

REPUBLIC OF THE PHILIPPINES  
NATIONAL SCIENCE DEVELOPMENT BOARD  
MANILA

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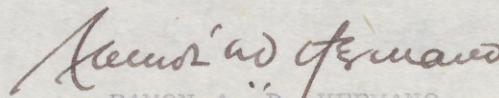
March 22, 1960

Mr. Martin Begun  
Institute of International Education  
1 East 67th St.  
New York City

Dear Mr. Begun,

May I express to you my very warmest thanks for your kind attention to me during my visit in the U. S. A. last year as the Eisenhower Fellow from the Philippines. It was a pleasure to make your acquaintance and it was most generous and considerate of you to discuss areas of mutual interest. My best wishes.

Sincerely yours,



RAMON A. D. HERMANO  
Supervising Scientist



# IIE UNION NEWSLETTER

VOLUME I NUMBER 1

SUMMER, 1960

AFSCME-AFL-CIO LOCAL 1707

## ELECTION RESULTS ANNOUNCED

Election of Shop Stewards has been completed. The following Stewards are prepared to answer your questions, and hear your grievances:

Ground Floor:	Jerry Raymond
First Floor:	Clayton Betts
Second Floor:	George Davis
Fourth Floor:	Harnitha Coke
Fifth Floor:	Winnie Whitfield
Madison Ave.:	Meta Cordy Joan Benevenuto

The Shop Stewards were officially congratulated and welcomed at the July 7th Executive Board Meeting.

## ABOUT THIS NEWSLETTER.....

This is the first issue of our IIE Union Newsletter. It is through this newsletter that we hope to keep Union members up-to-date on what is happening within IIE, and in the Local Headquarters. It is a medium through which Union members can express their opinions, and ask their questions (and, we hope, have them answered).

Like all new babies, this Newsletter will need help, understanding and suggestions. You are cordially invited; in fact, urgently requested, to submit letters, articles, recommendations, criticisms and inquiries.

## RE: THE IIE WORK DAY

On July 1 a statement signed by President Martin Begun was given to Mr. Sims and Mrs. Orear regarding Mr. Sims' June 24 memo on the IIE Work Day. The statement clarified Union position on the disciplinary procedures stated in the memorandum. Mr. Begun pointed out that the disciplinary measures in the memorandum (paragraphs 3 and 4) "differ in substantial respects with the IIE Union contract..." Mr. Begun suggested a revision of those paragraphs so that it would not conflict with the "letter and spirit of the Union contract" in the disciplining of employees who are guilty of malfeasance, gross misconduct or incompetency.

Enforcement of disciplinary measures as stated in the memo has been suspended until Mr. Sims returns.

The statement also expressed Union determination to assist in the enforcement of the full work day.

In turn we will print summaries of things discussed at Executive Board Meetings, pertinent information on new policies and decisions, and general news about current happenings in the Chapter and Local 1707.

(Cont'd page 4)

(OVER)



FROM THE PRESIDENT.....

The birth of any publication is a happy event and I raise my glass to toast this edition of the Union Newsletter, the first of many. It is a natural fulfillment of a need long present to provide a vocal organ where Union problems may be aired and disseminated.

The decision to reserve a permanent column for the Union President is particularly gratifying and I as well as my successors shall take full advantage to use this means to speak not only to Union members but to all who are interested in staff-management relations.

Currently and of special concern the problem of tardiness occupies the attention of staff-management. In all our discussions with management the Union has stressed the need of observing the established work day, and the reduction of tardiness. Elsewhere in this Newsletter, reports of our negotiations to arrive at a mutually agreeable set of criteria, will be found. Until there is agreement with respect to these criteria, the Union will not accept an arbitrary and unilateral set of rules which change or modify the letter and spirit of the existing Union contract.

In a spirit of cooperation and understanding the Union has engaged in several luncheon meetings with management, wherein an atmosphere of informality and cordiality, information and viewpoints are exchanged, with a view to solving the problem. These luncheon meetings have proven fruitful and are consistent with the principle

REPORT ON EXECUTIVE BOARD MEETING

At the July 7 Executive Board Meeting a discussion of the major function of the IIE Union in defending its members was held.

The announcement was made that there are quite a few new members.

The next General Meeting will be called in the Autumn. Among the topics to be discussed at the Fall meeting will be the Health Insurance Program, a plan not now available to Union members.

