

Beatrice Kachuk

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Q. Alright. I guess it...

KACHUK: I just right away suggest you try it out.

Q. Um-hum. Yeah, okay. Just please introduce yourself and then we start with family background, then questions about family background.

KACHUK: Okay. I'm Beatrice Kachuk.

Q. Uh-hum. And then I'll start with family background. Do you remember your grandparents?

KACHUK: My maternal grandparents. I never met my paternal grandparents. They didn't come to this country. My maternal grandparents.

Q. Okay. Do you remember things your father said about his parents?

KACHUK: Some. I remember some.

Q. About where they were from.

KACHUK: They lived and he grew up in a village in the Pale where Jews were allowed to live, in Ukraine. They kept ... they had a general store. And he went to school until he was thirteen.

Q. Okay. What did your mother tell you about her childhood?

KACHUK: About her childhood?

Q: About her childhood.

KACHUK: She grew up in Bucharest, the capital of Romania. She was one of four children. There were two girls and two boys. Her father was a wine merchant and her mother kept a kitchen garden and she used to go to the [Yiddish], the Jewish slaughterhouse, with a chicken on Fridays to have the chicken killed in a particular way. Their ... I don't know if ... I know that in Islam too there is halal meat and in Judaism there is kosher meat.

Q. Yeah, halah meat--right, --and kosher meat. Yeah, I know. Right. And ...

KACHUK: A job she said she hated. But she went to school until she was fourteen. She went to a Protestant school because she liked studying and that was the prestigious school. And she came here after that and did not go to school again. Then her parents fled Bucharest because there had been a pogrom, and they survived. Sent the sons with a message that goes on today: make money, send tickets. My father was given the same message. He was sent when he was sixteen, about to be conscripted into the Army, and he said it was much worse for Jewish boys

than for the others, so his father--his mother had died--his father had put together an [??] go make money and ... He came all by himself; didn't know the language.

Q. They had a hard time. Did ...

KACHUK: Yes.

Q. Did your mother work outside the home as a child?

KACHUK: Did she what?

Q. Work.

KACHUK: Work? When she could. I'm a Depression ... You've heard of the Great Depression?

Q. Yeah. Um-hum.

KACHUK: I am of that era, and I grew up on welfare. When my mother could get work she did work. She worked in a ...she was a sewing machine operator and made curtains, drapes, and sew curtains every...

Q. What kinds of responsibilities did she have? I guess you... what chores did she do around the house as a child?

KACHUK: Oh, as a child?

Q. As a child, yes.

KACHUK: The one she talked about was taking the chickens to the market. And she went to school.

Q. What did you like to do with your father? What did you like?

KACHUK: I don't remember anything in particular that I liked to do with him, as a matter of...

Q. Okay. And what did your mother do most of her life?

KACHUK: She worked to put bread on the table and pay the rent. She had six children. I don't know how many abortions, spontaneous and induced, but I know there were several. She cooked, she cleaned, she did laundry, took care of the children.

Q. Did she work outside the home after she married?

KACHUK: Oh yes. Well, she ... Okay. She never formally. She and my father were never formally married.

Q. Oh, okay.

KACHUK: They were ... there was a movement in those days that the State had no business in personal relationships, and they were part of that. But they lived together as, really, as traditional husband and wife.

Q. Okay. What were her hopes for herself?

KACHUK: Oh, she wanted to be educated, maybe to be a teacher.

Q. And what were her hopes for her children, for you?

KACHUK: That they be educated. It was sort of just built into us, it was taken for granted, that we would go to college. Some of us did. The first three did. The next three ... of the next three who survived, one son, one daughter took a few college courses but that was all.

Q. And did she take an interest in her community?

KACHUK: Yes.

Q. In politics?

KACHUK: To some extent. Not in electoral ... election politics.

