And we all ended up in the same place. [laughs]

VAN BENSCHOTEN: Funny.

GLENN: And that was in the thirties, somewhere around there, I don't know.

VAN BENSCHOTEN: Before we get you into college, did you have any hobbies? Did you have any close friends?

GLENN: I had close friends, but I had no hobbies. I was a terrible athlete, but I enjoyed being on the hockey team. I set up a little drama school for children. I was in my teens, and we put on little plays and so forth, and I acted in the acting companies at the temple, you know, for the holidays we put on little shows, and they always knew they could count on me for the crying person. [mutual laughter]

VAN BENSCHOTEN: So how early was this interest in drama? How early did that come up?

GLENN: It came very early.

VAN BENSCHOTEN: When you're approaching the time when you're going to enter college or not, did you feel that your parents had any expectations for you?

GLENN: Expectations for a job or—

VAN BENSCHOTEN: I mean, did you just have a sense, either—

GLENN: They supported my interest in the theater and taking theater courses, and they supported me in looking for guidance at the college, you know, for the kinds of jobs that I might get. They were supportive, they were not—

VAN BENSCHOTEN: They were not leading you or kind of nudging you in any direction?

GLENN: No. No. Very supportive. Very supportive. And by the time I was eighteen, I was in a couple of second-run off-Broadway shows, you know, not the first company, but the second or third company of plays and shows.

VAN BENSCHOTEN: How was that? I mean, what was that experience like?

GLENN: Well, in the summertime in New York, they had summer camp, adult summer camps, and I was on the dramatic team of one of them, Camp Kopec. There was a book written by Herman [Wouk]— What was his name? The guy that wrote *The Caine Mutiny*.

VAN BENSCHOTEN: Not Mankowitz.

GLENN: No. No. It'll come to me.

I was in the camp cast of the plays. We used to put plays on, on weekends. I was eighteen at that time, seventeen, eighteen. What did you ask me that I'm answering you now about?

VAN BENSCHOTEN: About your experience in theater at this time.

GLENN: Right. Thereafter I got some jobs of these second or third companies of little plays and so forth. I enjoyed it tremendously, but once I got into it full time, I realized that I didn't like the experience of waiting around for somebody to approve of me, which is what casting is like. It wasn't a voluntary action that you could do something, you know, to get a part, or anything like that, and I was just one of many girls on Broadway looking for a position. But it started when I was in my teens.

VAN BENSCHOTEN: Well, we're near the end of the tape here, so why don't we, if you'd like, we can call it a day here.

GLENN: Oh, that would be good.

VAN BENSCHOTEN: Okay.

TAPE NUMBER: II, SIDE ONE

JULY 5, 2002

VAN BENSCHOTEN: Last time when we talked, you talked about your family, your childhood, your upbringing, and your high school, a lot of your education, at least early education, and then you had talked a little bit about your first year in college. So what I would like to do in this interview, this part of it at least, is to talk a bit more about your college experience and about national events, the Great Depression, activism, anything that you'd like to cover as well.

I had a couple of follow-up questions. The first one, in the last interview, when I was listening to it again, you mentioned the word *progressive* quite a bit. You mentioned, for instance, that your mom [Annabelle Davis] was very progressive and that your sister [Gladys Marshall] becomes progressive.

GLENN: Well, my father [Abraham Marshall] was very progressive.

VAN BENSCHOTEN: Right. And your father. And I know that at that time there was the Progressive Party, but I have a hunch that you mean progressive not in that political context, at least not in that institutional political context.

GLENN: I meant it in both ways.

VAN BENSCHOTEN: Oh, did you.

GLENN: Yes, because the political atmosphere of my home was progressive. My father was active. My mother was a little less active, but she was progressive in her thinking. And I also meant that there was the— I think the American Labor Party set up then, and that was the period, I believe, in the Progressive Party. I'm not too sure

where that comes in, if it came in during the high school days or college days, but I was intrigued by it.

VAN BENSCHOTEN: So in the more general sense of progressive, when you say your mom's progressive, what do you mean by that, more specifically?

GLENN: I mean that they had, I guess what you'd call it, a forward-looking view towards economic and political happenings, and they thought— I don't know how to say it other than *progressively*. But they usually took very forthcoming positions on many subjects that were coming up, because [Franklin D.] Roosevelt was a very, very important factor in our lives. I was graduated from college in, I think, 1934, and I was quite young at that period. I think I was in college at that time. And he had quite an effect on the family.

VAN BENSCHOTEN: You said you had gotten into college when you were fifteen.

GLENN: That's right.

VAN BENSCHOTEN: So that would make it about 1930 when you entered college.

You mention your mom and you say that she cut her hair.

GLENN: She was the first woman to cut her hair short, to smoke a cigarette, and to drive a car.

VAN BENSCHOTEN: I don't know, would you consider her— I mean, she sounds a little bit like a flapper. I mean, flappers are going to do this. Is she sort of a proto-flapper?

GLENN: No! My sister was a flapper. She looked like a John Held Jr. girl, in his paintings. She was blonde, blue-eyed, very good-looking gal. My mother was just the

era right before that happened. I think I told you that she went to the clinic, the famous birth control clinic. Now, that, to me, is the most progressive position that she could have taken. It affected her style of living from then on out. And that's my point of reference.

VAN BENSCHOTEN: And that is, I mean, a pretty bold thing to do. I mean, today it's far less bold, but still risky, but nevertheless. Unfortunately.

GLENN: What was her name? The clinic?

VAN BENSCHOTEN: Margaret Sanger?

GLENN: Yeah, the Margaret Sanger Clinic. She was jailed for what she believed, and my mother didn't seem to care. She was interested in planning the births of her children.

VAN BENSCHOTEN: Was she part of a circle? Did she have friends who were also very progressive in their way of thinking?

GLENN: Her friends at that period were progressive in the religious movements. They had been Orthodox and then they became Conservative Jews. I don't know whether you know the distinction, but it would be like the distinction between the Republican and the Democrats. They were Conservatives and actively engaged their families in their Orthodox shul, which is the translation for synagogue, and helped build the same organization and helped them become Conservative, which was, in that day, liberal and not fundamentalist. It was very— It was different. It was the beginning of the Americanization of Jews in this country. And they lived right, you know, in that area, and so she and my dad became Conservative. Then they became

Reformed. Now, that's like the difference between Protestantism and Catholicism. I mean, it has the same political— Not necessarily political, but sociological impact, because they were freed from the rigidity of the old Orthodox way of thinking, and the new was the Reformed.

I was the instrumental figure in that because I was a very religious child and I went away to camp, as my brothers did, and at camp I met these Reformed Jews and I became affected by it. I think I refer to the fact that we had this marvelous teacher from [New York] City College in New York. Did I tell you about that?

VAN BENSCHOTEN: Who took you to all the different places of worship.

GLENN: Yes, exactly. And my family became affected by it. They all became Reformed. I don't mean I was the sole influence, but when we moved to a larger home, we lived near a Reformed temple and they joined the Reformed group and they became very friendly and they became Reformed. So it was kind of at the same time.

VAN BENSCHOTEN: What qualities do you believe that you received from your father, whether those were genetic or otherwise, socially, just picked up?

GLENN: Well, first of all, my father had an insatiable curiosity and he had a wonderful library, and the library were not only books on the Jews and Jewish history, but a fairly good library on other subject matter.

And he was a tough little guy. I thought he was very tall, but I learn now that he was less than five feet, seven inches tall.

He was an example of a man who said what he thought and was physically not aggressive, but able to defend himself, and he did defend himself. He said that if he

wanted to live in the neighborhood that he was brought up in, he had to fight his way to school and back. Did I describe that?

VAN BENSCHOTEN: Right. You talked about his boxing.

GLENN: Yeah. Right. Right. Right. But intellectually, he was curious and he was very respectful to education. Education was a very important part of what he wanted to achieve for his children, and that's when he told the girls, the two girls and two boys, that whatever the boys had, he was prepared to send the girls, too, to spend the money necessary and so forth.

He was a very affectionate man. He was like the pied piper. He carried little hard candies in his pockets, and all the kids came and got them. He used it for his customers because he didn't care to talk to them directly, so he'd give them the equivalent of a Lifesaver to make the conversation more pleasant.

VAN BENSCHOTEN: Disarmed them, I guess.

GLENN: Right. That's the word, to disarm them. He was a Democrat, but he wasn't a Tammany Hall Democrat. He was a liberal Democrat. He was active in what he believed in, whatever he believed in. And he was active in the Democratic Party and then he became active in the Labor Party.

The economic pattern of his life was that he was a worker. He never lost that identification. He was a painter to begin with, and he was active in the union and I heard good things about unions. He went from being a worker to rise in his occupation. He became a salesman of windows and then he became an assistant to a builder. I mean, not an assistant, but he carried out the jobs that this builder, for

whom he worked, needed to be done. And then he became a builder himself. He became a contractor and he built houses for civil service employees. Did I tell you about this?

VAN BENSCHOTEN: Right.

GLENN: Well, don't let me go through it again.

VAN BENSCHOTEN: Okay.

GLENN: Stop me.

VAN BENSCHOTEN: So you believe, then, that maybe one of the qualities, or a couple of the qualities that you got from your father was this willingness to speak out then, to speak your mind?

GLENN: Speak your mind, but don't be insulting. He was not one to put down other people because they thought differently than he. He could tolerate difference of opinion, and that was a very important quality, you know. He was an adorable man. Very, very affectionate and very true to himself. He had an enormous capacity to care about what happened to other people, and when the [Great] Depression came, three of his friends committed suicide. It was so desperate; there was just nothing there. And my father faced— Did I tell you this before?

VAN BENSCHOTEN: I don't think so.

GLENN: Well, my father faced the fact that his lumberyard— He bought a lumberyard because he found that he needed that material to be a builder, and he was doing very well. When the depression came, he wasn't affected by the stock market directly, but indirectly he was affected because all of his customers couldn't pay their

bills. And he had a choice, to declare bankruptcy or to try to use his funds that he had in the bank and pay off his debts, and that's what he chose. He was a very honorable man. He was full of principle.

When he used to bring back money home, my mother used to save a certain percentage of that and put it in the bank, and she never told him.

VAN BENSCHOTEN: Right. You mentioned that.

GLENN: Oh, yeah, I mentioned that. Okay.

VAN BENSCHOTEN: That's a good story.

GLENN: It is a good story. Anyhow, he was not going to walk off a building and he wasn't going to commit to suicide. He had guts. Then he had this massive, massive heart attack, while this was going on. Did I tell you about that?

VAN BENSCHOTEN: Right.

GLENN: Oh, I have. Okay. And he just fought it through. He figured if he lies in bed, he's going to die, and he's not going to die, so he got up and left the hospital, after about six weeks in bed. That's how they used to treat.

And he became— I don't know, he always had the capacity to work and he felt that work was very important for his dignity and his self-worth. He went to work for an English company that made technical things. I don't know what they made, glasses or instruments or something. And then he became the personnel manager for that because he had the temperament for it. He understood the workers, he convinced them not to give tea at four o'clock or three o'clock, but to give the men either coffee

and cake or whatever. He was very popular with the employees and he always worked in a union shop or in a union place. That's what my father meant to me.

VAN BENSCHOTEN: And you feel also maybe that you've inherited some of his intellectual curiosity, too?

GLENN: Yes. Yes, I did. And any time I got into hot water because I was ahead of the group in my thinking, he encouraged it and he steered me, in a sense. "Well, look it up." He was a wonderful man.

VAN BENSCHOTEN: I was thinking, when you told the story about standing up in class and protesting the assignment of more books in that class, I mean, many people would have thought, well, you're a freshman, you're just in college, keep your head low.

GLENN: Right. Exactly.

VAN BENSCHOTEN: Hand in your papers on time.

GLENN: Right.

VAN BENSCHOTEN: And let it go. But he didn't.

GLENN: He didn't take that position at all.

A little later on, I was arrested. I was a WPA [Work Projects Administration] teacher at that time and a group of us were picketing Mayor [Fiorello] LaGuardia's home. He wasn't home. We didn't know that, but we were picketing his house and his wife was there, so she called the police or the police saw the picket line, offered her protection. She didn't want protection; she was absolutely neutral as far we were concerned. And we got arrested. And who were we? We were WPA teachers who

were threatened with a layoff from Washington, so we were picketing. We were put in the women's jail, singing union songs so that the public wouldn't think that we're a bunch of prostitutes. [mutual laughter] I knew that— Did I tell you this?

VAN BENSCHOTEN: No.

GLENN: I knew that if anything happened in the United States, because we were in the middle of World War II, that I would survive. I felt like a survivor. Why? Because it was the hottest day in the summer. It was miserable. And I knew that if they shoved me towards the front of the police van, where there was no air, you know, and people coming in, that I would pass out. And I didn't want to pass out. So I grabbed the entryway, which was from the back, and dug my hands into the door. They had wire there. I put my hands out and held on to that wire so that when the van was finished, I was right next to the door. I knew I would survive. I just felt like a survivor.

Anyhow, we got to the women's jail. I had almost graduated college by that time. I may be out of sync with my historic memory. And I had to let somebody know where I was. I was married at that point. And I called him from the jail.

VAN BENSCHOTEN: You called your father?

GLENN: I called my home and I got my father and I told him where I was. He didn't act shocked. He was just very supportive and just wonderful. Wonderful.

VAN BENSCHOTEN: That's great. How about your mom? You've talked about your dad and some of the qualities you feel you received from him, intellectual

curiosity and this willingness to speak your mind and yet not be in people's face, but to let people know how you feel.

How about your mom? What qualities do you believe you received from her?
GLENN: My mother had different qualities. First of all, I was an adolescent and I was fighting for my independence and freedom. She was harder for me to win over. She was very independent. When he supported Al [Alfred E.] Smith for the presidency, she didn't, and yet she was a Democrat. Why? Because she didn't like his style. She didn't like his wife. [laughs] She didn't like what he stood for, and she didn't automatically fall into line. She was progressive in her thinking, very progressive in her thinking, and very charitable. Had the capacity to be in a lot of organizations. She was an organizational-type woman, and had very wide acquaintances. She shared in her feeling about becoming a Reformed Jew, which was really a revolution in those days.

She had many friends, and she was very sympathetic to unions. One time she was called on by the equivalent in those days of the CWA [Communications Workers of America] because they were having a picket line, and she called her friends, and they were all at that time fairly affluent, and the family and their friends, and she said to the women that she'd called, she said, "Wear your good clothes and wear some of your jewelry. They shouldn't think only the very, very poor people are for it, but that the community is for it."

She was very bright, very sharp, very good-looking, and my father was madly in love with her and she, to a lesser degree, with him, at the beginning. As their

marriage lengthened, she really loved him very much and she was very protective about him.

She handled her money like she was the banker. I mean, she carefully allotted that. She also became a nutritionist, not professional, but she became interested in food. Her father [Reuben Davis], who was an avid Republican, my grandfather was a Republican, was very disapproving of her. At one point he called her a murderer because she gave us tomatoes, which in his mind were poisonous food, and bananas. Who ever heard of bananas in Europe? He was very tough on her, and she held her ground. I mean, she was a very strong personality. She enjoyed her picket line experience and had talked about it for the rest of her life. [laughs] She had a capacity to be involved in a lot of organizations, all with some feeling of charitable contribution or worthwhile. She was an extraordinary woman.

There were four children, and the youngest was a boy. It was a boy who was a sick boy. He had rheumatic fever, and it was before penicillin, so when you had rheumatic fever, you didn't have much time to live. Usually, it would attack the heart. And she— Did I tell you about this?

VAN BENSCHOTEN: Right. You talked a little bit about how she'd bought him black pajamas, wasn't it?

GLENN: Satin. Black satin pajamas, when he came back from college.

VAN BENSCHOTEN: But you also mentioned, too, what a blow that was for your mom when he died, so that she went into mourning for years, wasn't it?

GLENN: Yes, she really went into a depression for two years. She wore black all the time. It was a terrible blow to the family, but especially to her because she always felt that his life depended on what she did and that she only did what she thought was good and the doctor advised her, and it was the wrong advice, but it didn't matter. They didn't have penicillin. Today, you just don't even think about it.

So my mother was self-taught. She was curious. And more moderate, I think, than she was as she got older. She always had a very good effect on people, but her words could be curt and, contrary to my father, who was more amenable to differences of opinion, my mother was not.

So that's the picture then.

VAN BENSCHOTEN: Now, was her interest in nutrition something that came later, after her youngest died?

GLENN: No, it started because she had a very bad stomach. I mean, what did the immigrants know about food and food values? But she sensed that she needed to eat differently than the rest of her family and the rest of her friends because she felt better, so she became interested in that. She pursued it, so she was quite knowledgeable. She was a marvelous cook. Oh, she was a great cook. I never wanted to be in competition with her, so I never learned, as my nieces and great-nieces have, I never learned how to cook the way she did because I wouldn't listen. I was busy being independent. [laughs]

VAN BENSCHOTEN: Rebelling. Adolescent rebellion.

GLENN: Exactly.

VAN BENSCHOTEN: What was her reaction when you were jailed? To that event in school, too, when you stood up to authority?

GLENN: She was furious with me. She was worried. She was not thrilled at all. [laughs] She was no help at that point. She was too nervous and excitable and worried about what was going to happen to me.

You know, I had a very interesting sister [Gladys Marshall], who was about seven years older than myself. And she was like the daughter— We weren't rich; we were just comfortable. But she acted as though she was the debutant daughter of the realm. When she got married, did I tell you what she put in the newspaper?

VAN BENSCHOTEN: No.

GLENN: She put a thing in the newspaper, "Gladys Marshall, daughter of," etc., etc., you know, the usual thing, and then she wrote, "Miss Marshall is the lineal descendant of Joseph Marshall."

VAN BENSCHOTEN: Oh, that's right. You did mention that.

GLENN: Well, her political ideas at that time were conservative. Charitable, she was very charitable. She was a very kind person, but politically and economically, she was conservative. She married this wonderful guy [B. John Shepherd], and he was a very successful chemist and lawyer and, I don't know, poet. He opened the doors of the world to all of us, because coming from a middle-class family with no such background; he opened the door to poetry, to painting, to museums. He was a wonderful influence at the beginning.

VAN BENSCHOTEN: Right. I think you mentioned this, and you said that they had basically switched positions after a certain amount of time, right? She became more radical; he became more conservative.

GLENN: Exactly. Yeah. That's a good idea, to stop me if I've told you that before.

VAN BENSCHOTEN: But her radicalization occurs, if I'm correct, in the forties.

GLENN: In the forties. Right.

VAN BENSCHOTEN: You say at one point in the last session, and I think this was after you had talked about the episode at school, your first year in college, when you stood up to the professor.

GLENN: I wasn't in my first year of college. I think I was a junior.

VAN BENSCHOTEN: Junior. Oh, okay. But you said that one of the results of that was that you said, "Well, I'm a radical and I like it." So in a way, it helped form, I think, that identity or part of that identity, it seems, at that time for you. When you said, "I'm a radical and I like it," what did *radical* mean to you at that point?

GLENN: The tradition in the family, it meant going just beyond accepting whatever was dished out. It meant criticizing what was going on. It meant caring about other people. It meant thinking ahead of the interrelationship of what I was thinking and what I was doing. That's what it meant to me. It meant going beyond what was considered normal for a middle-class girl. It went beyond that. It went to being aware of the implications of what was going on. It was an advanced position, so to speak. That's what being radical meant.

VAN BENSCHOTEN: All right. Good. Why don't we start then with your college, getting you into college.

GLENN: Oh, my god. [laughs]

VAN BENSCHOTEN: I know we've covered a lot of ground already. If I'm correct, just to get the dates right, you entered college in about 1930, when you're fifteen.

GLENN: Yes, I was fifteen years old.

VAN BENSCHOTEN: And when do you leave? How long were you at NYU [New York University]?

GLENN: I left when I was eighteen, I guess.

VAN BENSCHOTEN: So, about three, almost four years.

GLENN: Well, four years I went to college.

VAN BENSCHOTEN: So '34 you get out?

GLENN: Right.

VAN BENSCHOTEN: So in that interim—

GLENN: In that interim I discovered myself. I became an actress. I appeared in off-Broadway-type shows. That was the second or the third company of the original company of things. And I thought I was going to be an actress. I thought I was going to be one, but I found economics so absolutely fascinating, and that's where [Leonard N.] Stern, my professor comes in.

VAN BENSCHOTEN: And when do you meet Stern? When do you take classes from him?

GLENN: I met him, I think, about the— Early in my NYU career. He was a professor of economics, and he just took a pin— It was as though he was taking a pin and piercing all of the thoughts that I had about the economy and the world and politics. He was the great antagonist against this very comfortable view I had, and he was a strong advocate of my feeling that something is wrong with the system and it should be corrected. He was brilliant, and he taught the class how to think independently of labels, and to think.

VAN BENSCHOTEN: Always a wonderful thing. [mutual laughter]

GLENN: He was voted, at NYU, for ten years in a row, of being the outstanding professor, by the students, they voted him, because he had that knack. It was a wonderful experience.

So I wasn't torn between the two, but my main interests were in the theater and in economics.

VAN BENSCHOTEN: What was this knack? What did he do that forced people to think for themselves?

GLENN: He never forced you. He was always a Socratic type of person. He raised questions. He made you answer. Didn't accept what you said, and made you do a little digging and examining of your point of view, and people respond to that. The class responded to that. He was just wonderful.

Later on, in my junior year, I had this experience with another economics professor. That was the one that we protested against, I think I told you last time.

VAN BENSCHOTEN: Right. An assignment of six books and then twelve books and keep changing it.

GLENN: Right. Right.

VAN BENSCHOTEN: Why economics? What was it about economics, other than, again, this very powerful, persuasive man, Stern?

GLENN: Why not economics? To me, it meant that was at the bottom of things that I approved or disapproved of. It was the source of the relationship of people in my community and the whole community, and that was fascinating to know. That's why. It was the most fascinating subject matter since my graduation from high school.

VAN BENSCHOTEN: Because it was relevant at a very basic level to everything that you saw around you, more or less?

GLENN: Right. Right. And it made me think.

VAN BENSCHOTEN: What was the position you were coming from, though? You say that it overturned all of these other views.

GLENN: Well, it overturned the views that I had been getting from teachers in high school. They were living in some other world, evidently, but not in this real world. And learning about the real world and learning about how matters complicate one's life and have an affect, and that we're not just all individuals with no relationship with each other, that we're tied into a system and you have to understand the system.

VAN BENSCHOTEN: How would you describe— I don't know Stern. I've never heard of him before, but what would you describe his philosophy as, in a very short, brief way? Was he a Marxist? Was he sort of a Keynesian?

GLENN: I don't think he was a Marxist. He didn't have that automatic answer to everything. I think he was a very thoughtful, brilliant man who was trying to share with us and teach us how to think independently about the effects of different happenings in the government and in business and in relationship in the community, about how it would affect us. Maybe he had a philosophy, but I wasn't aware of it.

VAN BENSCHOTEN: Maybe that's good. That was good. He did his job right. So it's interesting that your interests— I mean, I imagine a lot of people were at the time, too. I mean, the greatest capitalist power, more or less, is having its greatest economic disaster.

GLENN: A disaster. Right. Right.

VAN BENSCHOTEN: So a lot of people must have been looking at the foundations of that system.

GLENN: Well, I think that I lived in a very important part of our development of capitalism, where the thing was falling apart, where terrible things were impacted, you know. And you read in the papers all the disastrous things that were happening, and then there was this godlike Roosevelt, that we thought of, I mean that we responded to. He was putting up a fight for everybody, that's what our belief was, and he challenged, you know, the courts and he challenged the relationships. The contrast between what Roosevelt was trying to do and the experience under [Calvin] Coolidge and— What was his name? [Herbert] Hoover. Was so sharp that it made everybody think. At least, that's the way I feel. It was a period of great interest in the labor

movement because they were going through their revolution, so to speak. So it was a period in which you became very aware of what was going on.

VAN BENSCHOTEN: Let me back up a little bit and just go over a few mundane matters, and then I think I want to get into a little bit more of your college experience and what other influences you were finding at NYU. When you're at NYU, first of all, why NYU? Was that sort of automatic that you would go there?

GLENN: Well, my sister went, and it wasn't that expensive. I think that was the thing. Of course, I didn't care about that, but my folks did. It was not far from home. I mean, it was right over in Manhattan. I lived in Brooklyn. But I had a chance to go to Cornell [University], and I was too young, fifteen. They weren't so anxious to have me and I was sitting in the— Taking an exam for a scholarship and when we were talking about it and they were asking us questions and so forth, this was before the exam, this teacher came over and asked me how old I was, and I said, "Fifteen."

She said, "You're too young." So I was disappointed, because I wanted to get away from home, but I was glad in another way because I was really attached to home. So that's why NYU.