## \* A CONTEST ! \*

NAME THIS NEWSLETTER

Submit suggestions to Linda Brailove at the Reception Desk by September 15, 1960

PRIZE TO BE ANNOUNCED

of collective bargaining and the achievement of mutually beneficial objectives.

Collective bargaining underlies the whole Union-management relationship. Your Union leadership is firmly committed to this principle and to the utilization of all means to encourage its use in settling outstanding issues.

A word of thanks to the Editor of the Newsletter for her enthusiasm in organizing this first issue—always the most difficult. It is this spirit of cooperation which imparts to an organization the vitality to pursue its mission.

Martin Begun



SOME REFLECTIONS OF AN OUTGOING  
PRESIDENT.....

In two years you can learn Russian, sail around the world on a raft or buy a car on the installment plan. You can also hold two negotiations, process several grievances and witness a partial turnover in Union membership. You cannot do all, however, and I've always thought rafts were too risky.

The IIE Union presidency is a challenging and exciting job. It has many dimensions, requires various specializations and has innumerable rewards. The demands of the past two years have been no exception.

In Negotiations there were advances made in contract provisions and in salary scales. Among the gains were another paid holiday and the right of employees within the bargaining unit who work overtime to have the option of pay or equivalent time off. In addition, a clause was included to permit the Union to contest, under the grievance machinery, any decision of the Institute which places newly created jobs outside the bargaining unit. Salaries were increased by five

dollars for all grades I through VIII over a two-year period and while the settlement was less than we liked, it was more than Management had planned to give.

Two years of grievances seems like a never-ending procession of problems. Actually, problems of contract interpretation for individual employees have been kept to a minimum for three major reasons: weekly meetings with the Personnel Director; who has shown cooperation and understanding of the Union position; weekly Union Executive Board

meetings held to learn of potential difficulties and to keep Union members informed; the individual and collective support of Union members.

There are many members who have served on the Board and have given their time and energy and to them I owe my thanks. I want to pay special tribute to Betty Agree who has served as Grievance Chairman with sensitivity, intelligence and perspective. Whenever there has been need we have had assistance from Local 1707 and we look forward to working with Leila Seigel who will be servicing our chapter.

The past two years have meant changes in Union membership, great losses and new gains. We miss Clarissa Hoffman and her enthusiasm and ability and Union experience. But we also welcome new members who give promise of talent, initiative and imagination. It will be exciting to watch their contributions to Union activity. This Newsletter is but one example.

An outgoing president should conclude with a view to the future. There will be increasing Union activity and opportunity to fulfill our role as the voice of the staff. As changes come to the Institute, we will be implicitly involved and we must be alert and responsible. Each of us is charged with:

Knowing the contract and observing it;

Attending Union meetings and supporting Union activities;

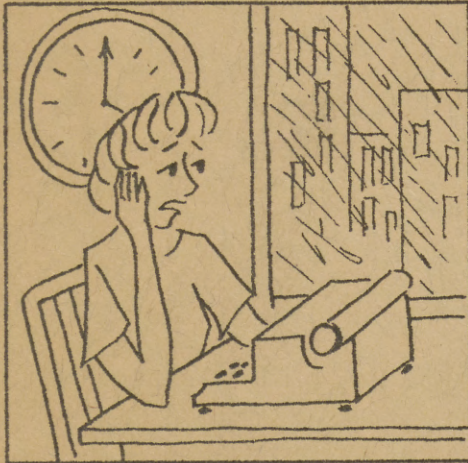
Keeping Shop Stewards informed of potential problem situations.

As Union members we can do no less.

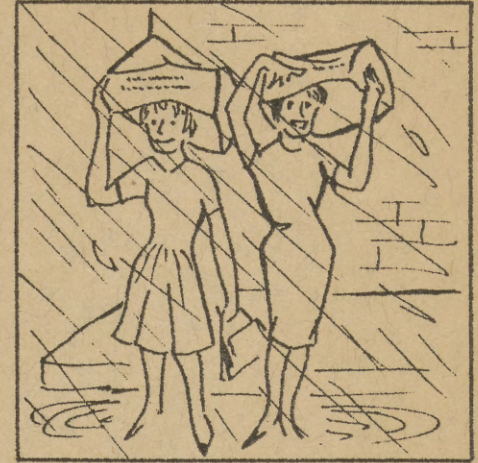
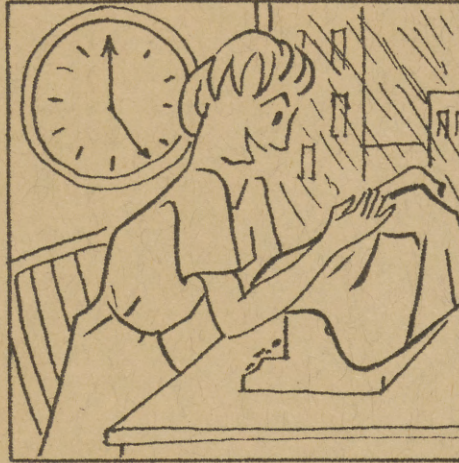
Nancy McNabb