Q. What ...

KACHUK: Well, I'll tell you. She was a Union member. I remember one situation in which we were ... the main street of the neighborhood, Thirteenth Avenue, and there was a speaker, okay, on a soap box, agitating about something and she said something back. But I was brought up in a political atmosphere at home and the Jewish secular school my parents sent me to. I was brought up in the tradition of the *bund*. It was the Eastern European Jews, like, worker... working class movement.

Q. Was your father's background similar to your mother's?

KACHUK: I think it was more secular and probably.... and perhaps more left politically, and dissent oriented. But I'm really not sure about that. As I said, he came from a small town, a village. She was.... she came from a city.

Q. How many years did you live in the house where you were born?

KACHUK: Oh, I don't know. I know that we moved around a lot. In those days because... during the Depression era if you ... there were a lot of homes people lived in, people got evicted. If you ... when you moved, to induce you to move in to a house or an apartment you got free rent for a few weeks, a month or two, so we moved a lot.

Q. Okay. Who lived with you, like grandparents or ...

KACHUK: None. No, it was parents and children.

Q. Did you think of yourself as part of a community at the time?

KACHUK: Yes.

Q. Which ...

KACHUK: We were a minority within a minority, secular Jews in a Jewish neighborhood of mostly conservative religious people.

Q. What chores or responsibilities did you have as a child?

KACHUK: Well, I got meals started before my mother came home from working, and she worked for most years. When my little sisters were born--one when I was ten and the other one I was twelve--I helped take care of them, diaper them, I mean, took them to the day care center. There were day care centers for us then.

Q. Do you remember being conscious of race?

KACHUK: Of race? You mean as a child?

Q. As a child.

KACHUK: Not really, no. I knew about differences in people. I was conscious of race but it was at a distance.

Q. Was religion important to you as a child?

KACHUK: No. We were secular. There were some ... religion was marginal. Some of the dietary laws were followed but that was all. And as I said, the Jewish school that I went to was secular. We read the Bible in the high school as a historical document.

Q. Was charity or improving the world for others important?

KACHUK: Oh yes.

Q. In what ways?

KACHUK: I knew about ... I knew ... You read different stories, different material in our Jewish school than we did in public school and I knew a lot about unfairness in the world. And I knew about poverty, experienced it, and I wanted to make the world a better place.

Q. What kinds of arguments were there in your family?

KACHUK: Oh, there were fights between my mother and father over money.

Q. Was your family in any way different from the neighbors in your community and how did you deal with that?

KACHUK: In the sense that we were not religious. As I said, we were a minority within a minority. It was not only racially segregated but ... I don't know if you realize that New York, this was in Brooklyn, there were islands of race, religious, ethnic communities to this day.

Q. Was there anything about your family life that may have contributed to your later activism?

KACHUK: Yes. I knew that there needed to be changes; that there was a lot of unfairness. I was sometimes angry, you know? Why didn't people do something, and I wanted to do something. So I got involved in activism. When feminism came along that was a whole new direction for me.

Q. Now I'll ask some questions related to your education. What did you think of school? What subjects did you like?

KACHUK: I liked school. I was a very good student, at the top of my class, which was not very good. Girls were not supposed to be that smart, which made for social problems. In high school,

I liked some subjects, English literature. History was boring the way it was taught. I did not like math. I liked Latin.

Q. What did you ...

KACHUK: It was like a puzzle to me.

Q. What did your family think about school?

KACHUK: Important, very important. They were delighted that I was a good student, got high marks.

Q. Were your classmates from the same background as you, ethnic, socioeconomic, religious?
And what about the teachers?

KACHUK: No. In high school there were more similarities. In the neighborhood, which means elementary school, there was more of a mix of class. So that, oh, the letter carrier knew when Welfare checks came. Others ... and would sometimes let the word get around. If I was carrying ... In those days instead of, there were no food stamps but there was a food depot. Surplus foods were available in stores, and they didn't give you paper bags to carry them home in. And I used to be sent to get them so I would carry them, trying to hide them so neighbors would not see.