VAN BENSCHOTEN: Do you wish you had lied now and told them that you were about seventeen?

GLENN: Of course. Of course. [mutual laughter]

VAN BENSCHOTEN: Honesty has its price. [mutual laughter]

When you're at NYU, do you live at home then?

GLENN: I lived at home. I was a commuter kind of student. I went home every night. I used to know some of the conductors on the subways, you know. They got to know me after a while. When I had a date in Manhattan and the young man lived in the Bronx or somewhere, I would be not protected, but I felt protected by the conductors on the—

VAN BENSCHOTEN: The subway.

GLENN: Right. And I used to walk— I lived near the subway, and my mother taught me to walk not on the sidewalk, when I came home and it was dark, not on the sidewalk. I should walk in the street.

VAN BENSCHOTEN: So were you seen and visible.

GLENN: Yes. Yes. Yes. And, oh, a famous movie actress came from that area. What the hell was her name? I don't remember anymore. "Can't remember shit," you know, that button, CRS.

VAN BENSCHOTEN: How was that like, that first year in college, though?

GLENN: You know, in my mind I can't separate the first and the second year and so forth. They're all blurred. I was an honor student in high school and I had, you know, the grades and I was a member of the honorary society—can't remember the name of it—Arista. Arista. Right.

And I was young, but I was young and old. In the theater, my voice and my mannerisms suggested that I was older than I was, so I'd be playing parts that I didn't suit because it was this dichotomy between what I sounded like and what I looked like and what I was. I was active in some of the theater performances at NYU.

What did you ask me?

VAN BENSCHOTEN: I asked you what that was like that first year in college and you said—

GLENN: Well, it was a terrible year, because I came from very high expectations and I came in and I didn't know anything. I looked at the students in the class, and the girls were wearing corsages from their dates of the night before, and I was wearing socks and midi-blouses. I was completely out of my depth, and socially it was terrible for me because I was too young for them. They were more experienced and wise— I thought they were wiser. But it took me a whole year to get used to the difference in the manner of teaching and all these things that were happening. The first two years were not brilliant, by any means.

I remember going to my math teacher [Mr. Henry]. I was complaining to my mother that he was rating me too high. My mother got sick and tired of listening to me. She said, "Tell him; don't tell me."

So I did. I arranged to talk to him, and I said, "You know, I'm not an original thinker in math, and I get this excellent marks. I have the feeling I don't deserve them."

He said, "You know, I agree with you. I agree that I don't think you understand what you're doing, but you have a photographic mind and you're memorizing."

"Well, can I stop memorizing?"

"No," he said, "you can't control that."

And I said, “Well, look at Sylvia Brody.” She was one of my best girlfriends. And I said, “She’s a creative mathematical thinker. She finds all kinds of ways to solve the problems, and I’m just giving rote back.”

And he said, “Yes, but when she adds, she gets two and two equals five, but you get two plus two equals four, even though you don’t realize the implications of it.” He never changed my mark. Mr. Henry, I remember.

But aside from that, I did poorly because I just didn’t— It was far beyond my comprehension. I shouldn’t have been there. I shouldn’t have skipped four times in elementary school and been more mature college material. I really wasn’t, and it took me two years to catch up.

VAN BENSCHOTEN: Now, did you know at that point that you had a photographic memory, when you talked with him?

GLENN: No. No. I never heard of that.

VAN BENSCHOTEN: So by the junior year, this is when you meet Stern, or you take his class, I assume, and things begin to change a little bit.

GLENN: I think I had him before I had Edwards, who was the changing of the requirements, but I’m not too sure. But the junior year, I had what’s his name—

VAN BENSCHOTEN: Stern?

GLENN: No. The Manchester liberal economics teacher who changed our— His name was not Stern. I think I have the newspaper clipping of that. Yes, I do. His name was Edwards.

My mind was more settled than it had been before. I was acting in the summertime and getting satisfaction from that, and the economics was exploding all over the world, it seemed. That's when I became open to respond to this person who called me and asked me if I would get up and talk.

VAN BENSCHOTEN: So you were gaining confidence, in other words.

GLENN: Oh, yes. Yes.

VAN BENSCHOTEN: You were succeeding.

GLENN: Yes. Yes. I had no problems about speaking out.

VAN BENSCHOTEN: You say that economics was breaking out all over the place. How did that show itself? Did you have friends who were talking about this? Were there clubs?

GLENN: Well, a number of us entered NYU paying our way. By that time, I was on an NYA [National Youth Agency] National Student Loan program because my father's business, you know, went down the tubes. Some of them dropped out of college; they couldn't make it. And some of them were doing different things besides just going high school to college and beyond. And we felt the impact of it.

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VAN BENSCHOTEN: Did you have any extracurricular activities when you were in college? Were you a member of a club, a sorority?

GLENN: Yes. I joined— I don't know that it had a name, but it was an activist club and I can't remember the name of this brilliant young man who was meeting with the National Student Organization that we formed. I was part of that. And I know he was preaching peace when— I think that was a little too early.

People like Joe Lasch, who was a student leader, and this other fellow—I can't remember his name—were having meetings at the various colleges. This was in the middle thirties, I guess. We were volunteers to walk picket lines and we walked— Mike [Michael J.] Quill's transport union [Transport Workers Union of America] had a thing going on, and the— Not the longshoremen; they were dreadful. But one of the unions had a longer-term strike and we gathered volunteers to walk the picket lines. So we had an active group.

VAN BENSCHOTEN: Any other types of activism that you did at this point?

GLENN: I can't think of any. Of course, part of the things growing up in New York, for lunch break, we used to walk a couple blocks and we had lunch with—and we'd bring him lunch—Maxwell Bodenheim, the poet, because the college is situated right in the downtown, and Greenwich Village was within walking blocks from the college. That was a very exciting period. A very exciting period.

VAN BENSCHOTEN: In what way, besides poets and activism?

GLENN: Well, no, I don't mean that way. It was exciting because we were trying to find out where we fit into the stream of things. There was the interest in the theater. I saw Edna St. Vincent Millay's theater. We were interested in the picket lines. We were interested in all kinds of activities and trying to find our place in it, where we belonged, what we thought.

VAN BENSCHOTEN: Give me an idea— I mean, you're a woman, you're going to college. What was the ratio of men and women in college at that point? Because I know that later, of course, in the fifties and sixties, I mean, women's participation in higher education is going skyrocket, but what was it like at your time?

GLENN: NYU [New York University] was mainly male, but I never felt discriminated against because I was a female. Also because I was already known as a dissenter because of my experience with this college professor, being in the *World Telegram*.

VAN BENSCHOTEN: You had a reputation already?

GLENN: Well, a mild rep, you know, the beginning of one. Right. But the extreme Left just used me. They helped me become more Left. They set me up, and I blossomed after that. I learned how to learn what I didn't know anything about, and thought more clearly, became more active. Everything has an impact on everything else that happens. I don't even remember the names of these people.

I remember the romance was there. I mean, I always picked these— [laughs] My mother used to describe it to me, she thought of me meeting with "wounded birds." That was the one.

I remember a young actor I met. At my father's home, we had a cellar, a finished cellar. Nothing like this out here, you know. Not a crawl cellar; a real cellar. And I asked my father if I could bring this boy to live down there because, I said, he didn't have any money, he couldn't pay anything and so forth. And my father said, "Yeah, for a little while, till he finds himself." He was a young actor. And when time went on, he was there, he was comfortable, he made it his home, and finally my mother couldn't stand it anymore and we had to ask him to leave.

So anyhow, during that period, my father said— How did he put it? "I have Lionel Barrymore living downstairs and Ethel Barrymore living upstairs." [mutual laughter]

VAN BENSCHOTEN: That's clever.

GLENN: We used to put on little plays and so forth. Life was active; it was very active.

VAN BENSCHOTEN: You anticipate the next question, which was, socially, what are you doing? But you're obviously dating.

GLENN: I didn't start to date until I was sixteen and I went on a summer vacation to New Jersey, where my father's family lived, and I met a lovely young man and his brother. Every time I went to New Jersey I had a great time, and we corresponded with each other. Well, I was corresponding with quite a few at the same time. Sometimes I'd get my letters mixed up. [mutual laughter]

VAN BENSCHOTEN: Oh, no.

GLENN: Or send the wrong guy the wrong missive, or send them all the same missive, you know. There wasn't any single person. It was— How would you describe it? It was the—

VAN BENSCHOTEN: A whole array of boyfriends, sort of, or possible— A whole array.

GLENN: An array. That was it. I had nice boyfriends, who didn't move me.

VAN BENSCHOTEN: They were just sort of frothy kind of fun and—

GLENN: Exactly. But I never went out with— I didn't go out with a group of people. I was single. I was going out with this one and that was a relationship. Then there was somebody else. My mother said I was always in love, but that's not true. [mutual laughter]

VAN BENSCHOTEN: How aware are you at this time— It sounds like you were very aware in many respects to the state, national, international developments. Clearly, with your activism, you're aware, and your interest in economics.

GLENN: Oh, yes. Definitely.

VAN BENSCHOTEN: Where are you getting your information? Where did your information come from? Obviously it comes from some of these people that you're talking with, but are you reading books, are you reading magazines?

GLENN: I'm reading books, I'm reading periodicals. I was a prodigious reader, a very fast reader, and I was reading all the magazines. I wasn't reading them, but I mean I was getting some of the magazines and the newspapers and books and so forth. I was very well read at that period of time. Well, I shouldn't describe myself that way. I mean, I

was trying to keep up with what was happening all over, because it wasn't only in the United States. I mean, this was happening in Germany, it was happening in— I remember meeting a group of Italian groups that were fighting against [Benito] Mussolini and they'd meet at the 14th Street, Union Square. And we'd have meetings on Germany, the developments in Germany, which were, of course, terrible.

VAN BENSCHOTEN: Was there much talk yet about Spain? Because I know the Spanish Civil War is going to come up.

GLENN: Oh, Spain was— That was a very major force. My mother was afraid that I was going to stimulate my brother to go to Spain. I was the most activist-group person in the family, and he was becoming aware. He was a young medical student and he was developing. And one time at dinner, I guess he came back from medical school or something, and my mother heard me talking about Spain with him and she was worried that I was going to encourage him to go to Spain. [laughs]

VAN BENSCHOTEN: Right. Join the Abraham Lincoln Brigade and fight Fascism.

Let's talk a little bit about the New Deal, FDR [Franklin Delano Roosevelt]. You already mentioned FDR, who was perceived to be sort of a godlike figure, especially at the beginning of his presidency.

GLENN: Yes, at the beginning.

VAN BENSCHOTEN: How about Hoover? Hoover has sort of been resuscitated in the last couple of years, especially under [Ronald] Reagan. But what was your perception of Hoover, and the perception of your circle of friends of Hoover at the time?

GLENN: We didn't have any perception of him. He was Mr. Evil. We knew he was smart, but we felt that he didn't deserve some of the titles that he was given, and we never thought about him very much, you know. He was something that we had to escape from. We had nothing good to say about him. We thought he used food as a weapon, and we objected to that. We didn't have a very high regard for him at all.

VAN BENSCHOTEN: Do you remember the first time that you learned about FDR, and you'd heard his name or heard someone talk about him? Was he always sort of in the air, since you were in New York and he was—

GLENN: Well, as soon as he appeared on the scene, I knew about him. He was very active in New York politics, and I was in high school at that time, and I became aware of him. I forgot who he ran against to become president. Was it Hoover?

VAN BENSCHOTEN: Yes, it was.

GLENN: It was. When he became officially known, I thought he was going to be good, but I had no idea that he would be as good as he was, especially at the beginning. My god, it was so dramatic.

What was the question?

VAN BENSCHOTEN: Your perception of FDR.

GLENN: Well, my perception was based on the fact that he took— It was kind of similar to today, having a president in line with the controlling group in the United States, which, to me, are a bunch of greedy capitalist crooks who are keeping some of the people down, unable to work, great unemployment, lack of freedom, lack of social security. Everything that I was fighting for, Hoover was on the other side, just like [George W.] Bush today

represents the backward part of capitalism, you know, with all of his friends in government are turning out to be frauds, and creating crimes against investors and against the people who are finally being affected by their shenanigans. That was, to my mind, the difference between Roosevelt and Hoover.

Roosevelt stood for the working people. The Wagner Act and the Taft-Hartley Act were passed during his regime, and he fought on the question of enlarging the Supreme Court, when they weren't doing the job that he knew was the right thing to do. So he was the powerful image for doing the right thing. That's what he meant to me.

VAN BENSCHOTEN: If you could, what was it like those first hundred days under FDR? Because during that time, he closes the banks, briefly, and he sets up all of these various organizations, WPA [Work Projects Administration], NRA [National Recovery Administration].

GLENN: We thought that was marvelous, and everybody we knew thought he was wonderful. We didn't know how we were going to come out of this terrible depression, and he symbolized it, he dramatized it, which is what we need today, too.

VAN BENSCHOTEN: Do you remember his fireside broadcasts? Did you listen to those?

GLENN: Do you know Lou Sigmund?

VAN BENSCHOTEN: No.

GLENN: Well, he wrote me a letter about how wonderful I was, you know, during this last honoring thing [Glenn had just been given an award from the CIO], and he said, "I

want to invite you back for a real fireside chat-type evening, because that's what you stand for, in my view." [mutual laughter]

I heard most of them. Sure, everybody gathered around the radio to listen to him. We were quoting him from person to person at that time, you know. We thought he was pretty good.

We were critical. I can't remember what we were so critical about. We were critical about him, too, but we thought he was wonderful, that this was the shot in the arm that was going to save America from going to Fascism.

VAN BENSCHOTEN: Let's turn back to college. You become interested in economics. You're participating in drama and you have off-Broadway or Broadway roles?

GLENN: Off-Broadway.

VAN BENSCHOTEN: When you graduate, which is about 1932, say, 1935—

GLENN: Yeah, that's about right.

VAN BENSCHOTEN: —what are your plans? How are you framing the future?

GLENN: It was a terrible time to graduate.

VAN BENSCHOTEN: Right. Darkest days of the depression.

GLENN: Right. Absolutely the darkest day in the depression. Nobody knew or nobody had any job laid out for them. None of us went to graduate school. I was thinking of graduate school, but who could afford it at that time?

Some of my friends were on WPA. They were teachers, they were social workers, and so forth. I think that was the period in which I got some of these— I don't know whether it was after that or before that. Anyhow, I became a WPA teacher. At that

time, they had books that were illustrated by eminent painters, books that were written by eminent educators. It was a time of experimentation in remedial reading, how you teach how to read. That was the most wonderful period, really, because we learned new techniques about it. I loved that period of teaching kids how to read, for instance.

I was teaching at a private school and I had pre-delinquent kids that they felt that were going to be delinquent, in Jewish Charities. Some of them were orphans, and they were taken out of the orphan asylum because they found that the orphan asylum did not promote socialization of kids. It was a terrible situation, and the Jewish Charities got rid of the orphan asylum or whatever they called it.

I used to write on the blackboard words that would be a little difficult and a little story, right on the blackboard. And I had this kid who told me, the first day in school, "Don't bother with me," he said. "I don't know how to read. I'm a dummy. I set fire to my school." His father was a baker and had to sleep in the daytime, and Louie, this boy, used to make noise around his apartment and his father used to beat the hell out of him, and they finally removed him from his father's home. And he was a sweet child. He really was. He spoke like an old Jewish man. [laughs]

One day, I wrote on the blackboard "guerilla fighter," G-U-E-R-I-L-L-A, and this little story about a ten- or eleven-year-old Russian boy who reported a group of soldiers to the partisans right outside his village because they were dressed like Soviet soldiers, but, he said, "They weren't singing." They didn't sing. His report was, "They didn't sing," and the real Russian Army, there was always singing going on. Not always, but I

mean, there was singing. And he saved the day. They got them, they found out they were Nazis and so forth.

He was fascinated. I read it to him because he couldn't read. I read it to him about five times; we just sat at the blackboard. And from that day on, this kid learned how to read. Would you believe it?

VAN BENSCHOTEN: That's amazing.

GLENN: It was the most fascinating, wonderful thing.

Secondly, I had one little girl whose father molested her, and at this private school, which was like the one here, where they live in little cottages and they— Vista del Mar. They had a social worker and they had psychologists. It was a wonderful institution and they had all these terrible kids, pre-delinquent kids.

She was interested in ballet, some social worker told me, and I had taken ballet in preparation to becoming an actress. So I brought her home for weekends, on weekends, and I brought her home to my apartment. I was married at that time, to my first husband, and he was very willing for them to come to the house. She slept over and so forth. And she couldn't read. Well, after a number of weeks, she read. She learned how to read. All these other things were bothering her and she didn't have any trust in anybody, so she got that trust.

It was a very exciting period of my life, very exciting. But then I realized that that's not what I wanted to do.

VAN BENSCHOTEN: What was it, then, that made you feel that way?

GLENN: It didn't use enough of my energy. It was too easy, believe it or not. I wanted to contribute more to the war effort. This place, this thing, this school was in the suburbs near Pleasanton, New Jersey, near where *Reader's Digest* was published, so I used to take the train to the school and I stayed there and had lunch there. It was all delightful. It was too delightful for me. I wanted to give more to the war effort. I wanted to use my— That's the way I felt. I didn't use my energy enough.

At that time, I was vice president of the teachers' union, of the WPA teachers' union. I neglected to tell you about that.

VAN BENSCHOTEN: We'll get back to that.

GLENN: Right. And I felt that I had to do something more direct, and so I worked for the— I think by that time it was the— I forget what they called it. It was a federal government project, where we worked to place people whose talents could be put into the defense industry. Oh, the stories I have from that are— And I got a job there as an employment interviewer, or whatever they called it.

VAN BENSCHOTEN: We'll talk more about this, about your war experience, because I think it's going to be very interesting, but how about the period from 1934 to '41? When do you meet, for instance, your husband? This is your first husband.

GLENN: Yes. Right. I guess I met him in the late thirties. I went to a summer camp, Camp Kopec. You know the book *Marjorie Morningstar?*

VAN BENSCHOTEN: No.

GLENN: Well, that was written by Herman Wouk. He and I were the two youngest graduates in New York, he from Columbia [University] and me from NYU.

VAN BENSCHOTEN: That's good company.

GLENN: We met at this summer adult camp. They had adult camps in the East Coast, where they put on terrific shows and had terrific talent. When my brother was going to medical school, he used to spend summers up there, and all he had to do, besides being a waiter, is to dance with the young girls that came up there. [mutual laughter]

VAN BENSCHOTEN: What a horrible job. Right?

GLENN: Right. And I met my husband at that time, at that summer camp.

VAN BENSCHOTEN: Now, is this like '34, '35?

GLENN: Yeah, well, it was after '34. Yeah, it was about '35. Right. Right.

VAN BENSCHOTEN: What is his name, just for the record?

GLENN: Elliot Grenard.

VAN BENSCHOTEN: How long— I mean, when did you marry—

GLENN: I was married to him for ten years. He was a writer and a pianist, a composer. We were crazy about each other, but we grew apart. I wanted children and he wasn't interested, and I was very involved with the labor movement at that time, but that came later than ten years.

VAN BENSCHOTEN: When you get out of college, though, what do you do? What is the first thing that you do?

GLENN: Well, I got this job as an employment—I don't know what they called us—counselor, to get people who could contribute to the defense industry, placed in a job, a defense job, so I had some terrific employers, you know. It was the precursor, or the

predecessor of the employment department of various states. At that time, it was a federal job.

So I got that job. I don't know where it stands, whether I got that first or I got it after the teaching. I don't remember the order of it. But I worked in that thing and I really felt as though I had a say in what was going on. I mean a "say" meaning contributing to the war effort.

VAN BENSCHOTEN: When you're a teacher, when you're a WPA teacher, I think that people twenty, thirty years from now, looking back on the Great Depression, I think they might be very interested in how people lived, day from day, during the Great Depression, as a WPA teacher, for instance, or as anyone.

GLENN: Well, I was lucky. A lot of my friends did not get the WPA teaching job. I don't know how the hell they lived. It was awful. It was a terrible, terrible period of time. It was terrible in the union movement because they didn't do a damn thing at that period. Well, not really. They didn't organize the unemployed. I mean, it was a terrific opportunity. Thank God for John L. Lewis at that time, who fought the fight to organize the workers, you know. They had a big falling-out in 19—I think '36. John L. wanted to organize the unorganized workers, the majority of the workers, of course, and the AF of L [American Federation of Labor] was sticking to its, you know, if you're the son of a carpenter and you apply for a carpenter's job, you'll get it, but if you're not— They weren't interested in nonunion people. They weren't interested in just the working poor.

John L. Lewis tried to persuade the AF of L to give him a certain amount of money—I think it was about two million, but I could be wrong—but to organize the

unorganized autoworkers. There were so many unions for autoworkers in an autoworkers' plant. And the steelworkers, you know, they'd had an inordinate number of unions in a plant and none of them could do anything for anybody, and he tried to change it to industrial organizing.

He was fighting Hutcheson of the carpenters union, who turned him down, and at this public meeting, he decked him. John L. Lewis decked him. And he started the CIO [Congress of Industrial Organizations]. So that was a part of the period in which a lot of this stuff was happening.

VAN BENSCHOTEN: When you say that you were a WPA teachers' union, head of the WPA teachers' union, at least for your area, that was a local position, I assume, then.

GLENN: Yes, of course.

VAN BENSCHOTEN: What was that? What were your duties, I guess?

GLENN: Oh, my god. They had the regular teachers' union, then they had us, the WPA teachers' union. We operated in a way that fell into line with the CIO. We activated people who had never been organized before, who had never been a member of a union before, and we had a terrific educational program going, teaching them the facts of life and where we fit in and so forth. And as a vice president, I don't know, whatever the hell a vice president does, I did, anything that was required of it. And that's when I learned about the geography of the United States. I didn't know nothing about geography because I skipped these classes, you know, in elementary school. And we'd have conferences all over the country and I went on most of them. I had a wonderful time. I

had a wild time. I learned about the geography of the United States. It gave me my first travel experience.

VAN BENSCHOTEN: Did you learn anything about yourself, though, through these experiences?

GLENN: Well, I learned that, like I did that day when I got onto the police van, that I was going to be a survivor. Well, I knew I was a survivor then and I felt that I was properly made into a leader in the union and I found people listened to what I had to say, and it was very exciting. I mean, how do you learn how to be a good union person? Well, there's a hell of a lot in the education and the training that goes on now to make good organizers, but there was nothing like that at that time, and by hook or crook, you learned by your mistakes, you know, what you should do and what you shouldn't do, and it was very exciting.

VAN BENSCHOTEN: When you say that it was organized along CIO lines, what does that mean precisely? Does that mean grassroots activism, then, getting people involved, educating them, letting them rule, letting them control their own union?

GLENN: Exactly. Right. Right.

VAN BENSCHOTEN: John L. Lewis, he was another pivotal figure of the thirties. We talked about FDR and how important he was, but Lewis is sort of larger than life as well. What was your own perception of John Lewis at the time?

GLENN: Well, I didn't really know too much about him. I thought he was very dramatic. His voice and his— You ever hear him?

VAN BENSCHOTEN: Yeah, I have. A little bit.

GLENN: Quoting the Bible, and he knew many things outside of the mines, and I was impressed by that. I didn't know at that time the machinations that went on with the United Mineworkers and another group that was a progressive group of miners that didn't like what he was doing and he had them jailed and so forth. So that didn't come out originally. Originally, I thought, well, here is a leader that's going to lead the labor movement, not just the miners. He had an interest in the labor movement because it affected the autoworkers. They had about ten or fifteen different unions in the auto plants, and [Walter P.] Reuther was coming up. I don't know the dates of this, but I remember we were raising money for the autoworkers. The WPA teachers were raising money for the autoworkers, who were going out on their sit-downs strikes and the sit-in strikes that the autoworkers had. I remember the—

[Telephone rings. Tape recorder turned off.]

VAN BENSCHOTEN: Okay, we're back. We were talking about John Lewis, and you were mentioning how he would take quotes from the Bible and how learned he was.

GLENN: He was a great Shakespearean follower. He knew Shakespeare. His speeches were really inspirational, very powerful. He built a very strong organization, with their own banks and so forth, and introduced the idea of a unionism which was different from the original aim of the AF of L. He introduced the concept of industrial unionism, of organizing a plant with one major union, or maybe two or something, and not having a whole bunch of unions fighting each other instead of fighting the boss. It was a new concept.

In the autoworkers, it was so obvious. They had several organizations, each one with their own duchy, that's how I would describe it, with their own rules, regulations, and very little organizing, just covering the most immediate things. And the idea of having an autoworkers' union with everybody in the autoworkers' union pretty much become members of the same union, which did not outlaw the differences in their skills, but recognized all of them as locals of the autoworkers, and that gave impetus, that fight that was begun by John L. and was continued by Sidney Hillman, and went on to encompass the labor movement. It was a series. I don't mean it was definitely planned, but it was a series of organizing that took that mode. Steelworkers for the steel plants. Trying to organize an industry.