(OVER)





EDIE KASHUN

IIE THINKS OF EVERYTHING--EVEN  
RAIN HATS

(Cont'd from page 1)

This first issue, however, is being distributed to all Institute staff members, and emphasizes an invitation to all those eligible between Grades I and VIII to join the Union. Because of Union negotiations almost everyone received a raise this month, and when the present contract expires, the Union will negotiate again for improvements and benefits. It is the Union that follows up on grievances, and will represent you when questions of infringement of the contract arise. The more members, the stronger the bargaining power. You are needed to give the Chapter necessary support and strength. Additional members in our Chapter will enable the Union to achieve its just demands.

A sailboat stranded on a lake  
When winds refuse to blow,  
Is just as bad as AFL  
Without the CIO.  
The smooth and silken sandy beach  
Without the salty sea,  
Is just as sad as AFS  
Without the CME.  
So fill the sails and come on board  
And bring your friends along,  
When we achieve full membership  
Our Union will be strong!

OEIU: 153

Union Laureate

#### SEPTEMBER DESIGNATED MEMBERSHIP DRIVE MONTH

At a recent Executive Board Meeting, September was designated as the month for an all-out drive to increase Union membership. Special activities are planned to acquaint eligible staff members with Union activities. Keep this in mind, and tell your friends.

Better still, sign them up now. Austin Brown will give you application forms.

#### IIE UNION NEWSLETTER

Published by:

IIE Chapter AFSCME-AFL-CIO Local 1707

Martin Begun, President  
Austin Brown, Vice President  
Louise Dean, Secretary  
Nancy McNabb, Negotiations  
Chairman  
Betty Agree, Grievance  
Chairman  
Jennie Zweden, J.C.C. Delegate  
Linda Brailove, Education  
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Diana Zafarano, Housing, Social  
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Editor: Linda Brailove

Art work: Tom Moreck

Clayton Betts



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August 15, 1961

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SCHOLARSHIP PROGRAM DIRECTOR

Mr. Martin Begun  
Special Assistant  
Office of the President  
Institute of International Education  
800 Second Avenue at 42nd Street  
New York 17, New York

Dear Martin:

I'm sorry to hear that you will no longer be supervising our program, for in your capable hands our problems were kept to a minimum.

I want to wish you every success in your new assignments. It is good to know that I will still be seeing you in New York.

Thanks for all the dedicated help that you gave to the launching of our program.

Sincerely yours,

*Bill*

WILLIAM C. PINE  
Scholarship Program Director

WCP:ir



MEMORANDUM

October 5, 1961

TO: Martin Begun

FROM: Kenneth Holland *K.H.* cc: Jacqz  
Orear  
Thurston

SUBJECT: Recent Arrival of African Students

John Thurston has told me of the outstanding job you did in the recent arrival of African students. He spoke of your efficiency and devotion and the long hours you contributed to making this a successful Institute job. I want to add my thanks and appreciation for your outstanding work on this program.

I hope you enjoyed your trip to Europe.



INSTITUTE OF  
INTERNATIONAL  
EDUCATION

GENERAL ANNOUNCEMENT NO. 145

Issued: March 26, 1962

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SUBJECT: Appointment of Mrs. Jane W. Jacqz as Executive Assistant To  
The Executive Vice President For Programs and Projects

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Effective March 26, Mrs. Jane Jacqz will assume  
the position of Executive Assistant to Albert G.  
Sims, Executive Vice President For Programs and  
Projects. Mrs. Jacqz has been Chief of Secretariat.

Martin Begun will be Acting Chief of Secretariat.

Kenneth Holland  
President