Q. Is there a teacher you remember having long-term influence on your life?

KACHUK: A long-term interest? In public school? Actually the one who comes to mind is there were first and made a public protest and my mouth dried up I was so scared

Q. Did students ever talk about political events of the time among themselves?

KACHUK: Not in my public school, no.

Q. About their parents' jobs? About social issues like...

KACHUK: Some. Not social issues but their parents' jobs, so we all knew that Marvin--oh, how can I remember his name but I do, Marvin Palter. We knew that his father was a wealthy merchant.

Q. Did you participate in this?

KACHUK: No, no. In college I did, but not until then.

Q. Is there anything special about your early schooling that may have contributed to your later Union activism?

KACHUK: I think my Jewish school, schooling did. I told you that was part of this movement, and conversations at home. I knew, for example, when I was a child that one does not cross a picket line. Yeah, so I knew about Unions when I was a kid.

Q. Okay. Now some questions about community and political background.

KACHUK: Oh, by the way, I ... Oh yeah, that was childhood. Okay.

Go ahead.

Q. Yeah. Describe the community in which you first remember living and did neighbors get together informally? Were you ever active in community organizations and were there any big issues in community debates, debated, or

KACHUK: No. I grew up in Borough Park, which was predominantly Jewish, and there were Italians in some sections. I've told you there were very little islands. I was not involved in any of those community activities. If there were any I didn't even know about it.

Q. Did you belong to any ... Did you belong to any religious, social or political groups as a young girl?

KACHUK: No.

Q. In later life probably?

KACHUK: Did I belong to...

Q. Like, a long history of involvement?

KACHUK: Later on, as an adult, I joined a number of organizations. I think probably the first one was NOW when I lived on Long Island, and I was an activist.

Q. What was the first political group that you ever joined and were you aware of any splits in the group over different positions? Did you take sides?

KACHUK: Were there Was I aware of what?

Q. Aware of political group you ever... I'm sorry. What was the first political group you ever joined and were you aware of any splits in the group over different positions?

KACHUK: I was ... Well, in Levittown back in the '50s... Levittown, Long Island, where I lived at the time, I was involved in school politics. There were splits in the community; conservative, liberal, a few radicals. There were ... there was contention over school budgets and what should be taught. And by that time I had some experience in training school, so I was involved in that. I was involved in school board elections. Outside of New York City, most people in this country vote for their school board members, so I was part of that. And later on, I think, when, yeah, when I lived in Freeport also, I got involved in Democratic Party politics and

I was ... we ... they call it Election District Captains and I did that for a few years and then decided "Eh, I'm more interested in issues than promoting the Party."

Q. How did your political views changed over the years?

KACHUK: They became progressively more progressive. Should I say radical here? That's a relative term. Some people would have described me as a radical, others as a moderate.

Q. I have a series of questions related to work experience. How did you get your first job and what did your work involve?

KACHUK: Well, I did babysitting, which girls did, for money. I got a job in a local store when I was fourteen. I applied for working papers. If you're under sixteen in New York, I think this is still true today; you have to get working papers to have a job. I had a bad experience, so I decided the hell with that. Okay, I will lie about my age. And then I got a job at a counter. I was selling hot dogs and coffee in a cafeteria. Then I was a camp counselor one summer.

Q. Did you expect to work there for a long time?

KACHUK: There, no. Got a job in high school. In high school, I worked in a retail store and then a department store. No, these were all... 'cause I needed money.

Q. What did you do with the money?

KACHUK: Paid dental bills [laughs] and my carfare. I bought books, which you had to do at Brooklyn College. I did my undergraduate work at Brooklyn. It's a good thing tuition was free, but you did have to buy your books and...

Q. What did you think of your boss?

KACHUK: Which one?