The reason it was so important is that the industries were all over the country, and the power of the workers in negotiating with the employers was dissipated because they were unrelated to other plants and had no industrial relationship with each other. And John L. has to be given credit for beginning the whole thing and for the fact that they hired everybody and anybody when they all decided to join the CIO. It was terrific. I mean, the spectrum of the workers and the organizers went from extreme Left to extreme Right in their political thinking. Everybody was hired who could organize, who could talk to other workers. And it wasn't the time that we see later, where they were making distinctions between how Left people were and hirable they were, etc., etc. This was the beginning of changing the nature of the labor movement, so it was a very exciting time.

VAN BENSCHOTEN: I can imagine a lot of young people, too, with ability, moving very quickly through the CIO and taking these positions.

GLENN: Right. Right. Of course, what I found out in my union, which was an AF of L union, was that because they were an AF of L union, it didn't make them a boss' union. They were a terrific union, and we found the values of the people when we organized with them instead of against them. It was a period in which the contradictions gave way to accommodation. It was a period of great growth for both sides.

VAN BENSCHOTEN: You talk about contradictions. When I was reading up on this period, one seemed very prominent, which was that the AFL opposed the National Labor Relations Board when it was proposed by FDR, which seems almost unthinkable today, but it just shows you also the revolution that went on in the AFL, I think, too.

GLENN: It was tremendous.

VAN BENSCHOTEN: Coming under heat from the CIO.

GLENN: Right. They never were the same afterwards, because they learned that they would die if they didn't organize, and they took such strange positions, that the workers didn't identify with them. They identified with this new, radical, changing, active membership. And with the first sit-down in the autoworkers, my god, that helped organize a lot of other workers who hadn't been approached before. You had to try. It was a period of great growth.

Now, why am I talking about these things? Because we were all a part of this movement. That's where the advent of women in the unions became important and timely. It was a getting together of a lot of the activist rank-and-file movements to unify the union movement. I mean, it became a movement instead of just a pack of little locals all by ourselves.

VAN BENSCHOTEN: And given industrial jobs, too, and the fact that so many people moved around the country to pursue these jobs, this national organization really linked them all together.

GLENN: Right.

VAN BENSCHOTEN: Talk a little bit about women in unions, though. I mean, you're going across the country, more or less, hopping from city to city as head of this teachers' union. How many women are you coming upon? How common was it to find a woman?

GLENN: Well, of course, in the teaching field, it was mainly women. You know, that was the union I was in at the time. Then I was a member of the [United] Office and Professional Workers, and then I was a member of the [United] Public Workers that was headed by a woman, believe it or not, in those days. Her name was Eleanor Nelson. Did I tell you about the story?

VAN BENSCHOTEN: No. Go ahead. Talk about it.

GLENN: About my being part of that?

VAN BENSCHOTEN: No.

GLENN: Well, we were running a campaign for FDR and I was a member of the administrative— I wasn't the head of it. I was a member of the administrative committee of young actors who put on shows in order to make the point politically who to support and so forth. This was during the last run of Roosevelt. And we put on a play, *Waiting for Lefty*. You know the play?

VAN BENSCHOTEN: I've heard of it.

GLENN: It's about a taxicab strike. We had a shill in the audience, an actor, who was supposed to heckle us on the stage, and he did so well—and this was at a steelworkers meeting—that two burly, 300-pound steelworkers came down the aisle, lifted him up, and threw him out of the audience. [mutual laughter] And we were screaming from the stage, "He's an actor! He's a part of our cast!"

And they said, "We don't care what he is. He's a goddamn scab, and no scab is going to teach anybody anything in this hall, in the steelworkers' hall." And that was the night I realized that what I wanted to do for the rest of my life, I didn't want to continue acting, I wanted to go over the footlights, into the heart of the union, and be with them, not perform for them. And that was a change in my life. That was the big, big change in my life.

VAN BENSCHOTEN: What year was that, more or less?

GLENN: It wasn't "more or less." It was in the late 1940s. You could probably do the arithmetic and find out, because I had been a member of a union before, but that was the point at which everything changed because I realized that's where the excitement was. It wasn't performing for them; it was being a member of a union. I asked the head of the research department of the CIO, a wonderful man, a wonderful man, Sanford Goldner, how I could become a union organizer and he said, "You can't. If you go to a union, they're going to give you a job as a clerk."

I said, "I'm not going to be a clerk. I'm going to be an organizer."

He said, "Well, what are you doing?"

I said, "Well—."

He said, “Why don’t you join a union?”

I said, “I am a member of the union.”

He said, “Well, what’s wrong with it?”

I said, “It’s terrible. Just busy telling the boss how to fire us legally, and that’s the extent to which they are prepared to go.”

He said, “Well, show them. Bring in speakers. Make your meetings interesting. Organize some workers.”

I said, “I do. I take a day every week and I go out to the Veterans Hospital and I come back with some union people.”

He said, “Do they know this?”

I said, “No, I don’t even think they realize it.”

He said, “Well, become effective. Make it interesting. Make it good.”

And I said, “Yeah. Why don’t I do that?” And I did that and I became very active in that union. That was the old Federal Workers union. The Federal Workers union, nationally, was weak. It was a good union, but not a union that I was interested in, because they were pretty mild and, I didn’t think, too effective. They’re were editorials in the *L.A. Times* that the union is trying to take over the government because we were organizing in the federal section, and we were really not powerful at all. We used to win our grievances by going to the CIO council and they’d do the meeting with the head of our division.

But I continued to organize. Interestingly enough, you could say, “What were you organizing?” I was organizing psychiatrists at the Veterans Hospital. Couldn’t get a

janitor, couldn't get a kitchen worker, couldn't get a clerk, or didn't get it. I was not really aiming for them. I was making speeches all over. But I got the psychiatrists, who later served me. It was a private hiring of a psychiatrist that helped me break up my first marriage. [mutual laughter]

VAN BENSCHOTEN: That's interesting. So, white collar. White collar is the people you were organizing.

GLENN: Yeah. Right. But I wasn't satisfied with that.

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VAN BENSCHOTEN: I had a few follow-up questions. At one point in the last interview, you said that you were a very religious child. How so? How were you a very religious child?

GLENN: Well, my grandfather [Reuben Davis] established the synagogue in our neighborhood, and my father [Abraham Marshall] was a very active part and my mother [Annabelle Davis] was, and we were four children and we were. We went to Hebrew school. We learned the language. As a matter of fact, I went to the equivalent of what would be Hebrew high school. I could speak at that time in Hebrew. It was mixed with drama. I was always being cast in the plays, especially plays where there was a lot of weeping to do. I was a very good weeper. [mutual laughter]

And my father hired a young fellow to walk me to the synagogue, because we had moved from one neighborhood to an upscale neighborhood, and it meant about ten blocks, and he didn't want me to go there in the late afternoon when it got dark. So I had the pleasure of having an older student walk me there and take me back.

It was mixed up with drama as well as religion, and I was very critical of the kind of religion I was getting, because the people that taught me really didn't teach religion. They didn't teach the history of the Jews, they didn't talk about the contributions. It was completely differentiated from the lives that we were living, and

it really was teaching the language rather the content of the language, if you know what I mean. I was very critical of them, as was my family. Even though they were heavily involved in it, we were critical of that. It was an Orthodox synagogue, and we felt superior to it, even though we practiced it.

In those days, if they had training for women in the religion, if there was anything such thing as a lady rabbi, I would have put my request in, because it was interesting, although it wasn't being carried out in an interesting way.

[Tape recorder turned off.]

VAN BENSCHOTEN: Okay, we're back on. And this is, again, a few more of the follow-up questions that I had. You said that your father participated in the American Labor Party.

GLENN: Yeah.

VAN BENSCHOTEN: In what way did he participate?

GLENN: Well, he worked in the precincts that we lived in. There was a very good response in that precinct on most questions. We were many Jews in that area who had gone up the ladder and were now middle-class builders and real estate people and lumberyard owners and blah, blah, blah, and it gave a liberal cast to the neighborhood.

Now, what was the question again?

VAN BENSCHOTEN: What was his role in the American Labor Party?

GLENN: Oh, his role was one of the leaders. He really didn't believe in it, but he practiced it because it was the thing to do and he had four children to educate and he

wanted to educate us. But he gave us the idea, and his friends were like him, and they talked about how it used to be when they were young and they were feisty and they were fighters in their time on many questions, including religious questions.

So it was interesting to listen to them, and I always found their conversation, the men's conversations, very stimulating. Very stimulating. It's the only place that it really was stimulating.

VAN BENSCHOTEN: What was it about acting that you liked?

GLENN: I was a natural actress. I was acting all the time, on stage, off stage. At the youngest period of articulation, I was articulating, and I used to look at my mirror I had in my bedroom and watch myself do it. So I was in school plays and I was in religious school plays, and it was a very important factor in my life early on in life.

VAN BENSCHOTEN: How far did you take it? We're probably getting ahead of our story, but—

GLENN: Well, not really, because my mother saw this in me and I got the training of a young actress. I had dancing lessons, I studied with Madame Abarbanel, who was a great musical comedy actress. She was a comedienne, she was an actress. She comes from a very distinguished family, Abarbanel, in Jewish lore, they were the elite, intellectual elite of the Jews when we were in Spain. And when she pronounced her name— My mother was introduced to her, my mother was very taken with her because of this background. She was the mother-in-law of Mark Blitstein, who was a very famous composer and writer of music. Her husband was a count or something like that, and they introduced the world to us, because we didn't come from that kind

of a background. They were very stimulating to me, to hear them discussing the plays on Broadway and so forth.

I also studied with Tanerus. I studied ballet dancing. Now, this was from the age of about ten on up, and so I got my training in a disorganized way, but with some good talent.

VAN BENSCHOTEN: How far did you take that? I know you already talked about being in plays.

GLENN: Well, I took it to the point where I got some jobs in the off-Broadway theater, so I took it as far as I could take it. This Madame Abarbanel showed me how to make up theatrically and how not to make up theatrically. She and her family gave me quite an education beyond what was offered at home, because they were very intellectual people.

VAN BENSCHOTEN: How would you assess your education at New York University?

GLENN: At NYU?

VAN BENSCHOTEN: Right.

GLENN: Well, I came there absolutely unprepared for college life. I was fifteen years old. I was wearing bobby sox and midi-skirts, and the girls in my classes were coming to school with corsages of their dates of the night before. And I lived in a different world. I was a brilliant student in high school and a member of the Honor Society, but when I got to college, for the first two years I really failed miserably. I didn't know what was going on. I was way beyond my capacity. I was good in math.

I think I told you the story of me and the math teacher. And I studied drama and I studied economics, which, of course, brought me right into the world, but I wasn't of the world. I was still catching up from my childhood, my babyhood.

So it took me two years to start to really absorb what NYU had to give me. It was an interesting time, because sometimes we spent afternoons with poets who lived in that area. You know, in Greenwich Village you had all those writers and artists, and we got to know some of the poets and the artists who were there. It was a very intellectually stimulating time, after two years. Not the first two years, but the last two years.

They had a law school attached to it, and I found myself interested in older boys who were going to the law school, rather than the undergraduates, which has been my life story. I was attracted to older people, older men particularly.

NYU had a lot to give me in the way of drama and participating in drama, and also in learning about economics. I told you about the experiences I had. It was very, very stimulating.

VAN BENSCHOTEN: This is sort of a big question, but I'll throw it at you anyway and I'll let you answer it any way you like. With Stern, you study capitalism, you study economics, at the time, really, of capitalism's greatest crisis, at that time. Right? What is your view of capitalism today? That is, are you a radical? Are you a reformist? Is capitalism something that is viable?

GLENN: I'm not a conformist. I maintain some of my radical ideas and I've changed some of them, and I have a driving passion for social justice, to see to it that people

who are working for a living got a fair break from the society. I was convinced, when I was in college, that they were not. I remember one time some of the students didn't come to school because there was a big fight in lower New York and their furniture was being put out in the street, and the students went and put them back in their house, and we had a fight with the police on that and I was involved. I think I told you about being in the women's jail because of fighting the right to picket Mayor [Fiorello] LaGuardia's home.

It was a time of turmoil, and I was learning all about what I never learned before. In high school I certainly didn't learn it, but NYU was the beginning of my political education, and it was an education that was involved with social justice and fairness and opening the world to workers, not just to middle-class and upper-class people.

VAN BENSCHOTEN: Do you think capitalism is a system where we can have both social justice and prosperity?

GLENN: I haven't seen it yet. I hope so, but I'm not sure that capitalism is the end of where we need to go. I think it's on the way to where we need to go, and I think that my grandchildren, or their children, will be looking back at this period in time, because capitalism has existed for quite a number of years and it's different today than it used to be. It's not as oppressive in this country as it is in other countries because the whole question of democracy and our ability to fight and to change things is much easier and more effective. I see the results of it.

But right now, as we speak, the whole system looks as though it's going to collapse. I mean, how can anybody think this is going to be the end of the system? I don't regard capitalism as a religion. I think when it does good things, I admire it, and when it does bad, oppressive things, I fight it. That's how I would express my feelings about it.

VAN BENSCHOTEN: Your father's business goes bankrupt in the thirties because of the depression.

GLENN: Yes.

VAN BENSCHOTEN: How did your family fare? How did it get along during the thirties?

GLENN: Well, we had a large, beautiful home, and my father made it a two— It was a two-story home and he made it into two— He remodeled it so there was a family upstairs, where my family lived, and then he rented out the bottom part of it to a doctor, who lived there.

He had a massive heart attack. Massive. We didn't think he would survive it. And he did, and they put him in a hospital near my home, King's County Hospital, and he felt he was getting weaker day by day. One day, after six weeks being totally off his feet and in the hospital, he walked out. He said, "If I'm going to live, I have to get out of this hospital. It can't be good for me."

And he went out and he got himself a job and that was during the period of the war. I can't remember the years that I'm talking about. And he got himself— Remember, he had been a painter. He had been a building tradesman. He had a

working-class background that he could draw from and the lumberyard, where he to a job, was on a cost-plus system. Whatever it cost them to build a ship, they could get 10 percent more from the government.

So the men on the job knew about his background and they knew that he was incapacitated, and they protected him. He got the easiest jobs. He sat when he worked. He was saved by the workers, really. Really. And he had an income coming in.

While he was in the hospital, my mother looked around at something she could to earn money. I think she was in her fifties at that time. And she decided that the most likely thing that she could take up would be electrolysis, where you sit down when you work, where you get a huge amount of money. You don't get $2 a week, like some of her friends were getting. She got $20 for a half an hour, and she became an electrologist. My father wasn't so happy about that, but he didn't know too much about it because he was in the hospital during that period. And that's how she earned a living, and her attitudes toward capitalism and the system changed and became more working-class and interested in what happened to the working-class.

What did you ask me?

VAN BENSCHOTEN: I asked you what did your family do, how did it survive during the depression.

GLENN: Well, it survived because my father got a series of jobs. He got a job in an instrument plant that had made scientific instruments, and they changed what they were making into making things for the defense. They used him as a— First, he came

in as a worker, but they used him to do human resources. He was in charge of personnel. I don't mean that he hired or fired; he didn't, but he handled their problems, the personnel problems.

These are some of the things that he did. And then he became a builder. He went to work for a builder, and he loved his boss and the boss loved him. They were very good buddies, and he worked for him. Then he worked at a higher level. He came in as a worker and he started to design and buy doors and windows and so forth for the stores that the man was building.

Then he earned some money and he started to build little stores. Then he bought, on very good economic terms, a little lumberyard, a defunct lumberyard, because he needed lumber in order to build these stores. So that was the beginning of his rehabilitation, physical and mental and economically, etc. It was the salvation of his life.

VAN BENSCHOTEN: Now, at the end of the war, as you know, there's an explosion of housing in America. There's an explosion of house-building in America. Was he a part of that? Did he capitalize on that boom?

GLENN: No, he really didn't. At that time he was— When the war was over, you're talking about?

VAN BENSCHOTEN: Right.

GLENN: He was still a builder and he built homes for civil servants. Policemen and firemen was his version of civil servants with a steady income, so he was one of the

early builders in Long Island for that group, and he stayed in the profession that he knew the best and that was the building profession.

His father [Joseph Marshall] had been a building tradesman. His brothers became involved in the jewelry business and they all did very well, but he took after his father. He was more working-class than they were.

VAN BENSCHOTEN: How long did he live, your father?

GLENN: He lived to seventy-two, when he came out here.

VAN BENSCHOTEN: In the thirties, we talked a lot about what you do, and your fellow students and also friends, picketing and other things. We haven't talked, though, about an important element which was very important in the CIO, which as you know, is the Communist Party. The Communist Party enrollment began to skyrocket in the thirties as well.

GLENN: The Communist Party did what?

VAN BENSCHOTEN: The enrollment in the Communist Party started to really take off in the thirties. And I was wondering, did you know any Communist Party members?

GLENN: Oh, sure. Everybody did. I think it was '36, John L. Lewis had been proposing to the AF of L–CIO [American Federation of Labor–Congress of Industrial Organizations] that they provide funds in order to organize the workers because the workers needed organizing. I mean, they were just organized in crafts, but they didn't really represent the mass of workers, and there were new jobs, there were new technological jobs and so forth.

They turned him down. They had a convention. This was about 1936. They had a convention, which was well covered by all the newspapers and the radio, and John L. Lewis fought with Hutcheson of the carpenters, who had control of the money of the AF of L–CIO and so forth. And Hutcheson was very nasty to John L. Lewis, and John L. Lewis decked him, in front of everybody. And that was the beginning of the CIO, because the leaders of the various unions, like oil and steel and clothing workers, all kinds of unions had had unskilled workers. In a plant, you could have twenty unions or thirty unions, in a plant, without anybody representing everybody, and John L. Lewis had a dream about this. Hillman, Sidney Hillman, [David] Dubinsky, these leaders of different kinds of unions, gathered around John L. Lewis and the idea of an industrial kind of union, organized by industry, so that you'd have industry contracts and you'd have control over it.

They had this marvelous dream, and while this was going on, we had the sit-down strikes and that turned the imagination of the workers of the United States. That was the breakthrough. I mean, people got shot. Women became organized in helping. They weren't in the position that they were a little later on, not too far later. The steelworkers were shot in Republic Steel, where they had a strike. The miners, the coal miners, were shot in some of their organizing. There was one mine that the employers organized against the workers, where they were having a strike, and they put their wives and their kids, the workers' children and the workers, in a boxcar and sent the boxcar out into the desert. One time they did that when the workers were inside in a tent, organizing, because they had eliminated them from their houses that

the employers owned. There was a fire that started. We believe, in the labor movement, that it was started by the employers.

There was a tremendous fight going on at that time, the working class trying to organize and do something for the workers. It was a mixture, too, of some of the actors and the theater people helping the miners and the other groups that needed help. I remember Zero Mostel, who was a very famous comedian, leaning out of a twenty-story building, singing opera, out a window, Italian opera, in order to stimulate the people going by about the autoworkers' strike.

So, auto and steel and oil and garment workers and dress workers and all kinds of people started to get together to organize.

Now, what was the beginning of your question about?

VAN BENSCHOTEN: About the Communist Party and about whether you knew Communists.

GLENN: Oh, yes. We all knew Communists, because they were working— At that time, many of them were hired by the CIO to do organizing. They were the people that were always around the homes of workers who were being evicted, and they helped put back their furniture. After the people removed their furniture, they put them back. And we saw them picketing in Union Square in New York. So, yeah, sure, I knew them.

VAN BENSCHOTEN: They had a big presence. Were you ever tempted to become part of the Communist Party?

GLENN: No. It was just a little— It was a shade too much.

VAN BENSCHOTEN: What was the part that was too much?

GLENN: Well, it was a shade farther along than I was. I didn't disapprove of what they were doing. I thought that what they were doing was working on the workers and bringing everybody's understanding of what was going on, but there were things about it, that I had heard about, that didn't attract me.

VAN BENSCHOTEN: I'm going to mention a few names and what I'll do is, if you wish, if you could comment on them in any way. If you don't want to comment on them, that's fine also, but these are just names that occurred to me in listening to the tape.

You mentioned Sidney Hillman. Could you say a few things about Sidney Hillman and his role?

GLENN: Yes. In later life, when we established the women's movement in the CIO, which is called CLUW, Coalition of Labor Union Women, we had an opportunity—this was after the war, of course—to receive money, which was given to Sidney Hillman to distribute, to go to study childcare in different countries, in Sweden and Israel and France. They had marvelous pre-kindergarten childcare in these places. It was a thrilling, thrilling job. I was one of the founders of CLUW and I went on that expedition. And the money that was given us to help us through this, because none of us could afford it, was given through Sidney Hillman. He built quite a union, the Amalgamated Clothing Workers Union.

VAN BENSCHOTEN: How about Philip Murray?

GLENN: Well, Philip Murray was a leader. Philip Murray had vision of where the labor movement would be going, and I admired him a great deal. He, with John L. Lewis and Hillman and Dubinsky, in his way, really built the CIO.

VAN BENSCHOTEN: How about Walter [P.] Reuther?

GLENN: Well, Reuther was the crown prince of the labor movement. He was young, he was tough, he beat his rivals with a simple formula of a democratic union. His ideals were wonderful for the working class. His family was very supportive. The Reuthers were the crown prince of this movement.

VAN BENSCHOTEN: How about William Green, the head of the AFL?

GLENN: Well, I must admit that I didn't know too much about him. I knew him as the old guard, resistant to new ideas, and I didn't see him as a leader. Of course, I was very young at that period. So I don't know too much about him. But I do know that the tobacco workers were usually immigrants, and in every place where they assembled and they were organized, they had a reader, and this reader would read Shakespeare, he would read from the Bible, he would educate the workers while they worked, rolling the cigars. My husband's family was among those people. They weren't immigrants from South America or the countries where they made tobacco, but they were the workers there, in that field.

What did— You didn't ask me about the tobacco workers.

VAN BENSCHOTEN: No, I was asking about William Green.

GLENN: Oh, William Green. I really didn't know and didn't study enough about what role he played in the AFL–CIO. I think it was a very conservative role. I don't

think he had the vision of John L. or Hillman or Philip Murray, and he resisted change in his older age.

VAN BENSCHOTEN: In the last session, you talked about *Waiting for Lefty*, about the play that you were in, and the epiphany that you have at that moment that you're going to go beyond the floodlights and help organize workers, or at least, that's how I understood. So you're combining your interest in theater also with your interest in union organizing, or at least assisting the union.

GLENN: Well, it went beyond the theater. It really went beyond the theater, and it was revealed to me by myself, by that experience of seeing how the steelworkers were resisting what we were doing when they were heckling us on the content of the play, when we had a heckler in the audience and they threw him out of the auditorium. They said, "No scab is going to talk to our steelworkers union," and I realized that that's where I belonged. I belonged with them. I felt as though I didn't need the applause and the approval of the workers for what I was doing. I thought that was too narrow. My vision was for the workers, and the passion that I had, I realized was for workers much more so than it was for the theater, although I was very active in the theater.

VAN BENSCHOTEN: Before *Waiting for Lefty*, before this, had you combined them in this way before, though? I mean your passion for activism and also the theater. Had you done earlier productions?

GLENN: Oh, yes. That wasn't the first one that I did, and I went to some— In the East, they have summer camps and I went to one of them and I was a young actress

there, and there were some labor problems and, of course, we picketed them at the drop of a hat, it seemed to me, we used to picket. [laughs] It was very effective.

And I took some classes and I was in summer theater, usually, no matter where it was. So I was active, but not with the same feeling I had about the workers. That was the overpowering, passionate interest.

VAN BENSCHOTEN: You said in our last conversation that in college you didn't meet any sexual discrimination.

GLENN: As a Jew?

VAN BENSCHOTEN: No, as a woman.

GLENN: I would say that it was around me, but I didn't see it. I say it was around me because that university became a university because they did discriminate against Jews and Italians, and that's where the Jewish students and the Italian students went. So I knew about the discrimination, but I didn't feel it because I didn't feel involved in it in any other way but intellectually, as a woman. That consciousness as a woman comes from my family, from my mother, who was a suffragist, who rolled me in a bicycle on Fifth Avenue, my brother and myself, to win the vote for women, and she was very active in all kinds of charitable affairs and clubs to help women. My father, I think I told you, was very, very good on the woman question.

So I didn't feel that I particularly was harmed, but I was interested in the question and wanted to do something about it.

VAN BENSCHOTEN: How about sexual discrimination once you become more involved in union activity?

GLENN: That is a story.

