



UnionYes

Lorena Gonzalez
Secretary-Treasurer/CEO

Mickey Kasparian
President

San Diego and Imperial Counties Labor Council



March 16, 2011

Dear Local Union Leader:

We would like to announce a new benefit for union members. A scholarship program for high school seniors will be announced at this year's Labor Council Dinner on March 19th. It is being offered exclusively to children of union members who are in good standing with their local.

The first year scholarship will be **\$2,500** with an additional **\$1,000** per year for a maximum of three years if the student continues to meet scholarship standards.

The goal of the program is to assist students in their educational endeavors at a trade or technical school, community college, four-year university or college. This year the deadline for applying will be April 30, with the scholarship winners notified in early May for the September school year.

I am enclosing a packet for your local to distribute to interested applicants. The packet includes a scholarship policy statement and application form. The application process, which is detailed in the packet, includes submitting two letters of recommendation, current high school transcripts, a letter from the student's parent/guardians' union verifying their good standing with their local, and a 500-750 word essay. This year's essay topic is, **"What role have unions played in building the middle class?"**

When the application has been completed, please mail it to:

Labor Scholarship Competition
Labor's Alliance/Employee Rights Center
4265 Fairmont Ave. Suite 210
San Diego, CA 92105

The Scholarship is the result of a bequest by **The San Diego Labor Education and Development Fund.**

Sincerely,

Lorena Gonzalez
Secretary-Treasurer/CEO

cc: Tom Wood, President, Labor's Alliance

LABOR ALLIANCE SCHOLARSHIP POLICY

The Labor Union Scholarship Program for Children of Union Members (hereafter “Program”) supports higher education and upward mobility by offering a scholarship program for children of union members who are high school seniors. The Scholarship Program for Children of Union Members in good standing with their local union is a competitive program offered to children and legal dependents of union members (“Recipients”). Scholarships are offered for students who will continue their education at a trade or technical school, community college or four year university or college. The following is Labor Alliance’s policy for determining eligibility for the Scholarship and how recipients for the scholarship will be determined. Recipients must meet both the Student Eligibility Requirements and have a Parent or Guardian who meets the Parent-Guardian Eligibility requirements described below.

Student Eligibility Requirements

In order to be eligible for the Program the Recipient must meet all of the eligibility requirements below on the date of high school graduation, irrespective of when the winning recipient is determined. The Eligibility for the Student Recipient is as follows:

1. Must be the child or legal dependent of a union member in good standing with her or his local union (as described under Parent-Guardian Eligibility below);
2. Must be a senior who will be graduating from high school in the academic year she or he applies;
3. Must have a 3.0 or better grade point average GPA on a 4.0 scale (or equivalent thereof as determined under the sole discretion of the Labor’s Alliance) with an official transcript from any high school :
4. Must have community and/or extracurricular school activities as well as demonstrating a potential for full-time college-level courses;
5. Must have applied or plan to enter an accredited college or other higher education program on a full-time basis for the whole academic year which follows his or her graduation.

Parent-Guardian Eligibility:

In order to be eligible for the Program the Recipient's Parent-Guardian must meet all of the eligibility requirements below on the date of application. The Eligibility for the Parent-Guardian is as follows:

1. At least one parent or guardian must be a member in good standing with a local union in San Diego or Imperial County. While announcements of the scholarship and applications will be made to the Carpenters' Union and unions affiliated with the San Diego-Imperial Counties Labor Council, the child of any union member in good standing is eligible to apply, even if the labor union of the child's parent is not affiliated.
2. Union membership of a second parent or guardian may be considered as a tie-breaker at the discretion of Labor's Alliance.

The Application Process

In order to apply for the Scholarship the applicant needs to complete the steps below. Labor Alliance is not responsible for applications lost, misplaced or delayed through the mail or other delivery services. It is the sole responsibility of the applicant to ensure receipt of any application or materials. The following is the application procedure.

1. Complete a Labor Alliance Scholarship Application with your personal and academic information attaching additional sheets of paper if needed. Include your name and address on all attachments.
2. Attach the official transcript of grades from your high school.
3. Supply two letters of Recommendation from your teacher, advisor, school, counselor, employer, work supervisor or long-term family friend who knows you and your accomplishments.
4. Write a 500-750 word essay on the labor topic assigned for the year's competition. The topic will be chosen by the Trustees and will be available with the Labor Alliance Scholarship Application.
5. Submit a letter from the appropriate Local Union confirming the parent/guardian's good standing status.

6. Only the information you provide in this packet will be considered in choosing the winning applicant. Mail or deliver your application, essay, transcripts, letters of recommendation to:

Labor Scholarship Competition
Labor Alliance/ERC
4265 Fairmount Ave., Suite 210
San Diego, CA 92105

Applications and their attachments for the first scholarship must be submitted in person by 4:00pm on April 30, 2011 or postmarked on or before that date, if mailed.

The Selection Process:

To maintain impartiality in the selection of recipients, the program is administered by Labor Alliance with participation of Labor Education Fund Trustees at the finalist stage. Selection of the Recipient will be made in accordance with the procedures below.

1. Labor Alliance Scholarship Committee considers both academic criteria and service to school and community. Academic achievement will be evaluated based on GPA, SAT test scores and class ranking. School and Community service will consider all aspects of citizenship including leadership, work experience, letters of recommendation, extracurricular sports and activities, career and education goals.
2. Only information appearing in the Application Packet discussed above will be considered so it is the student's responsibility to make sure the Labor's Alliance has all of the required documents.
3. Labor Alliance Scholarship Committee is solely responsible for evaluating applications. It will identify 5-10 finalists for the scholarship. The Labor Education Fund Trustees will interview the finalists. Each member of the committee will individually rank the candidates before discussion to determine the conditional winner and at least one alternate. The Labor's Alliance will contact the winning recipient by mail and the alternate upon decision by the Committee.
4. The conditional winner of the scholarship will be announced at the San-Diego-Imperial Counties Labor Council annual dinner each year.