Q. Any of them.

KACHUK: [laughs] The Manager at Chock-Full-O'-Nuts, which was a counter, a food counter, I remember him because he was very nice. He believed my age, I think, and he said he would refresh me on how to use a cash register. I think he guessed that I had never used one before, which I thought was very [??]. School principals, when .. I... was a schoolteacher for years. I did day care and the women who ran those were fine. School principals, most of those I worked in I thought were jerks, pretentious. One was decent.

Q. Only one?

KACHUK: Yeah.

Q. What was the worst thing about that job?

KACHUK: What, teaching?

Q. That particular ... yeah, maybe that one, yeah.

KACHUK: Well, one of those that I particularly disliked--and that's why I [??], wanted me to be much stricter and restrict the children much more. I ran a fairly open classroom as much as you could with thirty children in a class. So that they could use a chalkboard, they could get up and go to shelves and stuff like that, and he thought that was chaotic.

Q. And what is the best, what was the best thing?

KACHUK: And he didn't like, because I ... televi... educational television was new in those days and I volunteered to try out and learn how to do TV lessons that went in the District with various classes and he didn't want me to be doing that.

Q. Like using documentaries...

KACHUK: No. No. No. I ... what I did--what we did was actual teaching so that I was doing demonstration lessons, for example, learning to use a camera, did the performance, wrote the script and so on.

Q. Did you have a plan about future jobs?

KACHUK: Not initially. I became interested... I was teaching lower grades, first and second grade, and it was interesting to me that some children had a difficult time learning how to read, and I thought I'd like to learn more about that. So I went back to school and took some courses in that and got bored and restless with the whole thing and wanted more policymaking so after that I matriculated for a Doctorate.

Q. How did you get your next job?

KACHUK: After ... I had ... I'd been a reading specialist for a while and just wanted to move on for other experience so I applied for college teaching and got a job at Brooklyn College and my specialty was a hot ticket.

Q. Did you ever have a job where it was possible to move up or...for more money?

KACHUK: Yes, in academia I started as a lecturer, then an instructor; got promoted up to full professor over the years.

Q. What was the best job you ever had and what was the worst job?

KACHUK: I don't know. I can't think of what the worst job was. I'd have to think more about that. But I liked teaching and the college work was really good. It worked well for me. I like

doing it despite the...it has been described as a jungle...the political battles can be horrendous and I had to fight.

Q. Have you ever worked for yourself and what was good about that experience if you had?

KACHUK: Well, not in a business sense, but I work on my own now. I retired from CUNY a few years ago and it's like owning my time, choose my project, work at it.

Q. Okay. Have you ever stopped working since you began? For what reason?

KACHUK: I took, I think, about two-and-a-half years off when my first child was born and then four years when the second one was born.

Q. When did you usually do when you came home from work, chores as a young girl, domestic responsibilities later?

KACHUK: Yes, yeah, always domestic responsibilities. And when I was a school teacher, I was home in the early afternoon, got right to it, got busy with the children. I did at college...at CUNY 'cause I was teaching at the Graduate Center too, I taught mostly evening classes. That's where the graduate courses mostly were. So sometimes...often didn't get home until ten o'clock.

Q. How did your husband feel about your work? What kinds of childcare arrangements did you make?

KACHUK: [laughs] He was very proud of me and that I worked, and then it was like “Where are my brown socks, honey?” I left him about twenty-four years ago.

Q. Did having children affect your job choices and how?

KACHUK: Sure. I mean, I was doing ... I was teaching I was a teacher before I had children, and in a sense, that worked well with having children. In fact, at Brooklyn College, I remember the orientation they advising us to get in, to get involved in a major in education. “Nine to three and summers free, girls.” I did not major in Ed in my undergraduate work. I did that was my last year. I majored in Psych and Soc for my Bachelor's degree. And I'd been working my way through teaching, so I decided to get certified, took a Ma--did a Master's in Education.

Q. How do you think your work experiences would have been different if you were in a ... or from different background? Would it have been different?