VAN BENSCHOTEN: Why don't you talk, if you could, a little bit about that.

GLENN: When I went to my first union convention— Well, SEIU [Service Employees International Union]. It wasn't my first convention. I went to teachers' conventions where there were predominantly women. But not my union, not SEIU. I was one of three women delegates. All the rest of the women there were the daughters or the wives or the sweethearts of the male delegates. I wasn't mad about it, but I understood very clearly that there were limitations, and I knew that this was a point at which I would fight to get recognition not only for myself, but for other women.

There was total absence of women in leadership. We weren't on councils, we weren't on the state councils or on city councils, or in the intermediate level of the labor movement. You didn't see women. Very, very few women, and those women are outstanding.

I became aware of it one time when I was on a women's committee. I was selected by the president of our union to be on a women's committee, and I looked up material on my own, I did research, and I came to the convention with piles of papers. Nobody said I had to check with them as to what I was going to say or do, and I was one of the leaders of this women's committee. I spoke too long and I didn't get recognition from the audience that was sick and tired of listening to me talk, but it caught on. It caught on.

The head of the union at that time was George Hardy, who was a wonderful radical activist leader, wonderful man. And the next convention we had, he had the

national office do the research on the question, and I spoke at the AF of L–CIO convention, with the same response, lack of interest, everybody's talking, you feel that you're talking into the wind, but pieces of what we unearthed were successfully utilized by some of the workers who were there. People with vision knew that this was not right and wasn't going to be there forever.

I was more active in the union during those period of years on the union question and organizing than I was in the women's question. Strange to hear me say that because I was one of the founders of CLUW and became vice president of CLUW and was meeting people from my own union whom I had never known before. Imagine being in this union, this wonderful union, and not knowing the women in there. And we got to know each other and like each other and helped each other build, and I knew at that point that I had to do something about the woman question. I couldn't be the only organizer in Southern California who was a woman, which I was at that time.

VAN BENSCHOTEN: Well, just to get some of the spadework out of the way. The SEIU, that stands for what?

GLENN: Service Employees International Union. It merged with my old union, United Public Workers, which was thrown out of the AF of L–CIO because we backed Henry Wallace and we were too radical for them, not in our everyday practice, but in ideas like having the right to be for whoever we were for.

VAN BENSCHOTEN: An independent labor party, for instance.

GLENN: I was a member of the Labor Party. I was a member of another party like that, the Progressive Labor Party or something. I went to all the Democratic conventions. I was very, very active in everything.

VAN BENSCHOTEN: Also, to get the chronology right—

GLENN: Are you sure you have room?

VAN BENSCHOTEN: We have just a little bit more space.

GLENN: Okay.

VAN BENSCHOTEN: I'll squeeze it in.

GLENN: Yeah, I've become protective.

VAN BENSCHOTEN: When you talk at this conference for the very first time, Service Employees International Union, about the woman's question, do you remember roughly what year that was?

GLENN: I think it was about the sixties.

VAN BENSCHOTEN: You said that when you were in the WPA union, I guess—

GLENN: Yeah, teachers' union.

VAN BENSCHOTEN: Teachers' union. You had seen limitations that women had.

GLENN: I had seen limitations the women had, but the women were predominantly members of that union, so it was not a true reflection of what was going on. And they had women leaders in that union, from New York.

VAN BENSCHOTEN: I guess when you go to the SEIU, though, when you become part of that union, that's when you see most of these limitations and that's when you really begin to work on the women's question, right?

GLENN: Yes. That was in the late sixties and seventies. I was a member of the United Public Workers, where I saw it happen. We had wonderful leadership in that union, in United Public Workers. We had Edward Guinier, whose daughter is— What the hell is her name?

VAN BENSCHOTEN: Lani Guinier?

GLENN: Yeah.

VAN BENSCHOTEN: Yes, her daughter's Lani Guinier.

GLENN: Right. And we had Abe— Oh, I can't remember his second name. And Bob [Robert] Weinstein. We had marvelous leadership in the United Public Workers, and there I saw what it could be. They had leadership who were women, who were black. It was a wonderful little union.

VAN BENSCHOTEN: So when you talk about limitations, just to get this clear, because someone listening maybe a hundred years from now, it won't be that clear to them, but obviously one limitation is women don't have positions in power, in places of power. Right?

GLENN: They didn't.

VAN BENSCHOTEN: Then it was also there aren't enough women of color. There's a lack of diversity also.

GLENN: Are you talking about a particular time?

VAN BENSCHOTEN: No, I'm talking about—

GLENN: That's not true now.

VAN BENSCHOTEN: Right. No. But say, within the late sixties, when you're beginning to form CLUW.

GLENN: Oh, yes. Right. Right.

VAN BENSCHOTEN: So I guess what I'm trying to get at is what are the limitations. I know some of them already, but were there others?

GLENN: Well, paying attention to women's problems. Women workers' problems, like childcare. During the time of the war, they did get childcare because that was national policy, but there was lack of— There were glass ceilings all over the place, but they were on a much lower level. I mean, very few women organizers. And women are terrific organizers, as everybody has seen. And a lack of being stewards, a lack of training for stewards, and disregarding all the problems that women have. In addition to being union women, they're women, and they have problems on the job and at home. So that's what I mean by the labor movement not taking up the problems of the women. Some of the unions, like the clothing makers' union, the women went on strike without the approval of the international union in order to win what they needed to win.

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VAN BENSCHOTEN: We were talking about the limitations that women faced in the unions, say, in the fifties and sixties. You were talking, too, that the women's—When you were a WPA union member, you said that that was run mostly by women because it was overwhelmingly women.

GLENN: It wasn't only WPA, it was the teachers' union, and this was one local that was dedicated to teachers who were being paid by the federal government. It was primarily a women's group.

VAN BENSCHOTEN: And in the other unions that you became a member of, there must have been some amazing women union leaders. Do you remember any of these? I remember you mentioned Eleanor Nelson, for instance.

GLENN: She was with one of the unions that I was with, but that was an aberration. There were no other national figures, women figures, in the union movement that I remember at all. The teachers' union had them, and that was it. The steelworkers had members, but they weren't organizers. The Teamsters had members, but they didn't have any organization. The garment unions did have some and the women fought for it.

Out of the—and this is what I mean to use as an example. We were having a CLUW meeting one time and some woman miner came to our CLUW meeting to get our help for a bill that she was trying to get passed in Congress to give workers a medical leave

if one of their children got sick and they had to take them to the hospital or they had to take them to see doctors. What was happening is that if you went too often, you were fired from you job. And that woman was a member of the mineworkers. [U.S. Congresswoman Patricia] Schroeder was the one that got that thing passed, and today, women can take time off to take care of their sick children. So, little things start that way, and we were in on the beginning of the whole question, the woman question.

VAN BENSCHOTEN: When you spoke as a member of the SEIU union, when you spoke about the woman's question, this is asking a lot, I know, but do you remember what you said? You know, while all these people are moving around and apparently not paying attention or ignoring you, what were some of the points that were brought up? Do you remember?

GLENN: I wouldn't put it on the basis that it was our union. It was the thing that was happening generally. I talked about the history of women in the unions and the fact that they weren't recognized and that they contribute tremendously in organizing other women and men. We had machinists— I remember I gave an example of the machinists, who had, except for about eleven members, they had a completely male afternoon shift and the chief steward was a woman, who got it because it because of her dynamics. Even before she was a steward, she was active as a union steward. That was the machinists' union, which didn't have such a great record about promoting women, you know, or the steelworkers or any of them.

This is all within the last twenty years, since the 1970s, that we built this women's movement. It was really built not only in the unions and CLUW, it was built

by women in the community. It was built by women who, like myself, were appointed to a state committee to rewrite some laws when we had that wonderful Republican state— What do you call it? Attorney general. And he formed a committee of active union women, not only trade union women, but women. I remember we came up with some laws that today, of course, are old hat. Like a woman didn't need the signature of her husband on her bank account. At that time, you had to have it on your bank account, or a credit card. I remember fighting on that issue many, many times. They were such simple examples of the discrimination in the last twenty years.

The service union once had a local group in New York of women who were organized and had the same jurisdiction as male janitors, only they called the women by one name and the male janitors, they gave them another name, and the males got a dollar an hour more because they were swinging heavy mops to do not only apartment houses, but the commercial buildings, and about 200 women got tired of this. And I remember my first two or three executive board meetings, this came up at the end, at the executive board, and the judge convinced them to sue the national union as well as the local union. And they didn't have national contracts, they just had local contracts.

They came to us with a proposal that we should give so much and so much money to defend the national union. I remember a few women on the executive board, national executive board, myself, Rosemary Trump, Gloria Maringly, we objected. We said, "No, we should not be in the position of carrying on this discrimination against women," and the man on one side of me moved his seat and the man on the other side moved it close to me, and the members of the executive board were

beginning to enjoy this, because, you know, you don't speak out like that when you're newly on the executive board. You give yourself a year or so. And we struck home.

Then finally, one of the men said, "I want you to know that we've gone on strike about this question. George Hardy went on strike about that question because they weren't getting the same in San Francisco, and this particular local went on strike because of that. We tried to get it and they wouldn't give it to us in our contract. It's not because we're fighting them, because we think these women are terrific."

And things kind of warmed up, and the national union said that they would fight to get themselves removed from this and take a good position. Those women got 24 million dollars.

VAN BENSCHOTEN: Wow.

GLENN: Absolutely got 24 million dollars for their fight, and they got the same pay as the men. Then they joined with the men, it was 32B and they were 32J or something, and they merged the two locals, which was our suggestion, the women's suggestion, that they merge them.

But you know, it counts on everything. The discrimination against women was not only in SEIU, it was in every union. In SEIU we fought. We fought it. And in the United Auto Workers, they fought it. I was not a member of that, but that's all part of my history.

VAN BENSCHOTEN: Many of the things that you talk about now, we take for granted now, I think.

GLENN: Right.

VAN BENSCHOTEN: That's also unfortunate.

GLENN: That's why, when I'm asked to speak at the IRRA [Industrial Relations Research Association], you know, and so forth, they put me on as an old-time speaker, you know. They don't pretend that I'm a young one, because they want them to hear how it used to be, because a lot of the members today don't even know what it was like.

VAN BENSCHOTEN: Yes, and it's odd, too, because being a teacher, you can tell someone, I can tell someone what it might have been like, but that's not quite the same thing as someone who's actually lived through it, I think. There's a little bit more authority there as well.

Okay. I'm done with my follow-up questions, believe it or not, so what I'll try to do is pick up the chronology again where we left off, and where we left off was about the late thirties, I believe, more or less around there. We were hopping back and forth.

I had a question about when you were a WPA teachers' union member. How were you able to attend these conferences all around the country and also be a teacher? Did you simply just take time out?

GLENN: Well, they used to schedule them when teachers could get away, during vacation times and so forth. Then we'd take the car. That's how I saw America. But they usually held these conferences, you know, when you could go.

VAN BENSCHOTEN: Then another point of getting the chronology right, when you joined the Office and Professional Workers union, do you remember when that was?

GLENN: That wasn't my union.

VAN BENSCHOTEN: It wasn't?

GLENN: No. No. It was the state and county municipal workers union.

VAN BENSCHOTEN: Okay. Maybe that was it, then.

GLENN: But it wasn't the Office Workers.

VAN BENSCHOTEN: When did you join that union?

GLENN: Oh, god. I don't know. Way back.

VAN BENSCHOTEN: Also, when you're a member of these unions, do they have any partnerships with other community organizations? The reason I ask is because I know, like, for instance, Saul

, in Chicago, what partly makes Saul Alinsky's work, as you know—

GLENN: What part and he makes what work?

VAN BENSCHOTEN: Saul Alinsky's work in Chicago, for instance, the Back of the Yards program that he had.

GLENN: I don't hear it.

VAN BENSCHOTEN: Do you remember the Saul Alinsky program that he had? It was called the Back of the Yards program, in Chicago.

GLENN: Is this Saul Alinsky?

VAN BENSCHOTEN: Right. And I know that Saul Alinsky was very effective in linking the unions with community organizations. In this case, the Roman Catholic Church.

GLENN: Yeah.

VAN BENSCHOTEN: And I was wondering, when you're part of these unions, at least in the thirties and forties, and fifties, for that matter, were there these partnerships also?

GLENN: Yes. Yes. Not as much as it is today, but, yes, we were involved with other unions. Things were going on all over the place and everybody wanted to help everybody because they knew it was for everybody's benefit. So when the autoworkers had a sit-down and they needed help, women from other unions used to come in and make the coffee or whatever the hell they did. There have been movies about that.

It more or less culminated as the women got recognition in their own unions, which came after a twenty-year struggle or something. I think I told you about George Meany, when we went to see him, from CLUW. We had a committee to meet with him.

VAN BENSCHOTEN: No, I don't think you did.

GLENN: If I could find that—

VAN BENSCHOTEN: Clipping?

GLENN: CD. Not CD, but the video. You'd enjoy watching it. Of course, we were all young and beautiful in those days. [mutual laughter] But we had been practicing for a month. I was going to talk about this factor and Addie Wyatt would talk about another factor and so forth, and we rehearsed ourselves and we were ready for the day. [Thomas R.] Donahue was the secretary/treasurer. He's from my union. So we came there, and George Meany was sitting there and we were about to come out with our

spiel, and Meany said, “Where have you women been? Why is it that for the last twenty years there have been no women’s movement?” [mutual laughter] He made our speech for us. That was a day. That was an interview. I’m going to try to look it up among my things. It’s really a worthwhile—

VAN BENSCHOTEN: I’d like to see it, yeah. That’d be great.

GLENN: Community organizations. Yes. We couldn’t get along. The public worker unions could not have organized as well as we did if we didn’t have the relationships that we had with the black churches, mainly, and with the neighborhood groups. I remember going to the AF of L–CIO one time when we wanted to have a caravan of cars going up to Sacramento, and we talked about organizations that we hadn’t met with because they were too radical for the county fair or something. I’ll never forget, the head of the county fair at that time, who was a wonderful guy, said, “Listen, we’re not going to ask anybody about the sanctity of their political beliefs. We don’t give a damn. You want cars and you want people; we’re going to get them.” And we got list of people, my god. It was one of the most successful campaigns that we had.

Yeah, we learned. We learned the lessons. Of course, we were usually the victims; we were not the perpetrators. But progressive unions really taught other unions how they needed to have this connection between neighborhood organizations and the unions. We couldn’t have beaten back Proposition—I think it was 18—when Pat Brown was governor of California. and we defeated the right-to-work bill here in California. And Proposition 226 was aimed at unions. We defeated popular— Not popular, but a lot of the antiunion, antidemocratic initiatives that have been brought by

big money, we've defeated it because we go out and not only talk to ourselves, but we talk to other groups. Absolutely.

VAN BENSCHOTEN: Do you remember when that realization occurred, though, when that lesson was learned, that you needed to make these larger coalitions?

GLENN: Well, my union has always learned it. I mean, they know how important it is. There wasn't a day in which this happened. This happened over a period of years, and the so-called progressive unions, like my union, in those days was the Public Workers and then SEIU. We knew that we needed the support of the community.

VAN BENSCHOTEN: Let's get back to the war. We'll get back to the chronology. During the war, you worked for the federal government helping to place persons into defense-related jobs. Is that right?

GLENN: That's one of the jobs.

VAN BENSCHOTEN: You said that you had many interesting stories that you could tell about that time. Maybe you could tell some.

GLENN: All I can do is just give you a little hint.

VAN BENSCHOTEN: Okay. Good.

GLENN: A man was recommended to me to do some counseling with him. He worked in a plant and, in his words, he said, "Listen." He had a very heavy Jewish accent. He says, "I want to help the war, but I want you should find me an employer, a boss, whom I don't know."

I said, "What do you mean?"

He said, “Well, in my last job, I worked in a few plants and the owner’s son had a bar mitzvah. We had to bring a present. Then his youngest daughter had a concert. We had to bring her a present. Then one of his children was getting married. We all had to bring a present. I don’t want to know the people socially. All I want to do is I learn a new skill, you’ll teach me a skill, I’ll do the work.” [mutual laughter]

My supervisor was around my desk at that time, near me, and she heard all this thing. Well, she laughed. And I sent him to Sperry-- I don’t know. One of the anti-Semitic employers, who turned out to be a wonderful employer during the war because of the War Labor Board. I mean, nobody in their right mind would send them a Jewish worker just off the street, but Sperry’s, or something like that, he made very, very important instruments for the war. We sent this guy over there. Brilliant success.

VAN BENSCHOTEN: That’s great.

GLENN: The boss didn’t want to know him and he didn’t want to know the boss, and he didn’t want to bring any presents. [laughs]

VAN BENSCHOTEN: Just do his job and clock out.

GLENN: Right. Right. Right.

VAN BENSCHOTEN: Any others? Any other stories that you remember from that time?

GLENN: Well, at that time, before that, I had worked in the—I think I told you—the private school.

VAN BENSCHOTEN: Right.

GLENN: It was very successful. One time, they prepared us for the fact that—this was in the thirties, I believe—that some Spanish children were coming, who were undernourished. They were Basque children, and they needed the help of the school that we were at. The school where we were at was in Pleasantville Cottage School, which was like Vista del Mar. It was a beautiful place and so forth. And one day these beautiful children, thin, undernourished, big black eyes, beautiful children came there, and before they did anything, they dived right into the pool. They couldn't swim or anything, but they dived into the pool. And they spent the summer at this camp. I was a WPA teacher. I was teaching the children how to read, and fell in love with the Spanish children. Then when the war was over or something, they were going back home, we cried. It was so marvelous to see the change of these children from what they looked like when they came, to what they looked like when they came home. They were bubbling and they had fat on their little behinds. They were adorable.

Years later—I don't know where I was—I meet some Basque people who were here in this country and I told them this story, and one of his children was one of the children.

VAN BENSCHOTEN: Wow. That's incredible.

GLENN: Yeah. Some wonderful things happen if you're only open to them.

VAN BENSCHOTEN: So your position then in the federal government at least, was to help people connect up with these important jobs in the defense industry?

GLENN: Right, and help train them. We didn't do the training, but we got them training.

VAN BENSCHOTEN: And how long did you do that? Did you do that until the end of the war?

GLENN: Oh, I don't know. I think a couple of years.

VAN BENSCHOTEN: How did you feel about labor's position during the war? Their no-strike pledge, for instance, their accommodation with the government?

GLENN: Well, you know the story. I don't know whether this is generally known, but they were having a discussion on the top level of how to get some— They talked about it in terms of spying, the government did. They wanted to know how many pounds of steel was leaving a factory and they knew where it would end up or how the economic production in the German factories could impact the Allies in their war against them. And the British did not feel that they had cracked the code for the Germans and they didn't think America had, although we said we did, but we weren't believed by the British.

They had a number of lawyers who had been on the War Production Board in Washington. Some of them were old-time union lawyers.

[Telephone rings. Tape recorder turned off.]

GLENN: So the lawyers had represented unions, because they were trying to get more production out of here and they wanted the War Labor Board to be of that mind. They didn't' want them fighting the unions; they wanted them to help get the

production up. And one of them said— Arthur. What was his second name? He had been a judge and then he became a member of the War Labor Board.

VAN BENSCHOTEN: I'm not remembering.

GLENN: He was quite a famous judge. He was a famous labor attorney and judge and so forth. Anyhow, he said to them, "The unions will help you with your spying efforts."

And they said, "How? Tell us how."

He said, "Well, you know, we have meetings. The National Socialist League, Communist group have their meetings, the young people's organization." And he said, "They know what's leaving the factories, because they're working there, and they'll know what streetcars to say and what the color of the streetcar was, if you're trying to find good people to use as informants." And that's what they did. They trained them. They got all this information. They broke the spy thing, in spite of what Great Britain said, and they got the unions involved and they got what they had to get from the factories moving into the railroads and where it was going to be, material that the Germans were producing, where it would end up.

And it's written. With names. It's a book. I bought it in Oregon, that famous bookstore in Portland, Oregon, I think Powell's [Books] or Powers or something. I found it on a shelf, just accidentally. I gave one to George Hardy and one to whoever, and I have one lost in this house. It's here. I never threw it out.

And we cracked it, because somebody remembered that trade unionists, with all their conventions and meetings, had allies in every country in the world. Isn't that an interesting story?

VAN BENSCHOTEN: That is a good story. I didn't know that.

GLENN: It has nothing to do with me, but it's an interesting story.

VAN BENSCHOTEN: I know that during the war, there were people like John Lewis, for instance, who were definitely against the no-strike pledge, and people who felt that it sort of undercut the unions in the sense that that was at least one of the main tools that unions would use, strikes, in order to increase enrollment and in order to show the effectiveness of [unclear].

GLENN: That was a very, very difficult time, because trade unionists don't like to give up the right to strike. It's against our principles and usually against our interests. But here we were in the middle of a war against Nazis, and the overwhelming majority of the unions supported the no-strike, even though it hurt them. It bothered them. But John L. didn't. I mean, he fought it, and that's why a lot of people don't like John L. That's one of the origins of the distrust of him, but they had to admire him.

VAN BENSCHOTEN: But you supported the no-strike pledge? You felt it was a good thing, then?

GLENN: Yes. Yes.

VAN BENSCHOTEN: Sort of another big question. The union that you belonged to during the war, when the war breaks out, what were some of the changes that occurred in your union, for instance, during the war?

GLENN: This is ’41.

VAN BENSCHOTEN: Right. ’41.

GLENN: Well, we were in a very nonstrategic place. We represented mainly elevator operators and custodians and some public employees. We were in a very nondecisive group of workers, but we were all for winning the war. We wanted to win the war, and there were lots of discussions on this no-strike pledge because there was no union absolutely came out in favor of it, just like John L. did, but a lot of the workers in various unions did support him. But our union did not and I did not. I realized the necessity of the moment was to get the material out, and we had to fight in many different ways, not only just one way.

VAN BENSCHOTEN: How big was the Public Workers union that you were a part of? Do you remember?

GLENN: Well, I was in the Public Workers union at that time. Nobody every told the truth about how many members we had, so I can’t tell you. [mutual laughter]

VAN BENSCHOTEN: When the war comes to an end, where does that leave you? Are you still part of the Public Workers union then? Are you still living in the East, or have you already come westward?

GLENN: We were no longer the United Public Workers, and we were thrown out of the AF of L–CIO because we backed Henry Wallace, and then the UE got thrown out and the longshore got thrown out, Harry Bridges got thrown out and so forth and so forth, and we all made our peace with some other large unions in mergers. Out here on the West Coast, two of our locals up north merged with the SEIU. They didn’t call

it SEIU; they called it Building Service, BSEIU. And some nasty unions used to call us the Bullshit Union. [mutual laughter] I was always the speaker at our conventions, to take the B off and so forth, but that's another story.

What was the question?

VAN BENSCHOTEN: When the war ends, where does that find you?

GLENN: Again, we were in a very nonstrategic place. We were public workers and, of course, we didn't cover very many federal places. We covered mostly state and municipal workers and private sector. So we were not in a decisive position to change anything. Of course, if we reinstated our belief that public workers had the right to strike and we had to go to court over that. We had a big strike in our union at that time, right here in California, so we were at the point— We lost our checkoff here and we, individually, then, were interested in merging with other existing unions, because we had checkoff. We couldn't have checkoff anymore.

VAN BENSCHOTEN: What does that mean, not having checkoff?

GLENN: Union dues were checked off by the employer. We had that privilege and we were doing very well, and then the county board of supervisors took that away from us when the AF of L–CIO kicked us out, so that was a big blow.

After about three years, we were independent, somebody introduced me to— State, county—American Federation— They had an ex-policeman who was the head of this area, and who thought like a policeman. He wooed us. I came there with a group of garbage collectors, whom we represented in those days, and he said, "Oh," he said, "we don't have any problem with you. We can merge. We'll put you in this

council that we have, and if you need somebody to help you, you'll apply to the council, and we'll make you the heads of the council." So these garbage collectors—That's all they were at that time, was the city workers.

We said, "Well, what do you mean? How are they going to react to the fact that we're merging with you and we're taking their jobs away from the council?"

"Oh," he says, "We don't worry about that." We looked at each other. We could just see ourselves in the same position if they found another union after they found us. So we did our homework, and it took no great fight to reject it.

Then we met with George Hardy, and George Hardy said— He looked at our headquarters, which was really a rat hole. It was a terrible place.

VAN BENSCHOTEN: Where was that? Where was the headquarters?

GLENN: Downtown on West 6th Street or 7th Street or something, in the downtown, beaten-up part of it, and we had a little mimeograph machine, must have cost about $17.49, and a few typewriters and so forth. And he knew that we were working because he knew that we represented a good portion of the people that we were fighting for, which was the hospital workers. So he said, "How much money do you have in your treasury?"

We said, "Well, we only have—."