KACHUK: Oh, I don't know. I don't know. The best I can think of is that ... in one of my Sociology courses, my undergrad sociology courses, we were given aptitude tests, and I scored very high in law. But going to law school was just beyond my vision of myself. And then I did know that there was discrimination against women and discrimination against Jews in admission to schools, so I said the hell with that. Okay? I like what I'm doing.

Q. If you had a choice of all the jobs in the world and could get the right training, so keep that...

KACHUK: [laughs]

Q. What kind of work would you choose to do?

KACHUK: What kind of work ... I would run the world. [laughs] I don't know.

Q. Probably you would choose the same....

KACHUK: Would you?

Q. I would, yeah. Some questions related to organizational activism, professional organizational activism. How did you first get involved in Union of professional organizational activities?

KACHUK: When ... in my last school teaching job. It was not a Union, but there was a Teachers' Association, and I wrote the grievance procedures.

Q. Go ahead. I'm sorry. Were there any ...

KACHUK: And I helped negotiate the contract. I was on the negotiating team for the contract.

Q. Were there any issues in particular that motivated you about the work place?

KACHUK: That motivated me to join the Union? Yes. I thought we should be better paid. I thought the working conditions should be better. We should have more say in what we were teaching, class size, things like that.

Q. Okay. What was your first Union connection?

KACHUK: That was it.

Q. Oh yeah.

KACHUK: That was it when I was ... at my last school teaching job.

Q. Okay. The first person you knew who was involved, what did you think of him?

KACHUK: Who was involved in Unions?

Q. In the Union?

KACHUK: I don't remember such a person. They just... I don't remember such a person.

Q. How popular were Unions in your neighborhood or in the news when you first became active?

KACHUK: Unionism was a contentious issue. There were complaints of control, of dishonesty. I knew there were some problems in the Union. My mother, when she was a sewing machine operator in the shop, was involved in the Union and when the strike ... there was a strike and when the strike was settled she was scapegoated, and she was blacklisted.

Q. And were you active right from beginning and what was...

KACHUK: The beginning of what?

Q. The beginning of your being in Union and what was....

KACHUK: Yes, in that...When I got involved in the Union I became an activist almost immediately.

Q. What was the first reason you became active?

KACHUK: To improve working conditions, including pay. And I learned a lot too, how to do it.

Q. Who encouraged you to become active, any particular person?

KACHUK: No. It was the situation and something within me.

Q. How did being part of the Union affect your private life?

KACHUK: Oh, I guess I got home a little later sometimes 'cause there were meetings.

Q. Was it a source of conflict within the family?

KACHUK: It may have added some because I was busier. But then I was going to school at night too, so there was always something. I don't know.

Q. Did you go to any other Union sponsored activities such as schools, conventions, parades...

KACHUK: Not at that time.

Q. Not at that time.

KACHUK: I didn't have time.

Q. When did you have your first Union position, and what were your responsibilities?

KACHUK: I had a position in that Teacher's, you know, that Teacher's Association. I don't remember exactly what it was called. No, I don't.

Q. What were your approaches in getting people involved? What kinds of things did you talk about?

KACHUK: About the work, the job, the pay. There was disagreement. There were some teachers who thought that as teachers we should not be paid a lot, so we would talk about that sort of thing. And I would talk to my colleagues about that.

Q. What kinds of problems did you encounter? Did you get support from ministers, community leaders, some group of people [inaudible]?

KACHUK: No. We worked on our own; dealt directly with the School Board in those .. in that setting.

Q. And how did you ever related to women or men in other unions? Were they ever helpful?

KACHUK: You mean as gender issues.

Q. Right. Yeah.

KACHUK: There were men who were disparaging of women.

Q. And did you expect to continue active in Union work? Were there any other things that competed for your time?

KACHUK: Yeah. Professionally as well as family, and I was getting bored and restless with my job again. And the Superintendent of the District, School District, said that he would be opening up a center for reading issues, and I would be the head of it. But he wasn't moving on it, so I decided to look for a college teaching job. And that's what I did and I got one.

Q. And then these questions relates to life in the Union... of the Union. When you first got involved in the Union did you think you would ever have a leadership role?

KACHUK: No. No. Well, I tell you, before I decided not to get involved in the Union when I first came to CUNY. I knew that there was a Union. This was the days when I think the Union must have been just getting started because the head of ... My tenure base department is in Education at Brooklyn College and the head, the chair of the Department then- there was a vote going on whether to join, I think it was called the Legislative Assembly, and I don't remember what the other group was called. But that was the Union. And he thought it was much better, to be in one... unions were not probably appropriate so that's what I voted for the other one. But I did not get actively involved. I was still working on my Doctorate, had family responsibilities, and I had to be learning this new job, and decided I did not have time for that. That was in '68 that I came. But then there was a Women's coalition that sued CUNY for sex discrimination. I don't know if you know about that.

Q. What was the name ...

KACHUK: Melanie.

Q. Melanie, Lilia Melanie.

KACHUK: Lilia Melanie was a colleague at Brooklyn, and I met her and others who were involved, and I did chores for them. I had tenure by that time. The suit started. I got involved in Women's Studies. I came in '68. Women's Studies became ... came in I think '71, something like that, and I got involved in that, teaching.

Q. Have you ever been ...

KACHUK: And the Women's Coalition sued the Union. The Union was not part of that. It came into it toward the end, encouraging us but ... So I did chores. I had tenure. And we had to collect data on personnel. Judith won the right to go into personnel records, and I did some of that. So ...

Q. Have you ever been discouraged from running or for Union office and what were the reasons why?

KACHUK: No.

Q. Okay. Did you ever do much traveling in your union work and did you travel alone or a group?

KACHUK: No, not in my Union.

Q. Nothing. Okay. Think back to women or men in your Local who were active and then dropped out. Why did they and why did you remain? Why did they drop out and then why...was there a reason...

KACHUK: I really don't know. You're talking about the Union in my school days or ...

Q. Union.

KACHUK: When I was involved in that school Union. I don't know about anybody who dropped out. There was only for a couple of years that I was involved in that. I know some of the men were nasty when I was reporting on the contract and we felt very good about having won an increase in pay. Some of the men in the Association hooted that we were a bunch of old women, old ladies, and I was furious.

Q. How was your Union structured? How did you fit into that?

KACHUK: In that Un-- ... Oh, I know. I was elected parliamentarian. That was the position that I had, and to be on the negotiating team. How was it structured? Whoever wanted to be involved, was, was all there was to it. How is the PSC structured? Well, there are Delegates.

Q. From different groups?

KACHUK: On each campus there are elections.

Q. And how did you fit into that group, Union?

KACHUK: I really didn't. I became actively involved in the PSC when the new regime was elected, the New Caucus people. There was an invitation in *The Clarion* for suggestions, ideas, and I wrote a letter... It had to do with gender issues and was asked to go to a hearing, a New York City Council hearing on the status of women in CUNY. Preparing for that I went to that whole CUNY data, so I went. And then I did an analysis of the status of women in CUNY and wrote an article. And I knew...and the new leadership established a Women's Committee, and I work on projects through the Women's Committee. With the Women's Committee, I should say.

Q. What periods in your life was Union responsibility heaviest?

KACHUK: I do more now in these last few years than ever before, although I guess I was pretty busy with it in those school teaching days.

Q. What are some of the sacrifices you made in order to be active?

KACHUK: I don't make any sacrifices. I don't see them as sacrifices. I take time for it from my major project, writing, but I don't feel it's a sacrifice. It's something ... got to do it.

Q. Well, what is the highest position a woman ever reached in your Union?

KACHUK: Well, Barbara Bowen is the President of the Union. I knew there was something right about the leadership. Bar-- ... I know Barbara. She and I team-taught a course in feminist theories at the Graduate Center and ... yeah.