He said, "I'll tell you how much you have," and he looked at the furniture. He says, "You got $2,000?"

"Yeah."

He said, “Well, they’ll have $2,000,” this union that would represent you. He said, “Of course, they won’t represent you. You will represent you.”

We said, “Well, do you have a joint council?”

He said, “No, we don’t have a joint council.”

I said, “Well, what do we do if we need help?”

“Well,” he said, “how many people do you have on your staff now?”

We said, “Well, we have three.”

He said, “You’ll have three. Then organize and you’re going to have four. Organize more and you’re going have ten.” And that was what we wanted to hear. He gave us nothing but his admiration for the kinds of leaflets. He said, “There’s just one thing I want you to know. People, when they merge with the AF of L, which we are,” at that time they were. He said, “They think we can’t write leaflets or we don’t picket or we don’t work hard enough.” He said, “You’re going to find that’s wrong.” He said, “We work on Saturdays, we work nights,” he said, “and we picket. We don’t write as good leaflets as you, so you have to promise to keep up with your leaflets, your CIO-type leaflets.”

And that was it. That’s how we joined. Oh, he was so marvelous. He was such a wonderful guy.

VAN BENSCHOTEN: That’s amazing.

GLENN: He was terrific.

VAN BENSCHOTEN: So when was this, more or less?

GLENN: Well, this was in like—

VAN BENSCHOTEN: Was this after the ’48 election?

GLENN: Now, just a minute. This was about ’50 or something.

VAN BENSCHOTEN: Right. 1950, 1951, sounds like. And we’ll get back to George Hardy, too, because it sounds like we should mine that a little bit more.

When do you come to L.A.? What year?

GLENN: I came to L.A. in 1945.

VAN BENSCHOTEN: And why did you come?

GLENN: I was a young actress and I thought I could get a job here. My husband [Elliot Grenard] at that time was a writer and he thought he could get a job here, so that’s why we came, to be in the theater.

VAN BENSCHOTEN: What was your perception of the city when you came?

GLENN: What was my perception of what?

VAN BENSCHOTEN: What did it look like to you, Los Angeles? What was Los Angeles? What did it look like when you came?

GLENN: Well, it was more rural than it is now, but not extremely so. I was excited by it because it was such a potential place. I could see that when and if we organized, it would be gigantic. At that time, I was interested in organizing— I had organized in New York among the federal workers, but here, I got a job working for the federal government in the Office of Price Administration. They fired me three times. The CIO got me back on, and we organized.

It was exciting, because anything, any pebble that you threw in the pond, you could see the circles around it. It had such opportunity. There was such a life and a

strength about it, and the unions were feeling their power, the steelworkers, the auto workers. This place was a place where they had Chrysler, they had General Motors, they had Ford, and everybody merged in the general council meetings. It was thrilling. It was thrilling to be alive. It was thrilling to be young. And we could see the opportunities that had been missed all those years before they merged, you know, they had the AFL, but now CIO was the predominant group.

VAN BENSCHOTEN: Oh, really.

GLENN: Oh, yes. It was marvelous.

VAN BENSCHOTEN: Who was the head of the CIO here? Who was the representative?

GLENN: Well, they had a combination of the auto workers, the steelworkers, the shipyard workers, the oil workers, oil, chemical workers. They had basic trade unions here at that time, and varying points of view. There was always a political struggle between those on the extreme Left and those on the moderate Left and those on the Right wing, and we had our fights, which was very stimulating. In the building, the CIO building, one of the workers took over a little coffee shop and they made it like a pub, and many a romance was started in that coffee shop. [mutual laughter] It was in the black area, which had nothing to do with the plants around it. And it was a very exciting time. Very exciting.

VAN BENSCHOTEN: Now, when you come out to L.A., I mean, you're pursuing an acting career, but you already had decided that you were going to still continue your activism, obviously. I mean, this was a very important part.

GLENN: What?

VAN BENSCHOTEN: You still, besides your acting, were going to continue with your activism as well, right? That was still a very important part?

GLENN: Oh, right. Right. Right. That's been part of my life.

VAN BENSCHOTEN: Now, how did your husband— How did he—

GLENN: How did he react to it?

VAN BENSCHOTEN: Right.

GLENN: My husband was a writer. He was as radical as I was, which I would characterize today as moderately so. And he supported my efforts and I supported his efforts, and he was an unsuccessful writer.

VAN BENSCHOTEN: When you come to Los Angeles, where do you live? Where do you take up residence?

GLENN: Lived in the most beautiful apartment. It was all rent-controlled. Couldn't get an apartment, and I don't know how I got my first apartment, but we did. Through somebody, we found this apartment, and then I met people in the public worker field who were— Some of them were members of our union and so forth, and this woman was telling me that she was going to go to Europe with her boyfriend, and I said, "Your apartment. Where are you living? I'll take it."

She said, "Okay. I won't ask my landlord, because he'll say no, but you move into it and he's not going to evict you." That's just what happened. Oh, what a beaut— I had an apartment that had a living room downstairs, good-sized living room, a breakfast room, a kitchen, and a bathroom. Upstairs, I had a huge bedroom and

bathroom. It was the kind that they call a studio apartment, and it was glorious. The only thing bad about it was this terrible landlord. Oh, he was a drunk and he had been a movie producer and any time we made too much noise, he'd bang— Wait a minute. No. We lived this way [gestures]. He lived above us. And he'd bang the ceiling. Oh, he was dreadful. And I became pregnant, and so we knew we couldn't live there.

VAN BENSCHOTEN: Where was that? Where was the apartment?

GLENN: Rosewood near King's Road. Beautiful apartment.

VAN BENSCHOTEN: Your husband, I take it, was trying to get writing jobs while you were— How soon did you get the Office of Price Administration job? Was that fairly soon after you came out?

GLENN: I got it fairly early. It was in '45.

VAN BENSCHOTEN: As you know, the year 1945 and '46, I mean, were critical years for labor in the sense that there were more strikes in that year than probably any other year in American history.

GLENN: It was a terrific time. It was terrific. When I went there that night, and I saw clearly that I was on the wrong end of the excitement, I felt as though I was part of the world movement, you know. It was a terrific time for organizing and laborers fighting for their rights. It was a splendid time, and Los Angeles was a splendid place to be fighting.

VAN BENSCHOTEN: Yeah, it was sort of all new. It was all there to be organized, in a sense.

GLENN: That's right. It was lying there. Right.

VAN BENSCHOTEN: So how do you enter this—

GLENN: Well, I met some young men who were in the research department of the CIO, when I was putting on this show. The shows were for re-elect [Franklin D.] Roosevelt. And I said to one of them, this wonderful man, Sanford Goldner, "You know, I want to be an organizer." I said, "To hell with the acting. I can always act, but being an organizer."

He said, "Join a union." He said, "Nobody's going to hire you. First of all, you're a woman and they don't hire women organizers, and secondly, you know, if you go to the union, they'll be nice and you'll get a job as a secretary."

I said, "No. Not me. No. No secretary. I want to be an organizer."

And he said, "Well, form a union."

I said, "I do belong to a union, a lousy one."

He said, "Well, make it good."

I said, "It's a terrible union," even though we had a woman national president. I said, "The head of our union—." I didn't mean her. I meant the local head. The idea of fighting with the administration was to tell them how to fire us properly, that they didn't do it properly. I said, "That's not my idea of a union." And I said, "I organize. I take a day off every week and I go out to the Veterans Hospital and I organize."

He said, "You still do that now?"

I said, "Yes, in a different way."

He said, “Bring some people to your meetings. Make your meetings interesting. Create some feeling about locally, that building that you’re working in.” I was an economist at that time, at the Office of Price Administration.

So I did. I started asking some of the professors and some of the people that were there. I organized some psychiatrists. I brought the psychiatrists down to the meeting.

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AUGUST 9, 2002

VAN BENSCHOTEN: When we last spoke, we had left off around 1948, 1950, and we had talked about your coming to Los Angeles, why you came to Los Angeles, also your union organizing activities, and you'd mentioned George Hardy. You mentioned your union being expelled from the AFL–CIO [American Federation of Labor–Congress of Industrial Organizations].

GLENN: CIO. I met George Hardy two years after I got here, about that time.

VAN BENSCHOTEN: So, about '47. Then the mergers that were going on in the various unions, and you had mentioned that you had met a man who helped you become a union organizer, in a sense, and you talked a little bit about you have to make meetings interesting. You have to do something to bring in the people to get them interested in the union. Who was that man again?

GLENN: Sanford Goldner. He was the research director of the CIO, and I met him through my acting activities. That's when I had the meeting at the steelworkers' union. I think I told you about that.

VAN BENSCHOTEN: Right. His advice was that you make your meetings interesting. What did you do in order to spice up these meetings? I know you talked about bringing professors in, to give talks, I assume.

GLENN: Well, I was doing organizing at the Veterans [Administration] Hospital, so I brought some speakers in— I don't even remember whom— and some people from the Democratic Party who were sympathetic to unions.

VAN BENSCHOTEN: We should also make clear, I think, what union you're a member of. You said you were organizing— Was this your first organizing?

GLENN: No. No. I was a WPA [Work Projects Administration] teachers' union representative, and I helped organize them as well as represent them. That was back in New York.

VAN BENSCHOTEN: At this time, when you're organizing, now, in Los Angeles, your first efforts, that was with the United Federal Workers. Right?

GLENN: Right.

VAN BENSCHOTEN: You also talked about being part of the Office of Price Administration, it was your job, and that you had been fired three times.

GLENN: Right.

VAN BENSCHOTEN: Could you explain?

GLENN: I came to work for them in the capacity of a clerk. That's the only job I could get. I was busy organizing the union, on a voluntary basis, on a personal basis. So they fired me three times on three different occasions, and I got the CIO, of which I was a member, to represent me at the hearings, and we won them. Then the *L.A. [Los Angeles] Times* had an editorial that the CIO was trying to take over the government workers and organize them. They had an editorial in the papers against the union's efforts to organize federal workers, which, of course, inspired me. And each time I

got back, I managed to negotiate a higher level. First I was a clerk, then I was an intermediate clerk, then I was a price administrator and so forth. I worked as an economist there.

VAN BENSCHOTEN: Were all three times, though, because of your union organizing? They disliked that. Right?

GLENN: Right. Right. Right.

VAN BENSCHOTEN: Get rid of the squeaky wheel, sort of.

GLENN: Right.

VAN BENSCHOTEN: How long did you stay at the Office of Price Administration?

GLENN: I think about two years. Because then the war was over and the whole thing was finished.

VAN BENSCHOTEN: I don't know whether we covered this, but when you come to Los Angeles— See, my assumption was that when you came to Los Angeles, you got the Office of Price Administration job.

GLENN: I did, but I got it as a clerk.

VAN BENSCHOTEN: Oh, I see. Yeah. As a clerk.

GLENN: Right. Right.

VAN BENSCHOTEN: Let's talk a little bit about your personal history. I think at around— What year is your daughter born?

GLENN: My son [Norman Gleichman].

VAN BENSCHOTEN: Your son. I'm sorry.

GLENN: '54.

VAN BENSCHOTEN: Is this from your first husband [Elliot Grenard]?

GLENN: No. No.

VAN BENSCHOTEN: When does the first marriage end?

GLENN: I don't have the date in my head, but we were married, I guess for ten years. Married in New York. He was a writer and a pianist and a composer, all very unsuccessfully. We met during one of my acting activities in New York. At the beginning, it was a wonderful marriage. We were both madly in love with each other and so forth, and then we began to separate.

I remember talking to him one day and saying, "You know, my biological clock is running, and I dream of having babies." It was my perennial dream, really. And I said, "I think now is a good time to make decisions." And he was as far from that as the moon. He liked his work, such as he had the work. He worked for *Billboard* and some other commercial publications. And he was happy without children, although he liked children, hypothetically. He was not interested in my biological clock, and he expressed himself.

He liked the way we lived. He liked the fact that I was busy with my job and he was busy writing. You know, I'd leave at seven o'clock in the morning and leave him comfortably warm in bed. He'd get up about ten or eleven and— He had not a bad existence, which drew us apart. We grew in different directions. He was a very progressive man, he was a clever person, but he was a person with dreams who never realized any of his dreams.

When we had this conversation about having a baby and my taking time off to have a baby, he was unhappy and I was unhappy, and it was the beginning of the end. He was seeing other people and I was seeing other people, and the whole marriage was disintegrating. It was amicable in that we had the same lawyer for both of us, and we got a divorce, and he went back to New York and I stayed here. He thought I would go back to New York, too, but I didn't.

My family wanted me back in New York, but I realized that my future lay here. I could see the stone that you cast agitating the waters. I loved the pioneer spirit of Los Angeles. Things were happening here that had happened a long time ago in New York. I thought the opportunities were greater. I liked the spirit of the people and I had no intentions of leaving, and so I stayed here.

VAN BENSCHOTEN: How long did you live alone until you met your husband?

GLENN: Three years.

VAN BENSCHOTEN: How did you support yourself in that time?

GLENN: You know, I wanted to say something. I worked for a time for an assemblyman who was running for office. I was his campaign manager and that's how I learned how to drive a car. He said, "Do you have a car?"

I said, "Yes," and he didn't ask me if I could drive it. [mutual laughter] So I learned how to drive, and I was his campaign manager. McMillan, I think his name was. Lester [A.] McMillan. And I got odd jobs until I hit the union, that famous incident where, you know, I went to the steelworkers' hall and I realized that I did not want to be a clerk and act, that I wanted there to be no footlights between me and the

union, that I was really fully interested in the union and wanted to become a union organizer. Now, that was in the fifties, 1950s.

VAN BENSCHOTEN: When do you meet your second husband [Hack Glenn]?

GLENN: Oh, it was a wonderful affair. The whole thing was gorgeous. I was a member of a group that was putting on shows. We started out by putting on shows for [Franklin D.] Roosevelt and then continued on, and it was a progressive labor group putting on shows, theater, for workers. I remember that there was a member of that group, a writer. What was his first name? His name was Lou Solomon, and he was married to a writer, Wilma, and I was introduced at their child's birthday party. I knew them and we were both members of the same theatrical group. And so I went to this party and there was a man sitting—

[Telephone rings. Tape recorder turned off.]

VAN BENSCHOTEN: All right. We're back on tape. You were talking about meeting your second husband.

GLENN: I was at this children's party, and there was this very interesting-looking man sitting there. Do you want to hear this kind of detail?

VAN BENSCHOTEN: Yeah, if you're willing to—

GLENN: Oh, I'm willing to talk about it. And he was sitting on the opposite side of the table and there was a— It was an interesting group. They were mainly writers, screenwriters and magazine writers and so forth. And he made some kind of a comment about writers. And I knew he was not a writer, and I said, "Oh, well, what do you know about writers?" I said, "I was married to one."

He said, “So was I.”

I said, “Who was that?” And he points to the woman next to him.

He said, “She was my second wife,” or something like that. And I knew her independently of him. I knew her through my first husband, who knew her. So that was kind of an interesting lapse.

Then I found him concentrating on my chest. [mutual laughter] And I found out that he was a union organizer for the Mine, Mill, and Smelter Workers. And there was something about it. Our eyes held each other’s eyes. I felt that this was another big moment of my life. I was, however, involved with another guy, who was not a writer, who was an announcer or something. But I was there alone and we touched bases.

Then they had a second daughter who was getting married, and I was invited to that one. This was a few months later. I had heard about the same guy and that he was a terrific organizer and that he had a name in the union movement. You want to hear the details of how we met?

VAN BENSCHOTEN: Yes, if you’re willing to tell us.

GLENN: I came into the bedroom to take my coat off and he was there and he said something like, “Gee, I was going to call you since we first met.”

And I said, “Why didn’t you?” And fluttering my eyelashes.

And he said, “I’ll be goddamned if I’m going to marry another union organizer.” That’s how I learned that he had been married to a union organizer, who wasn’t there that night.

And my boyfriend was watching from the hall and he lip-read what Hack, my husband, said and he thought that was the neatest pickup that he had heard.

Anyhow, I called him about a week later to invite him to come to a hearing on a play that we were going to do, and he was busy, but we made another date, and that was the beginning. That was the beginning. Five weeks later, we were married.

VAN BENSCHOTEN: Wow. That was fast.

GLENN: That was a romance that was made in heaven, of two very like people, who had the same background, even went to the same college that I did. He was eleven years older than I, but we both went to NYU [New York University], and he was a union organizer for the longshoremen's union, the Mine, Mill, and Smelter Workers union. I guess those were the two main unions. And he was an organizer and had a wonderful history. And he thought I had a wonderful history and it was just— It was ordained, it was fate, and it worked out that way. Both of us appreciated what the other one had. We never tried to change each other. It was a marriage of similar minds, people with similar goals, a lot of laughter in the marriage.

Neither of us had a child before that. He was concerned that he never had fathered a child that he knew about, and he'd been married three times before. I was his fourth wife. He was my second husband. And I just knew that we would have a child, and about three weeks later, I was pregnant; we had our son.

So it's been a marvelous— It was a marvelous union. My family accepted him. They loved him. My friends said the marriage would never last because of our age and our histories, but it lasted. It was a beautiful thing.

VAN BENSCHOTEN: What were the characteristics? Describe him a little bit. What drew you to him?

GLENN: Well, I would say chemistry was the first thing that drew us to each other. Secondly, his background, which was similar to mine. He grew up in a middle-class Jewish home. His father was an architect. He went to the same college that I went to. But just physically describing that doesn't describe the attraction. The attraction was— I think our laughter, our humor, just mingled so well. We appreciated each other. It was so quick.

I remember one week I said, "Listen. I need some time to think." [laughs] And I went out with somebody who had been trying to go out with me, have a date, and I realized, what was that about? Was I testing it? It had nothing to do with him and that I was totally in love with Hack and he was totally in love with me.

VAN BENSCHOTEN: So you get married, your second marriage, and then you have a child fairly soon. This was all about 1953, 1954, somewhere in there.

GLENN: Yeah. Right.

VAN BENSCHOTEN: What was the household arrangement that you had? Did you basically carry on with your work?

GLENN: I carried on with my union work. I remember it was a time of great excitement because I had met George Hardy during that period, and that was a marvelous opportunity, as I saw it. It was as earthshaking as my marriage and my experience with the steelworkers. I realized that this was it, because when he interviewed me— Somebody suggested that we meet each other, and we did, and the

thing that shocked me was that he said, “I’m interested in you because my people who are trying to raid you at the general hospital, where you’re representing the workers, tell me that you get meetings where, you know, a hundred people come,” and so forth. And he said, “If we get together,” he said, “I don’t want you to change your method of leaflet-writing.” And I started to laugh, because my leaflet-writing was because I couldn’t type very well.

The union was living in a terrible old building on West Seventh Street, I believe it was, and we had a crummy old mimeograph machine and a bank account of, god knows what, $145 or some such a thing. But I was churning out good leaflets because they were full of facts and humor, and it got across to the workers. I drew stick figures because I couldn’t draw, and I got a lot of attention that way.

I was completely bound up in the union and he knew had not too much respect for the AF of L, and he said, “I want to let you know, we work as hard as you do. We’re work long hours and,” he said, “you’re not the only good union people on the block,” and I realized that that was true.

And he offered us a merger with the SEIU [Service Employees International Union]— only at that time it was called the Building Service [Employees International] Union— on the basis of equality. Now, I knew that they were bigger and they had more money in the bank and so forth, and they had a few hospitals, I think, one or two hospitals that they organized, the county hospitals, and we had organized, got a foothold in the rest of the county and so forth.

And he said, “Let me look at your assets.” We met in my union office.

VAN BENSCHOTEN: I think you mentioned this last time, where he totes it up very quickly, how much everything was worth.

GLENN: [laughs] That I had $2,000 worth of assets. I don't know where he got that from, because his local union that was organizing the hospitals, trying to organize the private hospitals and some of the public hospitals, had $2,000 in their bank account. So he said, "You have $2,000, we have $2,000, we'll be equal." So I told you about this?

VAN BENSCHOTEN: Yes, just briefly, you mentioned that arrangement and representation, the system of representation.

GLENN: Right. And it was a wonderful offer. "Continue as you are." And he didn't do what AFSCME [American Federation of State, County and Municipal Employees] did in those days. He didn't offer me that union. He didn't say, "I'll get rid of the ones we have. We'll make you the joint council." He didn't say anything like that. It was all going to depend on how well we would organize, and he had heard about my organizing ability, and so we merged. It was in '52, I believe. '53.

VAN BENSCHOTEN: How long do you organize hospital workers? How long do you continue to do that?

GLENN: Well, thirty, forty years. I came in as a steward and then became the intermediate steward. And then I became the senior steward. And then there was an opening for assistant general manager, and I ran for that. Then I became the general manager. I ran for that.

VAN BENSCHOTEN: Let's talk a little bit more about George Hardy. Give me the highlights of your working relationship with George Hardy.

GLENN: George Hardy knew that the County of Los Angeles— I must tell you this, that my old union lost their payroll deduction privileges in the county when we were kicked out of the CIO. And he came to me and he said, "Do I have anything to worry about you?"

And I said, "No. You have nothing to worry about me."

He said, "Well, I've been asked by the county and the county chief administrative officer to disassociate from you because of this factor, this union fight." And he said something about, "What do you think they have against you?"

I said, "Well, they're against me because I'm in a union that was thrown out by the CIO, and labeled and redbaited, and they're not so anxious to have us represent the workers in the county."

And he said, "I'm interested in your organizing ability. You organize."

And I said, "I have another suggestion for you." I said, "Go back to San Francisco," where he came from, and I said, "I think they'll forget about this. It will all blow over," and it did. It did. And that's how he said, "Write the leaflets and don't hold back any of your thoughts, because you're a hell of an organizer," and so forth.

Then we merged. When we merged, I was at my top in energy and in planning for union organization. I was a whiz, I must say, at organizing. And the union— Some months, we'd have a hundred new members put on payroll, just by going to the county buildings and talking to them in the social services department and in the

county health department and wherever we were. Our theory was, if anything moves in the county hospital, sign them up into the union.

So our jurisdiction was just all over the place. No rhyme or reason for it. We had building trades members whom I adored and adored me, and we had the truck drivers in the county. We'd go out to the prisons— Not the prisons, but the camps where the workers— Probation camps and so forth.

What was I doing there? Well, some of them came to the union to— Not to our union, but to the CIO. I guess this was after. No. No. It was after we merged. The AF of L–CIO merged in 1955, so it became AFL–CIO.

So they came to me and said, "You know, these truck drivers are out in the hinterland and they want hazard pay because they're up in the mountains and they depend on the inmates to direct their trucks." And the dynamiters who worked as dynamiters had terrific headaches and they weren't taken care of. "And they need to be unionized."

And the guy from the AF of L–CIO, Ed [Edward] Lingo, who was a wonderful guy, said, "You're the union that'll do it. Let's go up there." And we went up there in a truck and we went up there with Gloria Busman, who later became labor coordinator at UCLA, and the three of us went up there. We met the guys who dynamited the tunnels, and they had terrible headaches and they felt that they ought to get hazard pay for it.

Then the truck drivers showed us the dangers of their work, and their work was, when they had to turn around on these hairpin roads up there, they depended on their inmates to direct them. That was a frightening thing to see. [laughs]

So we did. We won hazard pay for the inmates and we got relief— And for the tunnel makers. We organized anybody, as I said, who moved or who had a problem. We didn't care what their relationship was. Many of them had two unions representing them, the building trades union, who they didn't think did enough to organize them and represent them, and our union because of their beefs.

Something else went through my mind. The social workers were in the [Los Angeles] County Employees' Association. The Employees' Association was an association of county workers. Anybody in the county could join them, and they had programs like, you know, you could get pots and pans free, you get cemetery lots at a good price, etc., etc. But for aggression, before the [Los Angeles] Board of Supervisors, for representing them, the workers, with their problems, they were drawn to Local 434, which is our union. By this time we were in Local 434.

We had this rival relationship. I was organizing all the time, getting new members. Our leaflets were not friendly to them because we thought they were weaklings. I used to invite the hospital workers, mainly the hospital workers, to come down to the board of supervisors when they met so they could see the union in action and they could see the Employees' Association in action. And they saw it and they responded. They joined the union because they heard us fighting against what was being proposed by the association, and they saw the association accepting whatever

the board of supervisors had in mind for them. So there was a terrific rivalry in that situation.

AFSCME appeared on the scene. They had a small group in probation at that time, and they were our rival at that time. The drive on the part of the social workers was building up because we had social workers who joined our union, because when they still were represented by AFSCME, they came to our local and they asked us would we represent them when the loyalty check was being assessed. Several of them did not want to sign the oaths of loyalty. They felt it was improper, illegal, against their will, and they asked us to represent them.

So I contacted AFSCME and said, "Your social workers want us to represent them on this thing. They want to use our lawyers, etc. How do you feel about it?"