Q. Did your Union ever focus much on women's issues; protective legislation concerns?

KACHUK: Not on protective legislation. No, no. Cecilia McCall, the Secretary, is part of a committee, and a campaign I organized on sexual harassment problems in CUNY. And, I know what kind of good person she was.

Q. How was your Union and industry affected by national issues? What stand did your Union take on workers being laid off or other issues, and did you agree?

KACHUK: The old Union did not. That was pretty much ... a lot of us thought of it as a company Union, pretty much a company Union. And then there was a new leadership. Under the new leadership the Union does take positions in relation, national and international issues and I agree with that. I've been out on demonstrations, was with them sometimes.

Q. While you were active in the Union were you ever active in any community or political groups? How did the two mix?

KACHUK: What, active? No, no.

Q. Was there a special ...

KACHUK: I've been involved in some other issues. Letter writing, marches, and that sort of stuff.

Q. Was there a special kind of camaraderie that developed among Union activists?

KACHUK: I think there is a sense of that.

Q. Was it especially strong during a certain time period?

KACHUK: No, no. As a ... Actually, Wendy's a new ... when were Barbara, Cecilia...elected, the New Caucus group? Only about three years ago, wasn't it? I think so, so it's fairly new, so maybe four years.

Q. Who were you closest to during your active Union years? Are you still in touch?

KACHUK: Nobody I can name really.

Q. What was involved in being a organizer, you were ... as you were saying, at your job and ...

KACHUK: An organizer? I was not a Union organizer at CUNY.

Q. What were the life styles of people you were with?

KACHUK: You mean in the Union?

Q. In the Union.

KACHUK: Oh, I don't know.

Q. Did you ever help with them?

KACHUK: I don't know what you meant by life styles.

Q. Life styles of people you... probably the organizers. Oh, you weren't organizing so in your position, whatever position you had.

KACHUK: Well, they were all academics.

Q. Academics, yeah.

KACHUK: Full time jobs and part time jobs, the adjuncts.

Q. What was the most exciting part of your life? If you could relive any part of your life when would it be?

KACHUK: Oh there were so many.

Q. If you had a daughter, would you want her to live through your experience? What parts would you want her to avoid?

KACHUK: Getting raped.

Q. Do you think organized labor responds to unorganized workers' needs?

KACHUK: Wait. Say that again, please.

Q. Do you think organized labor responds to unorganized workers' needs, minority workers, women workers. These organized labor, do you think they help other...

KACHUK: Not enough, not nearly enough.

Q. What was them most frustrating part of your work within the Union, and most satisfying?

KACHUK: What's the most frustrating? I can't say what was most frustrating. The frustration of getting together the information that I...Okay. What I do, my main project in the Union, is analyzing the status of women and race/ethnic minorities, by rank, and where they are in terms of being full time and contingent labor. And there are frustrations involved, doing the analysis. Getting the numbers right. It is the source of, like, satisfaction, gratification to me that it is of interest and considered important. And I hear there's talk of another class action suit because my data show that, although we won that sex discrimination suit in '83, and that was on sex discrimination only, but my data show that the outcome of whatever is going on across CUNY must be... there must be discrimination for women and race/ ethnic minorities to be in the positions, for the most part, that they are. And I think one needs to do something about that. I don't do that data analysis ...It's tedious work, but I don't do it for it to decorate the walls.

Q. If you could be sixteen years old again how would you relive your life?

KACHUK: Oh! If I were sixteen, I mean, really sixteen and not having pretended to be sixteen, I would have been more sure of myself. What was I doing when I was sixteen? I don't remember. I don't want to remember, I think. Sorry.

Q. Um-hum. Okay. So I want to thank you, Dr. Kachuk, for giving your time and talking about your experience. Thanks again and good luck.

KACHUK: You're welcome.

3 hours