Well, this ex-cop, who was in charge of AFSCME at that time, said, "Fine. Take them." [laughs] Not that they were going to join us, but we were going to represent them, and we did, and our lawyers did. And, of course, they joined the union.

So we had the basis of a good group among the social workers. We had psychiatric social workers, children's social workers, part of the union, part of our original group, and they were a very important part of our union, very articulate, most articulate, and very effective. Very effective, as they still are. I mean, today they're our big statewide organization. They're terrific. And they were progressive. They had progressive ideas.

So there was a movement on the part of the social workers to organize and fight the county in spite of the association's positions. And the representative of the AF of L–CIO, Ed Lingo, brought it to my attention and we established a meeting of all social workers, whether they were members of the association or the union, to come together and to engage in a new program for social workers, for salary increases, for condition changes, etc.

And that night, that was the beginning of another trend, and that was that the social workers of the county are going to band together in one union and fight, and so they did. They did. That was the beginning of our social workers' union. The guy who led them was a fellow by the name of David— His first name was David. They've had four leaders since then, and they were all named David. [laughs] But at any rate, we organized them into Local 535.

There was a militancy building up in the unions because we're the only ones in the county that used to have sit-down strikes. We had lie-in times, when people didn't leave the hospital and they stayed there. We devised all kinds of methods short of a strike to try to get some equality with the county and make changes, improve the conditions of work.

One year, the board of supervisors passed a resolution to give the head of the county hospital, I don't know, something like a $500 wage increase, and the hospital group was going to get, I don't know, just a few cents on the dollar increase. It was so outrageous that the workers walked out of the hospital, walked to the board of supervisors, from the general hospital to the board of supervisors, and, in a sense, took

over the board of supervisors, interfered with their agenda. We had people like Hahn at that time, Supervisor [Kenneth] Hahn, who was very, very helpful, and Supervisor [John Anson] Ford, who was a liberal and a very pro-union man, and one other, allowing us to be heard. And you know, it seemed to me like thousands of them in the hall. I mean, you know, they left their jackets, they left their coats, in the county hospital, and people were there. And that was the beginning of the strike in 19— I think it was 1962.

The social workers walked out, because in the morning before the hospital workers' pay was brought up at the board of supervisors meeting, there was a recommendation that they would get a fairly good raise in their pay. When the board of supervisors met and were confronted by the hospital workers, they took away that pay raise. So the social workers all came down to the Hall of Administration, and the county was in very bad straits because of this feeling for the strike. The social workers stayed out three weeks. They were terrific. And the hospital workers stayed out a much shorter time, I think about three days or something.

And that meant that when the social workers walked out, that was the social workers who were represented by the association and those that were represented by the union. So it was a powerful strike. And while they were there, we were organizing them. Many of them were not members of the union, so we organized them. We had checkoff cards; we had one of the checkoffs, and it was a terrific opportunity. It was a momentous time in terms of the respect for collective bargaining, because we had collective bargaining, but it wasn't really official. It was

just done because we were there and we were asking for things and they had to deal with us. So that was a tremendous, tremendous time.

VAN BENSCHOTEN: Just to skip back slightly, because some momentous events are happening and you've sort of alluded to them, one of them being McCarthyism. You talked about redbaiting. We know that has an incredible impact on America, let alone the unions. Also Taft-Hartley [Act] is passed.

GLENN: Right. We were not covered by Taft-Hartley, the public worker unions, but everybody was covered in a sense.

VAN BENSCHOTEN: You mentioned the oaths and the lawyers who handled that, the lawyers for the union. How did you negotiate the oath?

GLENN: We really didn't negotiate it. We called some lawyers that we knew and told them the situation with these social workers, and they said, "Sure, send them over." So they dealt with them. We really didn't negotiate anything.

VAN BENSCHOTEN: Another important event, too, is the union of the AFL–CIO, the coming together of those two. Was that sort of a foregone conclusion? Was that a surprise?

GLENN: It wasn't a surprise. They were separated. It didn't do either of them good to separate, and they realized they had a common enemy, which were the employers and not each other, and they came together. And the CIO council was a replica of a— You know, when they kicked us out, they kicked out the electrical workers, they kicked out the— Well, part of the electrical workers. The International— Oh, I forget

the name of it, but it was the electrical workers. And the longshoremen union and the autoworkers' union left, and several— Oh, the office workers' union.

The CIO did this. This was the progressive wing of the unions and they realized that they had harmed— They redbaited.

VAN BENSCHOTEN: Finally, to finish up on George Hardy, maybe he'll show up again, though, but how long was your friendship, working relationship with George Hardy? How long did that last?

GLENN: George Hardy put out a leaflet, "Women are our greatest assets." It became a CLUW leaflet! He used to make a speech about my organizing, at every meeting that we had. People got tired of listening to him. Except for him, we wouldn't have had a union in Hawaii. He sent me and some other people out to Hawaii to see whether SEIU should be involved in organizing there and to help the longshoremen, I mean, the group that started off as longshoremen. He was at the head of every progressive move in the AF of L–CIO at that time, and his union stayed with the AF of L–CIO during the split.

The nature of the man was that— We have a booklet about him that really tells you more about George Hardy. He was the organizer of organizers. He was terrific. I mean, if a taco franchise existed, he'd send them out to organize them, and they'd come back with papers, you know. We were organizing all over the place.

He was in the war, and when he came back from the war, he and his friends became organizers because his father was head of the building service in San Francisco. And when his father and he came down to L.A. to organize L.A., George

Hardy drew his foot in the sand in Tehachapi and he said, “Now, you stay north of this and I’ll stay south of this and we’ll be okay. But if you try to cross the line,” he said, “you’re going to have a big fight on your hands.”

He attracted terrific organizers to organize. That was the period of great growth on the West Coast. We were the first ones to have a western region. We fought for the rights of women. We were the first ones to fight for the rights of women. They almost had a strike up north because the women janitors were getting less money than the male janitors. On every issue, he was just in there as a militant fighter. He was a marvelous, marvelous organizer and a wonderful, wonderful man.

He was more than my mentor. I mean, he was my leader, and not only me, I mean, the organizers felt the same way about him.

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VAN BENSCHOTEN: We just finished talking about George Hardy. When you talk to people like Maria Elena Durazo, when she talks about her history, she talks about organizing and the first opportunity she got to organize as sort of a great moment in her life. I think for people who are not part of the labor movement, organizing has maybe an obscure— They don't quite know what it means. Tell us a little bit about your mode of operation, when you're in your prime now. You're organizing these hospital workers and psychiatrists and whatnot. How does one go about organizing?

GLENN: You first have to give people a reason to organize into the union, to join the union, to pay dues, when they're not paying dues, to be concerned about their problems on the job, etc., and I found that talking, communications is the way. It's the most important part of being an organizer, of talking and listening. And listening is part of talking. If you're talking about various themes of belonging to a union, that doesn't mean anything. But if you listen and you find out what their problems are and you relate to that and you show them a way out, how to build their strength to get what they need and they want, I find that is the magical part of the potion of organizing.

And you have to have a sense of getting people together who have the same problems, so you organize and you find leadership in the kitchen or the dietary workers. Did I tell you how I used to organize dietary workers?

VAN BENSCHOTEN: No.

GLENN: They had a place in the basement where they could change their clothes and rest when they were between shifts and had to work close together in shifts that didn't leave time enough for them to be apart, and they had dressing rooms. So the male workers in the kitchen had a room where they changed their clothes and where they went to take a short rest. They had cots and they could rest in there and so forth. And the janitors had a similar place down below.

I came there and I realized that the men were changing their clothes. They didn't want to do it in front of people they didn't know, and a woman at that, so what happened was, we used to string the blankets that there were around, up on a clothesline, and the men would be changing their clothes behind the blankets and I was in front of the blankets making a pitch why they needed the union. [mutual laughter] Now, I don't go around telling people to organize by doing that. I don't know whether you'd even get away with it today, but we got away with it, and it worked.

The same thing was true with the custodians. We got the custodians together and talked about their beefs and so forth. We went to the laundry and we built a leadership in the laundry, people who spoke out and told us what was wrong and so forth. And then we sounded very knowing and very brilliant because we could talk about the things that were bothering them.

So there was a plan involved in organizing, and we learned about what they wanted by listening, finding out the most important things to them, and joining in with them on the problems that they had. Sometimes seemingly small things bothered them

a great deal. For instance, most of them came from the South, and there were relatives who died in the South, like mothers, their grandmother, their aunts and so forth, and they wanted to go back for their funerals. Well, the hospital made it almost impossible. They had to prove that somebody died. Well, how do you prove it if in Tennessee you have to get a slip showing that the person died? And their supervisors made it impossible. The work was considered, in the hospital, over everything. And even though theoretically they could go, but they couldn't go.

So for a particular group in the hospital, mainly the attendants, they brought up that whole question of covering their funerals and so forth. So how did we know about it? Because we listened. We just didn't talk to them; we listened to what their problems were as they saw it. And that's how I organized and that's how the organizers organized the staff. Their first lesson was to listen, not to immediately do something, but to listen and then they would get their cue from the members.

VAN BENSCHOTEN: What did you see your job as, then? Listening to them and then taking what they said and formulating possible plans of action that they might adopt? Did you form councils that would do this?

GLENN: We did everything. We had a steward system of people who would talk to other people, other people in their area.

How did we get them? Well, by meeting with small groups of people, they arise. You see people who talk about what other people agree with and you ask them for their input and you make stewards out of them. So the steward system is a very, very important part of being a good organizer, is setting up a steward system.

Now, the plan of action, that depends on the circumstances. Without contract, without a union contract, because we don't operate that way. We don't operate on the basis of a contract. Now, we do, but at that time we didn't because there were no contracts in the public sector. There was a theory that public employees are not covered by the state law and therefore they're not protected, and we had to have that strike back in the— When was it? '53 or '54. Oh, no, no. In the sixties. In the sixties. To change the law, to insert in the law the right of public workers to organize and to deal collectively with their employers. That was won after the strike happened. That wasn't won before that.

So you couldn't organize about a possible contract because there were no contracts. You could only do it on the basis of lunchtime meetings, where you pulled out everybody you could during the lunchtime. They weren't on strike, but management got the message. And you did all these other matters, of sick-ins and sick-outs and so forth, until you won the right to bargain collectively. So it was a very complicated situation.

Today, you organize around the power of the people to make changes by the fact that there'll be a strong, unified group of workers joining the union. You also have to interest the workers, not so much in our place, but among the county workers, in the fact that other departments are organized. You can't deliver fringe benefits other than wages unless you have them organized. They know that if out of a hundred people, three of them are members of the union, the union is not going to be very powerful. So it was in their interest to go out and organize them, not the organizer of

the union, but the workers in the plant or in the hospital. So they became less insular. They became interested in the rest of the group and the rest of the groups around them and as members of the hospital union.

And when we did have the right of collective bargaining, we had to go through elections of the appropriate bargaining unit to divide the workers into groups that would bargain for themselves, and that was the structure that followed. In the county, there were forty-four bargaining units. I don't know how many they have left, but they don't have forty-four. So we organized around the structure of what they were doing, what department they were in, etc.

And they had a sense of power. It was the first time we introduced a sense of power. The power lay in their ability to be together and to do the same thing at the same time, and if you had a sick-out, make sure that they didn't come in during the sick-out.

VAN BENSCHOTEN: You say "we organized," "we introduced" these plans. Who were the group of people who you were coming in contact with most and who was really pushing forward this effort?

GLENN: People asked me that question before. I said that in the hospitals it was the social workers and the custodians who were the primary force for organizing. Then we got to the hospital attendants and hospital nurses' assistants, only they didn't call them nurses' assistants in those days. They were the ones that were dealing with the patients. Then you'd get to the kitchen. I mean, we were dealing with all of these groups.

Of course, during the period of collective bargaining, we gave up on the building trades because we thought that they should be and would be represented by their own unions. However, if there was a struggle in the hospital, there was a fight on, people would come to our union, stewards would come to our union and say, "Look, we know we don't represent the operating engineers, but this one Negro apprentice [Frank Worth] is going to lose out because the hospital is saying this and that and the other thing. Would you represent him?"

"Well," I said, "that's very difficult because he's not a member of our union, but I'll talk to their union and see what would happen." So I contacted their union and they said, "Go ahead." So we were the representative and we won his case. He, today, works for the civil service in dealing with organizing. He represents the management. Because he touched my heart. Because he showed that you don't have to be a member of our union to have an injustice done, and so we did.

We went to [Los Angeles County Supervisor Ernest E.] Debs at that time and told him what they were trying to do to him, and he suffered something like that himself at a young age, and he just lit into the hospital and he made them change their minds. And the guy became an operating engineer and then he ended up becoming a civil service— I don't know what you call them, but one of the members of the civil service to hear cases for the county. He was a young Negro man.

We had one guy who was a janitor, a Negro janitor, and he was angry all the time. I mean, if he said hello, you felt insulted. He was angry all the time. And I heard that he was against the fact that we were going to unify the downtown janitors

with the hospital janitors, and that he was kicking up a fuss. So I went down to where he was working and, fortunately, he was right and the union was wrong. And to hear a union representative say, "Oh, my god, you know, that's wrong. You're right," etc., was a novel experience for him.

Anyhow, we supported his ambitions. He wanted to go to college and they didn't want to give him the hours to make it possible. We helped him overcome that and so forth. He ended up getting his Ph.D. at [University of California] Irvine, university, and today he's a consultant.

So when we moved out of our classical groups that we represented, we represented people like that, who were being discriminated against and who were members of other unions. He wasn't a member of another union; he was a member of our own union. But we shook up the cases and we made it very important to the rest of the workers.

VAN BENSCHOTEN: You drew attention to it.

GLENN: Right. And we educated other workers.

VAN BENSCHOTEN: Through the fifties and sixties, what is the relationship between the various unions? Did you have more or less cordial relations or really did it depend on what union you were talking about?

GLENN: Well, as far as my union was concerned, Local 434, we had cordial relations with other unions at times, and at times we were against each other.

On questions of fringe benefits, in the county, the firemen and the policemen get the best fringe benefits and benefit the most by it, and they sit on a lot of the

committees that make determinations about that. And we used to be a member of a county council group of all the unions when we'd go in on fringe benefits.

But there was always disparity. There was never equality between the safety members and the other members, and all that sort of thing. So, sometimes with some unions we'd have a beef, but usually, after the employees' association merged with SEIU [Service Employees International Union], we got along with each other, and it depended on who was the general manager as to how well we got along with each other.

VAN BENSCHOTEN: Also, while you're organizing, what were the main impediments to the various drives you undertook? Who were the enemies of labor, I guess, in Los Angeles at this particular time, at least for the SEIU and your local? You talked about the board of supervisors. You had some allies, obviously, on the board of supervisors, but I'm sure there were others.

GLENN: Oh, yes. We had [Peter F.] Schabarum, who was a son of a bitch. We had [William A.] Smith**,** who was a mean, mean man. We had [Raymond V.] Darby, who was occasionally very good. We had a lot of them—I don't even know some of the modern ones—who were not very good. They weren't anti-labor, but their actions in many cases were against the workers. So we don't have that many allies on the board of supervisors, and it's our work in politics that helps us very much, very important, even when the political allies are on the state level and not on the county level, because one group affects another group.

We had budget hearings where there was a group of people who were determined to keep all the costs down and they're not particularly interested in what the money is used for. So we have people who don't want to spend a lot of money on the lower echelons of the county workers or the service that the county workers are doing. They were interested in giving away contracts to private enterprise and taking it away from the county, so we have that battle on every front.

That's a big, big battle. It's true in Social Security. It's true in the services that are given at the hospital. There are those who are very powerful and who want to give it to the private sector, and we're fighting for the public sector. So there are enemies all around.

VAN BENSCHOTEN: Is there a point when you become a full-time union member? I mean, you're always a full-time union member. What am I trying to say? I mean you have a job, at one point at least, in the Office of Price Administration and you're also doing the activism. Is there a point where the union hires you permanently, full time, so that you can pursue all of these various things, or are you always doing them part time?

GLENN: No, no. Part time.

VAN BENSCHOTEN: That's what I thought, but I just wanted to make sure.

We've talked a lot about your union activities. Let's talk a little bit motherhood. You have a son [Norman Gleichman] in '54. What was the impact of that on your work?

GLENN: Well, when I went back to work, which was about just a couple of months after the baby was born, I went back on a part-time basis. It was very important for me to get back, even if on a part-time basis. Of course, they wanted to hire me back full time, but I didn't want to do that. I wanted to share. So what I did was to get a wonderful— Well, I had a wonderful opportunity and an interesting thing happening. I put an ad in the papers talking about the tender, loving care wanted by a working mother for their child, and I got three marvelous women. The first three women, I could have hired any of the three, but I hired one of them. She was excellent. Excellent. She was a grandmotherly type and she gave him a sense of security and it worked out beautifully. So I went back on a part-time basis, like from ten to four, and then I worked from ten to two.

And on those occasions where I had night meetings, my husband, Hack, was terrific. He knew how to diaper the baby. He knew what to do. He knew, you know, what time the baby goes to bed, etc., etc., and we worked it out between us. Then gradually, my hours got longer and I went back to work full time, and if I had night meetings and they occurred regularly, I would come home like at four o'clock or something, and be there for bathing the child or something, and then I'd go back because Hack would be home for the time.

So between the two of us, we worked out the schedule. It was never, never a problem, although I wanted— You know, I felt the need to spend more and more time with the child, but it worked out very, very well and it worked out until he was about twelve.

One time I had a high school girl take care of him, when he was in the younger grades, and he was delighted with her. I mean, he was very, very happy. He felt well taken care of.

And I brought him along to the picket line, and he remembered it, and then the union made a video of me and they sent the copies of the videos to my son because my son was part of the video, and my grandson took the video to school to show them what his grandmother did. He was very proud.

So we had a small family, just one boy, but he always knew what we did, that his father had been a union organizer and was now a businessman, and he knew that I was an organizer, and he knew the value of labor. This is my son I'm talking about now, not my grandson.

In school, he came home from school one day and he was agitated. He said his teacher had blamed unions and labor for the depression that we were having in those years. And I said, "Did you talk?"

He said, "Yes." He said, "I got up in class and I told them that my mother was a union person and she did not cause the depression, and that she fought for people to earn enough money so that they could feed their children," and so forth. I met that teacher and he congratulated me. [mutual laughter]

VAN BENSCHOTEN: That had to make you feel pretty proud.

GLENN: Right. But I realized how dearly it was costing everybody by the fact that we didn't teach labor history in schools, that they were terrible at that subject. And the AF of L in this area had a program where we spoke to high school students and

talked to them about unions and so forth. Of course they were sensational. I mean, the kids, after the class, and they heard several organizers talk and they asked questions, they were ready to join any union at that time.

But it was very important, and it is still today. They don't teach labor history.

VAN BENSCHOTEN: You're right.

Through the fifties and sixties, again, what is the status of women and what is their visibility now in positions of leadership in the unions?

GLENN: Well, the status of women was very low. The salary difference between men and women was, I don't know, something like fifty cents to the dollar or something, a little more than that.

And in the early seventies, there was this movement that began in the middle class—that's where it began—with NOW [National Organization for Women] and those organizations, fighting on the question of women and the treatment of women, the payment to women and so forth. And there was dissent between the middle-class women and the working-class women, because the working-class women were faced with choices that they did not enjoy.

Then I have to explain that it was not a unified position by all working women either. A lot of working women felt discriminated against because of all of the protective laws that protected women against lifting packages of more that twenty-five pounds and so forth. I remember the auto workers union [United Automobile Workers]; women were fighting to eliminate those because they said that they were

passed out of discrimination against women. Well, they weren't passed because of discrimination against women; they were there to help women.

But aside from that, we realized that we ought to get our act together, and the working-class women were fighting not to eliminate some of these things, but to have them apply to men of the same height and weight as women. That was my position. There was this other group from the Auto Workers who were fighting, "We're all the same and treat us the same and we don't need special laws."

Well, in New York City, we had laundry workers. There was a moral crusade against the fact that so many laundry women were in prostitution. Well, they were in prostitution because they didn't have enough money to live on and their salaries were so low. They finally set the salary scale, not only for themselves, but for the men as well. So when you came to New York and said, "Well, this is a bad law that protects you," it didn't make sense to us.

So we all finally got together and fought for the same things. This is in 1973, and in the union movement, there was a movement on by the women of the AF of L–CIO to have a women's movement to protect us in the community, to help us organize, to help us become members of appropriate union committees, and to educate and correct discrimination in the AF of L–CIO itself. And that was CLUW [Coalition of Labor Union Women].

We had somebody from the Auto Workers come out here, on her own money, and meet with a group of about six or seven women—I was one of them—and we

decided to set up an organization in the AF of L–CIO, not from the top down, but from the bottom up. And we did.

And in 1973, we had our first meeting and we were prepared to have about 800 women come to Chicago to form this new organization, and when we got there, there were 3,000 women there. They were sleeping in the hotel lobbies; they were sleeping in the houses of union people. We were meeting our own union sisters for the first time, never had met before in the union, because, you know, who went to the most of the activities? The women were not included.

So it was a momentous— I realize I've been saying this about various meetings or organizations, but they were. They were momentous. They established something.

I became the vice president for the West Coast and Olga [M.] Madar, from the Auto Workers, was the head of it. We had the [International Brotherhood of] Teamsters, we had the Farm Workers [United Farm Workers], we had women coming there with backpacks, other people staying in hotels. It was a marvelous, marvelous time. It was '73 and '74.

And while we were in the back room discussing, you know, how it should go, somebody came in and said there's a resolution coming up before the floor to honor the Teamsters for their efforts to organize the farm workers and [unclear] farm workers. Oh, my god. Then somebody came in and said the farm workers were trying to get that same resolution passed in their favor.

So we decided we were not going to see CLUW disorganized and torn apart by jurisdiction. So we hit the floor and there was a big, big fight— Not very big from the Teamsters, because there weren't too many Teamster women there. But overwhelmingly, everybody was for the farm workers, so we passed this law that we would not take positions on the question of jurisdiction. That was going to be for the men to do and the unions to do. We were going to be there together, etc., etc. We really saved the day, if you could believe that.

Anyhow, the whole movement was to represent union women and to educate not only people in the community, but right in the unions themselves. There were no top officers who were women, there were no committees that were headed by women, there was no representation in the unions, very little on the council level, the state level, the national level, regional level, etc., and we set ourselves some goals. So that was a big, big thrill. And that was the beginning of CLUW. That was the beginning of CLUW.

VAN BENSCHOTEN: Three thousand strong.

GLENN: Right. Oh, it was a thrilling, thrilling time, 1973. How many years ago would that be?

VAN BENSCHOTEN: Almost thirty years, twenty-nine years ago.

GLENN: Right. Right. Right. It was a really, really thrill, and it's still going on strong.

VAN BENSCHOTEN: CLUW, at that time, was under the aegis— It got its funding more or less from the AFL-CIO.

GLENN: Wait a minute. That question came up. Are we going to be an adjunct of the AF of L–CIO? No. I mean, it was good. And we arranged that, about a year after we were born, that we wanted to meet with George Meany, and Tom [Thomas R.] Donahue was our friend to speak with Meany, and Tom was very good on the subject of the women.

So we had this meeting, and I have somewhere in my possession a tape of the meeting, and George Meany saying to us, "Where the hell have you been these past few years? Where's been any kind of activity by the women themselves? We used to have a powerful group." And of course, we did. The [International Ladies] Garment Workers' Union were acting up and they had some leadership and so forth. Then we realized, you know, we were self-censoring ourselves because we were worried that the AF of L–CIO would think we were a rival union of women and there was going to be a fight and so forth.

Well, there was a fight, but it took place within the AF of L–CIO. We did get money. I think we got $75,000 each year—it came up to that—but that was about two or three years after we had settled in. And there came up a test case. There was a motion in the AF of L–CIO to not support a resolution in the Congress to the question of Nestles formula being brought to African countries. We took the position against that, that they were no good for the African countries because the formula would be brought in, the women would use it, and then thereafter it would be diluted with contaminated water. But the AF of L–CIO said they can't support our position because there are unions that represent Nestles, and they didn't want it.

So we had a big fight and we invited Donahue in and Donahue was just wonderful. He said, "Listen. On the women question, you are the leaders. You're teaching us. Don't be afraid to disagree with us. We're not going to stop our monetary support, and it's up to you to convince the rest of the labor movement to support this motion." We did.

So it's been very, very important, the establishment of CLUW. We have a wonderful president now, Gloria [F.] Johnson, who's a black woman and I think was largely responsible for so many black women in CLUW. I think she's in her third term, third or fourth term. I'm not sure. And we have a wonderful organization.

VAN BENSCHOTEN: Does it receive money from other places? Do you have fundraisers or any of those things?

GLENN: We have fundraisers going on. Right. Right. By the local CLUWs and chapter CLUWs and so forth.

VAN BENSCHOTEN: At the time of that first meeting in '73, what was the general agenda? What were some of the aims or goals? I know that one of them obviously was to educate people, the union and people outside of the union, both. Were there others, though, that were important?

GLENN: And to play a role in the unions, to get on committees, and how to get on committees, to become stewards, to play the role that they should play in their organizations, to become members of the councils and the executive boards and so forth. It wasn't only to educate the unions; it was to educate the community, including the unions.

VAN BENSCHOTEN: How has CLUW evolved over the years? How have you seen it evolve? It's clearly gotten bigger. That's one thing.

GLENN: It's gotten larger, but also it's attracting youth. We have a youth section now, which is very, very important. We have allies in the colleges, the anti-sweatshop movement in the colleges, in Harvard [University] and other wonderful universities, where the workers are learning about the problems of the janitors and the dietary workers in the colleges and how the colleges treat them miserably, and we have allies now. So we're being used as an organizing factor, as far as that's concerned. I think CLUW is very healthy.

VAN BENSCHOTEN: I just have a few questions and then I guess we can pick up the chronology. We'll try to find it again. But what is the hardest part of being an organizer? You talked about what goes to making a good organizer, but what were the hardest parts for you as an organizer? Or did you find it all just very fun and challenging and you sort of dived in?

GLENN: I think that's it.

VAN BENSCHOTEN: I kind of suspected that. [mutual laughter]

GLENN: I think keeping up with the changes in the workplace is very, very important for an organizer, the changes in technology, the computers. In my union, for instance, our union helps local unions. They send them computers. I think they can pay them off in, I don't know, three years or something. They send lots of them free of charge to the local unions and then they help them set up classes for the union members. So

we have a piece in this last issue to show how one particular union does that, and their rank-and-file members are learning the computers and the difference in technology.

It's expanding the horizons of the union people to beyond just getting along on the job and getting enough money on the job. It expands their horizons to other groups, to neighborhoods, to working with allies, to finding allies. That's all part of organizing. It's an all-encompassing kind of thing. The other kind of unionism is business agenting, you know, carry out the grievances and so forth, and negotiations. But organizing is bigger than that. And it's fun.

VAN BENSCHOTEN: I remember you said that the reason that you didn't remain a teacher is that you needed a challenge, you needed something that pushed you a little bit more.

GLENN: Right.

VAN BENSCHOTEN: Now that you describe organizing, I can see how organizing would be very satisfying, because it does require you to wear many different hats.

GLENN: Exactly.

Are you getting hungry? I am.

VAN BENSCHOTEN: Yeah. Let's stop.

TAPE NUMBER: V, SIDE ONE

SEPTEMBER 9, 2002

VAN BENSCHOTEN: The last time we spoke, you talked about George Hardy. You talked about the county hospital workers win the right to organize and have contracts, and then also the founding of CLUW [Coalition of Labor Union Women], and what organizing concretely meant.

Throughout this interview, I've been trying to construct a chronology of your life and attempting to keep track of critical moments, for instance, college, marriage, change of residence, when you decide to become an organizer. I was wondering how would you construct such a chronology? I know that, for instance, several of the critical moments would be, for instance, your time at New York University from 1930 to '34. I know that another one would be, for instance, when you were putting on that steelworkers play and you decide to go, as you say, beyond the footlights. That's a critical moment as well. Your meeting with George Hardy, another critical moment.

GLENN: Right.

VAN BENSCHOTEN: The birth of your son [Norman Gleichman]. And this happens in '53, your meeting with George Hardy.

GLENN: And I want to make a difference between the first marriage and the second marriage.

VAN BENSCHOTEN: Okay. Good. And I should say that your first marriage is ten years, and then your second marriage, you were married in 1953. Right?

GLENN: Yes.

VAN BENSCHOTEN: And how long is that marriage? When does Hack [Glenn] die?

GLENN: It's hard for me to reconstruct it. '93. I believe '93.

VAN BENSCHOTEN: '93. That's forty years.

GLENN: Yeah.

VAN BENSCHOTEN: Pretty amazing. That obviously would be a critical moment as well. And, again, fill in any gaps that I'm leaving out. You mentioned the strike at the county hospital, workers' strike.

GLENN: That was a very decisive moment.

VAN BENSCHOTEN: Right. Extremely important. Then the founding of CLUW in '73, '74.

GLENN: Right.

VAN BENSCHOTEN: Then when do you officially retire, at least? Because I know that you're not really retired.

GLENN: Well, I am retired, but I retired from the local that I was with, but not from the international. I retired from the local in '79.

VAN BENSCHOTEN: Am I missing anything? Is there anything else that you would like to add? I know that's asking a lot. [long pause] What we can also do is maybe, later, if events come to you, we can add them to the record. That would be good, too.

I've listened to the tape this morning and a couple more times earlier in the week. We haven't spoken too much about your second husband. You did mention

him and you mentioned what he was like. You mentioned meeting him, for instance, which was fascinating. And I wanted to get his full name down, because we don't have his full name, but we do have his first name, Hack.

GLENN: Hack Glenn is his name. He was a just-retired union member when I met him. He had just left a labor union. I think I told you about him, I'm not sure, that he worked for the longshoremen and the miners' union, Mine, Mill, and Smelter Workers Union, and briefly for the Teamsters. He was a powerful figure in my life, not only in my love, but he was a powerful figure for good in my life. He was still part of the labor movement in his feelings, although he became a real estate person, a real estate broker. He had been very active in Hollywood politics before I met him.

Anyway, he was with me 110 percent of the way. I mean, if I got a little lazy, he was the one that gave me confidence. Not that I was lacking in confidence, but he emphasized all of the things that you need, and that I needed, to do the work that I had to do. He was a very active participant and an encourager and a wonderful influence with my union work, and he was accepted in the labor movement, although he didn't operate out of here, out of Los Angeles. He was in northern California and he was in the tri-states of Oklahoma, where the Mine, Mill, and Smelter Workers had jurisdiction, and so he was a very highly regarded organizer.

VAN BENSCHOTEN: Since both of you were organizers, would you strategize together over campaigns that you were attempting to [unclear]?

GLENN: No, we didn't really strategize. We encouraged each other, but we didn't really strategize on what to do next. He was very important as a supporter and a

fellow unionist, but we didn't strategize on our unions. We were totally involved in our unions, and that was it. He didn't strategize what I had to do because I was the expert on that, and neither did he try to enter into that. He was very highly regarded. I ascribe a lot of the things I did to the confidence and the support that he gave me.

VAN BENSCHOTEN: Now, that transition he makes between becoming an organizer to being a real estate person, did he leave the organizing completely behind?

GLENN: Yes, he did. He did.

VAN BENSCHOTEN: Was that a difficult transition for him?

GLENN: No, not at all. He was glad to get out, and on his way out, he organized the miners up in Tehachapi, on his way out.

VAN BENSCHOTEN: [Laughs] His parting shot.

GLENN: On moving down from Northern California to Southern California, he did his last work in the— Did I mention that he worked with the longshoremen union?

VAN BENSCHOTEN: I think so, yes.

GLENN: Yes. He was a great pal and supporter of Harry Bridges.

VAN BENSCHOTEN: I was about to say, you can't be in San Francisco and—

GLENN: As a matter of fact, my husband was a lover of jazz and he helped run some of the jazz festivals that the longshoremen ran up north for members, you know, like Saturday nights. He brought some musicians, very well-known musicians, into the picture, and he was very effective and greatly admired.

VAN BENSCHOTEN: During the last session, you spoke a little bit about inter-union rivalry and cooperation, and I'd like to look at that a little bit closer. You said at

several points that unions, not your own, would ask for assistance sometimes, particular members or particular instances, situations, that they were trying to resolve. How often was this inter-union cooperation— How often did that occur, I guess?

GLENN: It occurred because of the political situation. For instance, when AFSCME [American Federation of State, County and Municipal Employees] had represented the social workers in Los Angeles County, the union at that time was headed by a guy who was a cop, and they were not interested in fighting against the loyalty oath that came through. They came to me— I think I told you this.

VAN BENSCHOTEN: Right.

GLENN: And we called the union and they said, "Fine. You represent them." So in that sense, we had inter-union representation. Of course, when we were asked to be on a picket line because another union was involved in a heavy fight, we were always in that. We supported the UAW [United Auto Workers]. We supported the Steelworkers. Whenever we could, we supported other unions.

VAN BENSCHOTEN: Was there a protocol, if any, that you followed in doing work with unions? In other words, it seems to me, from listening to you, that at least at the stage you're talking about—and I'm picturing maybe the fifties and sixties—

GLENN: Yeah.

VAN BENSCHOTEN: Early sixties maybe. It seemed rather informal.

GLENN: It was always informal.

VAN BENSCHOTEN: It was always informal?

GLENN: Always informal. And we operated under different circumstances. We supported the picket lines at Republic Steel and at Ford Motor [Company] and so forth. And at the AF of L–CIO [Congress of Industrial Organizations] conference— Not the CIO, but— Well, yes, I guess it was. We were members of the CIO at that time. It came as the result of the activities of the Central Labor Council that they had. They had some very dynamic members. And it was a very controversial situation. There were those unions that were progressive, as my union was very progressive, and there were those unions who we called business unions, you know, who only cared for what was going on in their little arena.

And there was some pretty big fights under the aegis of the CIO, and my union was one of the ones that was thrown out of the national CIO because we adhered to very progressive positions, and we supported Henry [A.] Wallace and we did all sorts of things that the labor unions did not do. And we organized. We were a very active organizing force. That was our primary purpose. We went after one hospital, then we went after the next. My particular union was known as the County Hospitals and that was our territory, even though we organized anybody that walked in the halls. We didn't pay any attention to the fact of how deep we went into the profession.

Now the whole discussion in the labor movement, in the progressive section of the labor movement, is on that question, about how much intensity, what's the density of our organizing. At that time, it was a little simpler. Whether it was a county hospital attached to the health services or not, that was our arena of working and organizing.

And we had a fantastic organizing record under the leadership of George Hardy, you know. He appreciated it. He appreciated women as no women were appreciated in this area. He was the one that said and wrote in a pamphlet, "They are our greatest resources." He was very, very appreciative of the role of women in unions, and our union was a leader in getting women into leadership in the union, not only on the local level, but on the local level and on the state council level and on the regional level and so forth.

And the unions here, in our union, in SEIU [Service Employees International Union], on the West Coast, were the most progressive. Any kind of stirring of, for instance, the women's movement, we set up an organization, a formal organization, which was CLUW, and worked in that arena. We were always on the side of the progressive workers, and the building trades didn't have any use for us in those days. We had no relationship with them because they thought that, oh, we were a bunch of, you know, hotheads and did things like sit-downs and sick-ins and all kinds of fights with the employers. And of course, they all had their little contracts with the employers. I don't mean *little*; I mean they were damn good. We wished we had them. But they weren't political. Although they had some lovely people, young people, coming into the field as organizers and so forth, and we immediately established— You know, we had a relationship with them, because they thought the way we did. We wanted everything yesterday. So, politically we were very progressive.

VAN BENSCHOTEN: You talked about organizing initiatives, one in particular, the county health employees, and getting a contract. Public workers. I was wondering, could you talk maybe about other notable organizing successes that you've had?
GLENN: Well, that was our total arena, which was the county hospitals. That's where we functioned in a leadership manner and we organized in all kinds of ways. We organized in the middle of the night in the hospitals, which nobody had done before. We organized with women and women of color. We were the first ones to do that. We fought our way— I don't mean that everything was hunky-dory, but, you know, there were very serious discussions and problems and so forth.

We started out with a joint union, where we represented city and county workers, and then there was a big fight among the people of who should go to a convention, the city workers or the county workers, and we decided to separate the two. We didn't make the decision. We wrote to the international and asked that we have a special county workers union and the city workers would go their way. It was a very difficult fight, because we started out together, but we needed to be separate because we had separate interests and separate density in what we were doing, although we weren't aware of the question of density of organizing at that time. So that was an important part of who we are and how we organized.

I remember going down to a city hall where the garbage collectors and the street maintenance workers were in a fight. They all pulled their big trucks right in front of the city hall because they hadn't gotten a raise in several years and the city council refused to recognize their need for a pay increase. The turnout was so

successful, it was so well organized, all of a sudden we saw a group of workers that we didn't know, coming down the road, marching to join us. That was the water and power workers, who were not on strike, but they were asserting themselves because they had gotten new leadership. Senator [George] Brown was a representative of them at that time—he acted as the business agent—and he was in front of the line.

As a result of that particular massive effort, it was the first time that they had all been together and marched together and so forth, the city workers got their raise. And it brought home the fact that we were on the right track, because until then it was all very— Nothing was recognized. We had no recognition, and that brought recognition for the city workers. And the county workers, we had our big strike about ten years later.

VAN BENSCHOTEN: Now, after the county workers, the hospital workers gained the right to organize.

GLENN: Well, that was— I'm talking about, it took us many years and a couple of strikes, and the social workers had their strike during that period. And they joined us as members of our union. We organized them. That was a big victory. That took, you know, quite some doing over some time. It didn't happen [snaps fingers] like that.

VAN BENSCHOTEN: No, that's a good point. When that is achieved, what then becomes—

GLENN: Let me interrupt. The County Employees' Association, which was the association in those days that were our rivals, they began to lose interest in their

organization because they observed us at the board of supervisors' meetings, when we were fighting for everything and they felt their organization didn't put up the fight that we did. The social workers got themselves together and we had the help of the AF of L–CIO to organize them. We had Gloria Busman from UCLA and Ed [Edward] Lingo; they were the two organizers that were given to help us. We organized a committee between the association and our union, and that committee became the social workers part of the union. I mean, it was powerful. It became powerful.

They had a strike, and it was the first strike that ever happened in L.A. County, and our hospital workers were striking. I was at the board of supervisors when the board of supervisors said, "We don't have any money and we can't give you any money," and then gave the head of the hospital something like a $500 raise, and they gave the workers— We came there with books of how underpaid we were, and they paid no attention to it. They just suggested, "Well, we'll give you—," I think it was a 1.5 percent or 3 percent raise or whatever. But the inequity of it was so startling, that the workers just, without plans, walked out of the hospitals.

It was a real unplanned walkout, and they started marching from the [Los Angeles County] General Hospital down to the board of supervisors and filled that place. I mean, we were sitting on each other's laps and we were finally persuaded by the fire department to thin out our ranks. The newspaper guys were there and the TV was there. It really became quite an event.

VAN BENSCHOTEN: I think you've mentioned that you had been— Your union, I think for three days—

GLENN: What's that?

VAN BENSCHOTEN: Was it three days, then, that your union was out on strike?

GLENN: Yeah, about three or four days.

VAN BENSCHOTEN: The social workers were out.

GLENN: They were out about two weeks, and they were terrific. They were members of our union. And right after that, we freed them to get their own charter because they were really terrific with themselves. I mean, they were organizing; they acted as though they were experienced organizers. They were all young and enthusiastic.

It was a tremendous event, which brought tremendous results because it was the first time that there was this kind of stirring. Half of the kitchen was out, half of the attendants were out. They were all coming down to the board of supervisors.

VAN BENSCHOTEN: So this long process of organizing and getting people involved in the process—

GLENN: Oh, they were all involved in it. I mean, one organizer or one brilliant spokesperson couldn't do what we did during that strike, because it needed the masses; it needed the involvement of everybody. People who weren't members of the union were giving each other pens so that they could sign up with the union. They began to understand what the degree of organization meant to their incomes. It was really the first acknowledgement of the role of the union. It was a thrilling period.

VAN BENSCHOTEN: It had to be.

GLENN: And my husband was so supportive, and I brought my little kid [Norman Gleichman] down to the social workers' picket line and my husband filled in and he did everything that I would have done. Of course, I had help with the family. I had somebody to come in and to be in my stead. I had a housekeeper, not full time, but almost full time, to work with my child and give him love and care. And Hack just fit in with— It was a wonderful period.

Then the fact, in the seventies, the organization of women, CLUW, was a very, very important thing.

VAN BENSCHOTEN: You talked about that last time, about the founding of it, about the number of people who turned out, and some of the initiatives that were passed, as well.

GLENN: And George Meany accepted us. I think I told you. "Where have you been all these years?" So it was a tremendous period of growth on every level.

But not strategize according to the density of the organizing. If you're a hospital steward, for instance, in the department, and you met somebody from any part of the hospital who's doing any kind of work, you signed them up. You didn't care whether he belonged to your unit or not. We were learning the basics of organizing, that you organize within a group to make your group, not just individual people.

But we started out as individuals and then we grew and we learned, and when we were seeking recognition, we learned that we had to represent the people of various bargaining units that made sense to organize, so that they'd have strength. So

then we started to separate our organizing and to make it according to whether they would fit into the bargaining units or not.

That was a very interesting period because the association at that time had us as their rivals, and they knew that the cemetery plots and pots— They had the workers— I mean, there was dual membership, and many of our members were also members of theirs, and we were facing going to an election. And we decided— We knew that we had to get all of the attendants and all of the kitchen workers and all of the laundry workers, which we had been representing, and just not bother with the building trades, who had their own powerful unions and whose contracts were settled in the private sector and the county just followed what the private sector did.

So we exchanged members. We started to exchange membership, which was very unusual, and the association admitted that they didn't have the licensed vocational nurses; we did. They admitted that they didn't have the attendants, hospital aides; we did. So we started to talk at that time about joining together and that they would become SEIU. In those days, we were BSEIU, which everybody loved that title, except us. [mutual laughter] There came a sense, a maturity, of who you want to organize, what purposes you want to organize, and the density of your organization, not just getting a lot of members, but getting them in strategic places, strategically organized.

VAN BENSCHOTEN: So it became more formalized over time.

GLENN: Yes. Yes. Yes.

GLENN: And eventually the two were united, the Employees' Association and the union, SEIU.

GLENN: Yes. They became— We had talks. There was a marvelous organizer, Johnny Gahagan, Red Gahagan's kid from Massachusetts, who came out here and did such a marvelous job. He was the unifying force, you know; he could talk to them. We got ourselves together and they joined. That was the best thing that happened, and then they didn't run in the election for the attendants or the kitchen workers or the laundry workers. They left that to us.

So we recognized the realities of organizing and the purposes of organizing, and we recognized what our job was to convince workers that their whole future lives would be decided by them organizing; they'd have the strength. So it was a very important period, a very important period.

VAN BENSCHOTEN: Somewhere in here, in 1956—

GLENN: Oh, no, you're going way behind me in years.

VAN BENSCHOTEN: Yeah, I'm sorry. I'll go behind you now, but I'll catch up later.

This happens about the time that the AF of L and CIO finally unite in '54, but a year after that, the L.A. County Federation of Labor is established, and we haven't talked about that. I was wondering what impact, if any, did this have on your own organization?

GLENN: Well, we didn't think very much of it. First of all, they had thrown us out, so of course we didn't think that much of it. And we found that they cared about their

members much more than we thought they did, that their lights were on in the evening just like ours were, and we were encouraged by that.

But I'm not talking about the membership of the AF of L–CIO; I'm talking about some of the leadership in the AF of L, when we merged with them. They still held their grudge against the progressive unions and they tried to get us unseated, the leadership in my union, me, and the other guy, this black guy—both of us were leading the union—because they said that they were being importuned by the county management, that the county management would treat us better if we lost our checkoff—we had a checkoff, we had one checkoff—and were outside the pale of normal recognition. And they redbaited us.

And George Hardy flew down here to speak to me and he said, "Do you have any secrets that I don't know about, that will be harmful?"

I said, "No. I don't. What you read about is what I'm doing and what I believe in," and so forth. And I advised him at that time— I mean, I had such guts. I have to look back at it. [laughs] I said, "You know, nobody's going to hold you to this agreement that the county reached and all the other unions reached that we shouldn't be treated as another union." I said, "Why don't you go back to San Francisco and don't do anything."

And George Hardy said, "Well, first of all, I have to tell you this. If they force me to give up this association—," I mean, not association, "the accepting of the union, your leadership." He said, "I'm going to find out a union that you can go into with

your membership, where you'll be protected and you'll grow." I thought that was absolutely terrific. I don't know any other labor leader who would have said that.

I said, "You know, go back up north and don't do anything. Just let it slide." He did. We never heard from them again. [mutual laughter] So that's what happened.

We had some crummy leadership of the County Federation of Labor. I thought they were crummy. But then we worked it out. We had our people go and they had their people go, and it was a time of a lot of discussion, very, very good discussion because we were all going through some very, you know, difficult times. We met with their progressive and liberal-minded locals, you know. At different points they had good people, and so we built up this wonderful relationship.

And the leadership of the AF of L changed and George Hardy helped change it. He had no regard for them and they for him because they thought he was too radical for them. Of course, we all were. We were progressive. We were trying to change things, and they were holding everything together. But we finally reached an agreement and we got along well. Some of us found that we weren't really enemies, that we had differences and levels of where we could work with each other.

VAN BENSCHOTEN: You mention this African American, this black man, who co-leads with you. Do you remember his name?

GLENN: Yes. Sidney Moore**.**

VAN BENSCHOTEN: Sidney Moore. And in the last interview, too, you mentioned, for instance, a janitor, black janitor, who was against unifying county and downtown

janitors, for instance, and another African American, he was an operating engineer whom you helped and who I don't even think was part of the union. And I bring these things up— Oh, go ahead. I'm sorry.

GLENN: Well, what did you say about the first black guy, Sid Moore?

VAN BENSCHOTEN: Right.

GLENN: He was a co-leader. Okay, I gave you that one. Then what's the second point you made?

VAN BENSCHOTEN: I was just mentioning a couple of African Americans that you'd mentioned, one of them being the janitor who was against unifying county and downtown janitors, and you listened to him and you agreed with him.

GLENN: There was— Oh, god, what was his name? Joe [Joseph] Canton. There was this janitor who was a steward in the downtown building and he was opposing what we had agreed to, to organize our forces for the election. So they brought me downtown. I went downtown to meet him. And he was absolutely right. He brought up the fact that they were told after the decision was made. They didn't participate in the decision. He was extremely bright. Nice, good-looking guy. And I agreed with him. Then we made him a steward. He wasn't a steward, but we made him a steward.

[Taping interruption. Tape recorder turned off.]

VAN BENSCHOTEN: You were talking about this African American, very smart, who had disputed the combining of the county—

GLENN: What he disputed was that he wasn't told. He wasn't involved in the decision to combine the two together. That's what he was— He had nothing to say

about it and he felt insulted, that he had an opinion and he wanted to express it. It wasn't that he was objecting to the arrangement; he was objecting to the fact that he was left out of the arrangement. I agreed with him.

And we made him a steward because he had innate leadership qualities, and encouraged him to continue his education. He wanted to go to [University of California] Irvine, and I helped him get into Irvine. We helped him. And we got his hours changed so that he could do it, and he became a Ph.D. and he became an expert on labor relations and a dear friend, a dear devoted friend. He lives up in San Francisco. Just a wonderful guy.

There were many of these people. I think I told you about the guy in the kitchen in the General Hospital. The kid was going to be laid off and the business agent came to me, and I said, "What are you going to do? Why is he being laid off?"

"He peed into the soup." Peed! The soup that the patients are going to eat. And we persuaded the county not to fire him, but to change his duties immediately, and he became a typist or whatever, and he was set. I mean, we tried to help people help themselves, not to do everything for them.

VAN BENSCHOTEN: I bring up these instances because we haven't really talked about race at all, you know, with regard to the union. And, you know, here's a good example of, for instance, the man who helped lead the union at this particular point in time with you. And I was wondering, from your perspective, how many people of color were members of the union when you come to Los Angeles?

GLENN: A good size.

VAN BENSCHOTEN: Really.

GLENN: The majority were white people, but when you went to the General Hospital, they weren't white, they were black, mainly, and very few Mexican Americans. But that fight had been won by Charlotta [S.] Bass of the *California Eagle*. She led the fight to get Negroes hired at the General Hospital. We had excellent relations with the black members. They were very loyal and they were terrific organizers, and the black ministers were a tremendous help to our organization.

Then the union became, I would say, the majority black. The leadership was mixed from the beginning. We really had a model. Local 434 was known in the community to be a model of race relations among the people who would be affected by it, and we had a black/white leadership. We never had an all-white leadership.

I found it easy, because we were concerned with problems that were so easy, you know. I want to tell you about another fellow. There was this other fellow—I can't remember his name—who was an engineer, a black and an apprentice. He was studying— He went through the apprenticeship program. He was the first black apprenticeship in engineering, and they were not going to pass him in the final test for the apprenticeship because they claimed that he stole a cover that goes on a— After the thing has been ironed, you put it on the machine, like if you want to iron— They had to iron somebody's pants. They claimed he stole the ironing cover.

The guy was brilliant, young, and a member of the engineers' union, not my union. My union stewards came to me and said— A black woman, who was my

assistant, Blanche Session, brought it to my attention. She said, "We ought to handle this case, although he's not a member of the union, because it's so important, it's so obvious a case of discrimination." And we did.

I checked it out with the union guy. He didn't give a damn. He was a nice guy, but, you know, he didn't even see the value of it. I saw the value of this thing because it was the first big grievance on that level on discrimination.

VAN BENSCHOTEN: Hold it right there.

TAPE NUMBER: V, SIDE TWO

SEPTEMBER 9, 2002

VAN BENSCHOTEN: I'm sorry. Please go ahead and pick up where you left off.

GLENN: I saw the importance of this grievance. I knew it had to be taken on by our union and it had to go above the normal grievance procedure, but I went through it, the grievance procedure they had at the hospital. Everybody turned me down. Turned us down. Then I went to Supervisor Debs. You remember Debs?

VAN BENSCHOTEN: No.

GLENN: Well, he was a liberal guy, very tough, very difficult to deal with, but he was intelligent, very intelligent. And I went to see him, and he blew up. He got so mad, when we said to him, "His mother," this young fellow's mother, "is the head of the math department at LAUSD [Los Angeles Unified School District]. Do you think that he needs to get a forty-seven-cent ironing cover, that he would do this?" Of course, the guy said it was ridiculous. I told Debs. I had to be careful what I said to him because he was a meticulous guy. He wouldn't let you put him in a bad position. He said, "What's his past?"

"Well," I said, "when he was fifteen years old, he was—" I don't know, involved in something. "He served whatever was meted out and he's been fine ever since."

Debs looked at me and he said, "That's what happened to me when I was about fifteen years old." He called up the head of the hospital. "Why are they sitting

there?" And he says, "You put that boy's mind at ease, and if he's been working hard and you say he's gotten all good marks for everything that he's done, you'd better see to it that he gets his apprenticeship pass." [Snaps fingers] Like that.

VAN BENSCHOTEN: Right. Done.

GLENN: Now, wait a minute. This guy became a civil service head for the county. Frank Worth is his name. He became the president of our union out there, even though we didn't represent his particular class, operator, and he became— I mean, he became a leader.

VAN BENSCHOTEN: An important figure.

GLENN: I remember these guys so easily because their cases were so— Not easy; their cases were so clear as to what was happening there.

VAN BENSCHOTEN: How often would cases like this come up, though, involving blacks?

GLENN: Oh, they came up regularly. Even though the blacks were in the majority, there at the big General Hospital, I'm thinking, because the supervisors were not black. So, you know, and who paid attention to it before we came on the scene? And we paid attention to it because it was a part of our union work. Just because the majority of the members were black doesn't mean that if a young worker got into trouble, that they wouldn't say, "Well, my supervisor's hounding me because I'm black." Well, you know, it's hard to believe, but it was true. It was true. So we had the black-white issue out.

VAN BENSCHOTEN: How did other unions handle this? I mean, as you look around at this time, how are other unions handling situations of this sort?

GLENN: Well, I'm not one to put down other unions. In the county hospitals, we were the primary union and we handled it. I'm sure that other unions had it and I'm sure that they found out what we did. You know, you just couldn't accept it. I don't think they ever did what we did, to the degree that we did it. And we had the loyalty of this black majority of workers because of what we did.

VAN BENSCHOTEN: Now, in that one particular case, you went to the supervisor. Was that sort of the final court of appeal that you would go to in order maybe get the outcome that you wished for?

GLENN: Not often. No. No. We had to be very careful, because if you lost it, it was a tremendous setback. The beautiful part about representing public workers is that you have something to do with the election of the membership and, therefore, we were a very political union, in political action, and built up our PAC [Political Action Committee] movements and we participated in the election campaigns, and they knew that we did, and they knew our relationship with the black clerical group, clerical meaning the ministers.

So we had black women, we had white women. I mean business agents. We were black and white. We were never white. We were never referred to as "that white union," that I knew of, because we fought on that issue. But of course, there were cases of people who felt that, well, she doesn't like me because I'm black, you know, thinking about their immediate little supervisor.

VAN BENSCHOTEN: During the course of your time as an organizer with the SEIU, did the population of your membership change more toward Hispanic?

[Telephone rings. Tape recorder turned off.]

VAN BENSCHOTEN: The question I asked was basically about membership and how the membership evolved over time.

GLENN: Well, we had one big hospital that, still, the majority is black. That's General Hospital. It's in the Mexican American neighborhood, and there was a great deal of interest by the Mexican American neighborhood and their politicians and so forth, as to the conditions that needed improvement in the county hospital. So it gradually became— I don't know what the exact proportion is, but they got many more Mexican Americans and gave credit and a higher wage if you could interpret for the patients. You look at Rancho Los Amigos [National Rehabilitation Center], that's not true. That's white and black and a little bit Latino, so it's mixed. You go to Harbor [City] Hospital, the primary color of the workers is black, but they have a good-sized white membership, too. Not many Mexican Americans.

Each hospital had their own method of hiring, so that you really had to consider the whole thing, the whole membership in all of the county hospitals. Now, of course, they're going to close down all the clinics, most of the clinics, and they're fighting about the hospital out in the [San Fernando] Valley, and it's a mess. It's a mess.

VAN BENSCHOTEN: You mentioned Charlotta Bass. Did you get to meet her, by any chance?

GLENN: I met her. She was a tremendous woman.

VAN BENSCHOTEN: Was she?

GLENN: She really was unusual, and nothing could stop her. Once she was set, and her little newspaper was set, they would turn over everything to show the segregation and the discrimination that existed in Los Angeles. She was a tremendous woman.

VAN BENSCHOTEN: As you know, during the sixties, beginning in the sixties and moving on into the seventies, we have the beginning of de-industrialization in the United States. Industrial unions begin to suffer. Their membership begins to falter. That picks up, as you know, under [Ronald W.] Reagan. I'm not telling you anything you don't know; I'm just trying to set up the general picture.

GLENN: Okay.

VAN BENSCHOTEN: Also, as you know, the service unions become one of the more vibrant parts of American labor, especially now in the decade of the nineties, for instance, in Los Angeles. Many people have spoken about a labor renaissance in Los Angeles.

GLENN: That's very interesting. It's happening all over the country. My union is part of it, of the movement toward rebuilding the labor movement, or a labor movement. We're now having discussions in New York and New Jersey about that subject, and there are some brilliant pieces with outstanding statistics included in it, to show the pattern of what labor has to do to become an equal force in our society. Because today, the power of the labor movement is not only reduced by the fact that we have lost membership—the membership went out when the jobs went to Mexico or

they went to China or went to Sri Lanka or wherever the hell—but also in the method of organizing.

Now, Andy [Andrew L.] Stern, the president of SEIU used to be the head of the organizing department of SEIU. He is an organizer. Brilliant, brilliant man. And in the last few years, he's responsible for the growth in our union of 500,000 members. As I say it, I can't believe it.

But that's not enough. We find that when we look at the number of people that are working and the industries that we're organizing in, that nobody's paid enough attention to the question of density, and it's overtaking us. I don't mean SEIU, but I mean good unions and bad unions, considering the active unions, actively seeking more members and those who are not.

But there's more to it than that. There's the whole question of how you're organizing. Are you just organizing anything that moves, like we used to? Are you organizing to see to it that the workers that you're organizing are in a position to not dominate, but be equal to the forces against them? So the whole— And we're not the only union that's discussing this. This is going on with the hotel workers' union [HERE, Hotel and Restaurant Employees] and the CWA [Communications Workers of America] and a whole lot of other unions who are facing the terrible situation today, where we represent thirteen and a half percent of the members of our jurisdictions, that we have to do something very dramatic and so they're meeting. They're constantly getting together and putting together their heads, and we'll see. You're going to hear from us. It's like the early days of the CIO. So it's exciting.

VAN BENSCHOTEN: The SEIU, as you know, the Service Employees International Union, is the second largest union under the AFL-CIO—

GLENN: No. No.

VAN BENSCHOTEN: No?

GLENN: We had a convention three years ago or two and a half years ago in Pittsburgh, and we had ten of the largest unions in the AF of L–CIO and Andy was controlling the radio, you know, where you watched the video on it, and so at first, we started with number ten and went down the line and so forth, and then he came to number two and people were applauding, you know, exciting, and he went this way. AFSCME was number two, SEIU was number one. It's the largest union in the AFL-CIO. Of course, the place went crazy.

But what I wanted to say was, we're not satisfied with that because we can lose everything, everybody can lose everything, if we don't organize and keep in mind the density of what we're organizing. We have to organize strategically.

We were one of the small unions in the AF of L–CIO. That's the beautiful part of it. You know, in a period— I have the thing in there. I have to read it. I have it on the ledge there. A 500,000 increase over a certain period of time. It's just fantastic, but we have to organize it differently than we used to organize it.

So we're part of that movement now that's looking into it, and there are other unions that are looking into it, and there are other unions that are looking down their noses at us, you know. But it's going to happen. It's going to happen.

VAN BENSCHOTEN: Did you have any inkling at all, when you were organizing back in the fifties and sixties, that your union would be this big?

GLENN: No. No. No. No. We were fighting for— Listen, I tell you, anything that moved, we— [mutual laughter]

VAN BENSCHOTEN: Get them in the bargaining group.

GLENN: Right. Right. Right. Looking to win an election, we came to recognize the realities of the situations, and just numbers doesn't count. That's not going to do it.

VAN BENSCHOTEN: I just have a few questions now at the end. There's really no rhyme or reason to them, but I'll throw them out for what they're worth.

We mentioned several people that were important— A lot of people, actually, were important in the history of your life. I was wondering, though, if you had ever met Bert Corona and if you'd worked with him.

GLENN: Yes. Yes.

VAN BENSCHOTEN: Could you talk maybe a little bit about him?

GLENN: He and I got awarded the same— One night, I think it was the [Southern California Social Science and Research] Library. Both of us were honored that time as being fighters and so forth. Yes, I know him.

VAN BENSCHOTEN: Did you ever work with him, organizing?

GLENN: No. No. No. But he was always an able enabler. Wonderful guy.

VAN BENSCHOTEN: Also George Meany. I know that you meet him at least once, because you told a story about—

GLENN: There's a wonderful, wonderful video about him meeting us. There's about six of us, six or seven of us, from CLUW, and I was just like everybody else. I thought he was an old guy and not progressive, and blah, blah, blah, blah. And when I met him, I found out that he was a very complicated individual and that he had contributed quite a bit, and he had faults and he had good points and he was wonderful on the woman question.

VAN BENSCHOTEN: What do you think were the strengths and weaknesses of his leadership of the AFL-CIO?

GLENN: Well, first of all, the big handicap was in the structure of it. It's so bureaucratized. It's hemmed in. It's a collection of unions, but the AF of L-CIO itself doesn't have the power to enable some of these programs to get going. They are not organized by the same formula that I can see is going to happen. It has to happen, otherwise we'll be totally out. I mean, the employers will be in total possession of the whole thing.

For his age and the time that he was in power, he didn't change the structure or try to change the structure. So the best thing I think he ever accomplished was the George Meany School [of Labor]. That was a terrific idea. And Tom Donahue contributed to a lot of that. You know, Tom Donahue came out of my union and he helped George Meany. He was a very good assistant president or something like that. He helped him. I don't know—

[Taping interruption. Tape recorder turned off.]

VAN BENSCHOTEN: You wanted to add a few things before the interview's over. You wanted to talk about organizing strategies and also about the senior movement in the SEIU, I assume.

GLENN: Yeah, well, I want to talk about how important it is, because when I became aware of it, I wasn't too interested in it, I must admit. I did nothing to help the senior movement, the National Council of Senior Citizens, because I was looking at the activities of the union rather than the stage where people are through with the union, but that's because we didn't have a senior movement in SEIU.

So now we are in the midst of a senior movement. We have a national committee for retirees. At the last convention, we changed our constitution so that now on the executive board we have a representative of the retirees on the executive board. The union decided at that time that they would put the running of this, the development of it, in those states where we had good-sized senior participation. And that's California, New York, Florida, and maybe Connecticut. I don't know whether that's been added. Because of my recent illness, I couldn't go to the first meeting preparing for the convention of the senior people, but I am a representative of SEIU on that senior advisory committee.

The organization of seniors is terribly important. AFSCME really is to be admired. The Auto Workers are to be admired. I mean, they have done quite a job with their seniors. Because it affects more than the usual interests like prescription drugs and Social Security and Medicare, what's happening there. It affects everything

in their daily lives. You begin to realize this when you listen to what seniors are talking about.

So I just didn't want to let that opportunity go by without highlighting the importance of the senior movement not only to the seniors, but to their kids, to the people that are coming after them.

VAN BENSCHOTEN: You were mentioning luminaries in the union, in unionizing in Los Angeles. We mentioned Bert Corona, George Meany. Jack Sweeney, who's current head of the AFL-CIO—

GLENN: John [J.] Sweeney.

VAN BENSCHOTEN: I'm sorry. John Sweeney. Have you met him, by any chance?

GLENN: Oh, he's the president of SEIU and I know him very well. I know his family well. I admire him. He's got a tremendous mind. Very, very sympathetic to the whole question of organizing and spending money by unions in organizing strategically. He's a very progressive thinker. He's the kind of a Catholic that is associated with progressive thinking. I think he's rather wonderful, and I know him very well.

He's the kind of a guy, if he reads a good book and he thinks that you would appreciate it, he sends you the book. He used to keep my husband reading. They liked each other.

VAN BENSCHOTEN: How healthy, do you believe, is organized labor today, both nationally and regionally? I know that you feel it's at a crossroads. They're devising

these new strategies, and you mentioned you compared it to the beginnings of the CIO, which is pretty impressive, if that's where it's at.

GLENN: Well, the beginning.

VAN BENSCHOTEN: The beginnings of it, yeah. So the potential is there, I guess is what you're saying.

GLENN: The potential is there and I'm gratified that there is this meeting going on. It's an ongoing thing between the unions who think this way. They're honest. I mean, when you see the preparation they've done, the statistics are there, and while you're celebrating winning each victory, you realize that the gap is getting wider and the percentage of our representation is going down and that we have to do something about it. We just can't be a loose national federation, where you don't have to do anything if you don't want to. There has to be accountability, in my opinion, and there has to be a change in the structure to allow this.

So from that point of view, I think it's very healthy. It's not going to change some of the unions, but maybe it will. Maybe it will. Maybe we'll lose some. I don't know. We're in the midst of contemplating changes. We're talking about it.

VAN BENSCHOTEN: So if I understand you correctly, then, the density problem has to be addressed, and then apparently the structural problem has to be— The organization has to be made more tight, it seems to me.

GLENN: Right. Right.

VAN BENSCHOTEN: So that the parts talk to each other more.

GLENN: Right.

VAN BENSCHOTEN: You've been in the union a long, long time, over fifty years.

GLENN: Yes. That's a long time.

VAN BENSCHOTEN: That is. How has your union and your union work changed over— And this is a big question, I know, but I'll throw it at you anyway. How has your union changed over the fifty years that you've been a member of it? What are the big trends that you've seen over that span of time?

GLENN: I think we've been talking about it.

VAN BENSCHOTEN: Right.

GLENN: I think the difference in the trends of the union is that we're thinking strategically. We're just not thinking of how many people joined last week or building a union by the numbers of members that you sign up, but where you sign them up, how will it count to help those members gain what they want to gain. I think that's the latest, newest development among some of the unions who are now going through introspection of what they have done and what they want to do. And that's very important.

VAN BENSCHOTEN: During that last break, I got up and I looked over at your cabinet here, at some of your awards, and you've got quite a few of them, and I just saw the one— My eye fell on the one that was given you in 1992, the Senior Committee of your Local 660. And what I was hoping, if you would, talk a little bit about some of the honors that have come your way, because it seems to me that a month doesn't go by that you haven't been honored in some way. They're coming thick and fast.

GLENN: Well, I have been honored. I know there was a time after I retired, where I shut the door to any more retirement parties. I mean, you know, it became ridiculous to me.

But I never worked privately. I worked openly and publicly, and I guess it's natural that you reward that. I have all kinds of awards from unions—I don't even have them here; I have them in the garage—and I'm honored by them, but I never was under the impression that it was just me who was doing it. I was always under the impression that it was us progressive unions were doing it, or that my progressive union was doing it. It wasn't my ability to make speeches and public appearances and speaking articulately about what I believed in and so forth; it was the happening that was the important thing. It was the involvement of workers in their own futures. That, to me, is the essence of why I've gotten some of these awards.

Now, there's one particular award— It's a picture of a lady. She's etched—Elizabeth Grady.

VAN BENSCHOTEN: Oh, yeah. I saw that one.

GLENN: One of our researchers found out about her. Her era was about 1921, when we were first organized, and she was a cafeteria worker, I think. She had a lot of Mother Jones in her, you know. She was an organizer back then, when women were not. I always thought I was the first woman on the executive board. I wasn't; she was. And they've never given out that award since that time. That was very, very meaningful to me.

But, you know, I've gotten awards from various local unions, most of the local unions in this area. I appreciate those awards, but I don't think that I deserved it. I think it's the things that I was involved with that deserved it. But at any rate—

VAN BENSCHOTEN: They're there.

GLENN: Yeah.

VAN BENSCHOTEN: I also know that there's a scholarship program set up in your name.

GLENN: Yes. Yes. There is one. Right. Right.

VAN BENSCHOTEN: That's very impressive, too.

GLENN: It was set up by [SEIU Local] 434. Then we merged with [SEIU Local] 660 and then I recommended that we give it to [SEIU] Local 434B, because that's a new local that's the lowest-paid group in the international unions. Somebody from them needs it, some grandchild or child. So I'm very proud of that. There were several more. Altogether twenty-five other scholarships for women.

That happened when I retired. They wanted to give me a trip to Europe. I said, "Listen, I'll travel on my own time. For the union, I would prefer a scholarship," and so that's how we got the scholarship.

VAN BENSCHOTEN: I know today we have people working on your house, and this is the noise we hear in the background. I'm telling this so the transcriber doesn't get very angry at me. But my question is, what occupies you now? Obviously, you're house is going to be painted, but what are the major things that you do with your time nowadays?

GLENN: Well, first of all, I am a member of the executive board of SEIU, and in the next meeting of our convention, there will be somebody else.

[Doorbell rings. Tape recorder turned off.]

GLENN: I'm also the chair of the national SEIU retiree committee, which has on it a committee to work out the program and the problems of retired workers.

I'm involved in the senior movement, which has been subsidized by the AF of L–CIO, on a local basis and the national basis. Also I'm involved in the state program for SEIU. We're developing a state program, and there's also a western conference group of SEIU retired workers. So I'm very, very interested in that.

I'm also involved in CLUW. I'm a member of the local chapter and go to meetings, etc., etc. I was the first western V.P. of CLUW.

VAN BENSCHOTEN: And sometimes the meetings are held here, too, aren't they?

GLENN: Oh, yeah. Right. I had a meeting here just a couple of weeks ago.

Also I'm involved in ARA [American Retirees Association] locally as well as nationally and on a statewide basis.

And I'm reading. I love to read and so I'm reading a great deal. And that's what I'm involved with. I have close family by, right in this area, nieces and great-nieces and great-nephews and great-greats and great-great-greats. And we're all of the same mind as far as unions are concerned, which makes it very pleasant and very wonderful. And we're Jews, and I've kept up my interest in Jews for Humanistic Judaism, which is a very progressive movement that was started about thirty, forty years ago in this country. I'm also a member of the Jewish Labor Committee.

And I have grandchildren who participate. They live on the East Coast, and they're involved in what I have done in my life, so they ask me questions about it. So I predict good things from them. My granddaughter [Eve Gleichman] is thirteen and was just bat mitzvahed, and she's a beautiful musician and a lovely, lovely person. And my grandson [Nicholas Gleichman] just entered college. He used to carry around an SEIU video of me that was made on my eightieth birthday, talking about what I've done in my life and so forth. He brought it to school and he got recognition for it, and he said, "You know, I never knew what you did. I knew you did well, but I didn't know what you did." So I'm at a happy period of my life, very— Not satisfied, but happy.

VAN BENSCHOTEN: I also know, because this is where we met for the very first time, we met at UCLA and it was at this conference, as you know, commemorating three generations of organizing in Los Angeles. Maria Elena Durazo was there; other people were there, Ruth [M.] Milkman. So I know that you participate also in these forums, where you also get the word out and you link up with people in agreement across various unions.

GLENN: There's a very nice piece in one of the papers about a recent meeting on the question of three generations of union women organizers that I participated in. And I keep my hand in that way. Yes. You'll never shut me up. [mutual laughter]

VAN BENSCHOTEN: This is my last question, other than the one I'll end with, which is that if you'd like to add anything to the record. But assessing your career as a union organizer, what were the goals and expectations you began with back in '45,

when you came to L.A., even earlier, because you were organizing earlier, but how have matters turned out for you? How would you assess, in other words, your life and your career at this point?

GLENN: Brilliant success. [mutual laughter]

VAN BENSCHOTEN: And no one's going to gainsay you.

GLENN: Who's going to disagree with me? I would say that it was thrilling to feel, during this period, that my aims and goals were outside of myself towards people who were working. It was not to make me look good; it was to lead people to do things for themselves that they wouldn't do otherwise, and to learn new techniques of doing it, and spreading the word and getting recognition for women, and getting recognition for senior citizens, and going with the changes that have happened in the labor movement. Our goals and what we're fighting for are much wider and broader and affect a larger group of people, but we have to organize strategically to create the density of organization to help workers achieve those ends that they want to.

So I feel good about the way things have turned out. I feel good about the changes that are now being thought of in SEIU and other good unions, and I feel good about being a part of it. You know, I'm going to be ninety—almost ninety—when we have our next convention. I have to keep reminding the president of my union of this, because it's time to turn over the responsibilities now in my life and, for the most part, they have been turned over very well and worked out very well for the workers. And now they have to continue to do that.

VAN BENSCHOTEN: Is there anything that you'd like to add?

GLENN: I've enjoyed this tremendously. I want to thank you for being so patient, so understanding, and curious. I don't see how you stand it, but— [mutual laughter]

VAN BENSCHOTEN: It was my pleasure, and I want to thank you for allowing me to sit down with you and talk with you.

GLENN: Oh, yes. It's been a really deep pleasure.

VAN BENSCHOTEN: Thank you.

[Tape recorder turned off.]

VAN BENSCHOTEN: You wanted to say something more about your son [Norman Gleichman].

GLENN: I'm so thrilled with the fact that I was able to work out the problems of working mothers and the woman organizer with my own family situation. It could not have been as successful without my husband's activities. He was so supportive, and my child never felt punished, because there was always somebody here. When he was younger, I had this grandmotherly figure who took care of him, and between her and my husband, he hardly felt my absence.

Then I used to take him— His name is Norman Glenn— I used to take him— Gleichman. Excuse me. Norman Gleichman. That was the family name before they changed it, so he took it back. When he was younger, I used to take him when I went on conventions, with my mother and my husband, and as a family we would go there, to Canada or to wherever the convention was held, so it was part of his natural growing up.

In some cases, I have friends whose children resisted the fact of unions because their parents were so heavily involved in it, but that hasn't been true in this case. My son went to Stanford [University], the law school, and he used to bring me up to where they were, as far as unions were concerned, to talk to them. He was very pro-union, and as a kid he took on his teacher one time, when the teacher was blaming the unions for raising the cost of living. He put on quite a fight in the school and told me about it. I met that teacher later on and he congratulated me on my son's contribution.

He was always interested in what was going on. He was not another part of my life; the union was part of his life as well. And when he took his internship from Stanford, lawyer's internship, he worked for a very important social committee that testified on the [Capitol] Hill with the congressmen and so forth. I remember going to Washington one time and asking him out for breakfast, and he said he couldn't come. I said, "Why not?"

He said, "Because I'm appearing before this and this committee."

I said, "You are?" And he was. And he worked for unions for more than thirteen years, CWA and IUE [International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers] and so forth. Then he worked for, in his terms, he wanted to do something to help people. That's his description of what he'd done. He was a part of a nonpartisan committee to hear the complaints about the health and safety in certain of the mines.

He did very, very well, very well, and he is now an attorney for the SEIU, which I had nothing to do with. I was just as thrilled as I could be when I heard that he made an application. And he's very happy and he's part of the new regime with wonderful young people.

I'm so proud of him. I love him so much. He's the only child and the most wonderful child to have had, really. He's very appreciative. He's affectionate. He's wonderful. He married a wonderful woman and they're very happy, and it was a beautiful contribution to my life.

VAN BENSCHOTEN: Great. I'm glad we got that on the record.

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