5. While the scholarship recipient and any alternate(s) are chosen in March, the winner must meet all Eligibility Requirements at the time of high-school graduation.
6. The first alternate will receive the scholarship funds if the chosen recipient does not meet the grade or another eligibility requirement of the Labor Union Scholarship at the end of the academic year. The first alternate also needs to meet the eligibility requirements at graduation.
7. Likewise, continued scholarship assistance to the recipient requires eligibility at the end of any college (or other qualified post-high school education) academic year to receive the funds; and such further assistance is limited to a maximum of three (3) additional years in accordance with the continuing scholarship policy below.
8. If funds allow, more than one scholarship may be given in any year at the discretion of the Labor .Education Fund Trustees.

Use of Scholarship Funds

Scholarship funds may be used for undergraduate college expenses such as tuition and fees, books, computers or required equipment or room and board. Students may choose any major or area of study. This scholarship may also be given to students who plan to attend an accredited vocational or technical school or learn a trade including but not limited to pipe-fitting, auto mechanics, welding, emergency medical technician, computer programming or police work.

Payment of Awarded Scholarship and Amount

Scholarships are paid annually through the college or trade school of the Recipient's choice within thirty (30) days of enrollment. If the student drops out of school or is no longer a full-time student before the end of the school year or does not re-enroll, she or he will forfeit any future award. The Labor Education Fund Trustees will have discretion to determine the amount of the award each year because the money going into the Scholarship Fund varies with the stock market and earnings of the Labor Education Fund whose principal is to be permanently administered and invested by San Diego Foundation. While the scholarship amounts typically range between \$1000 and \$2500, amounts will be determined by funds available by the sole discretion of the Labor . Education Fund Trustees.

Continuing Scholarship

The recipient may receive additional scholarship funds for up to three (3) more years of education if he or she continues to meet the eligibility requirements including full-time student status and a cumulative college GPA of 3.0 or better on a 4.0 scale (or what Labor Alliance determines to be the equivalent at schools using alternate grading.) In order for the Recipient to receive the continuing scholarship the Recipient needs to contact Labor Alliance by the 1st of July before the start of the next academic school year. Labor Alliance will contact the Recipient in the following August to inform the Recipient if they will be receiving the continuing scholarship. Receipt of the continuing scholarship in one year does not guarantee Recipient of receiving additional funds or the same amount of funds for any additional years. The continuing scholarship is subject to the sole discretion of Labor Education Fund Trustees and availability of funds. Should our recipient fall below the required GPA at the end of any college school year, Labor Alliance will terminate all future assistance to her or him. Should our recipient fail to be a full time student for reasons other than health, Labor alliance retains the discretion to terminate all future assistance.

Program Limits

Labor Education Fund and Labor Alliance each retain the right to change or terminate this program at any time. Labor Alliance may terminate the scholarship of any recipient at its discretion for any reason including but not limited to criminal conviction, conduct that the donors or The Labor alliance Board considers inconsistent with labor values and/or prevailing norms. Once submitted, the application becomes the property of the Labor Alliance. All information will be kept private except the following:

1. Applications of the finalists will be shared with Labor Education Fund.
2. The name, name of the parent-guardians, high school, college of choice and anticipated course of study of the winning Recipient and Alternate may be shared by union publications.
3. Any lawful disclosure required by the Labor Alliance pursuant to any judicial request, IRS request, subpoena, or any other reason where disclosure would be required by law.

LABOR UNION SCHOLARSHIP APPLICATION

This document is the application for the "Labor Union Scholarship". In order to apply for the scholarship please fill out the information below fully and completely. In addition, please attach the documents requested in section 6. Please review the "Labor Alliance Scholarship Policy" prior to applying. If you need to attach additional sheets please place your name and phone number on each sheet and make sure they are securely attached to the Application.

I. Applicant Information

1. Identity and Contact Information

Name _____ Social Security Number _____ Date of Birth _____
Home address _____
Phone(s) _____ E-Mail Address _____

2. For statistical and tie-breaker purposes: Your Sex _____
__ American Indian/Alaska Native __ Asian __ White __ Black/Afro-American
__ Latino/Hispanic __ Native Hawaiian/Pacific Islander __ Multi-Racial

3. Academics

Name of High School _____ Graduation
Month & Year _____ Current GPA _____ Class ranking _____ in a class of _____
Major _____ Minor _____ Other _____
SAT Scores _____ Math _____ Language _____ Other exam-Scores _____

School Official's Signature and Title

_____ Date _____
Phone _____ E-Mail _____
Full Address and Zip Code of School _____

4. Work Experience for Up To Last 5 Years:

a. Employer & Position: _____

From Mo/Yr _____ To Mo/Yr _____ Hours per week _____ Amount Paid _____ per _____

Duties: _____

b. Employer & Position: _____

From Mo/Yr _____ To Mo/Yr _____ Hours per week _____ Amount Paid _____ per _____

Duties: _____

5. Community Service, Activities & Honors From 9th Grade- Present:

a. Activity _____ # of Years _____

Awards/Honors/Offices Held;

b. Activity _____ # of Years _____

Awards/Honors/Offices Held;

c. Activity _____ # of Years _____

Awards/Honors/Offices Held;

d. Activity _____ # of Years _____

Awards/Honors/Offices Held;

6. Goals & Personal Plans: In one or 2 brief paragraphs, tell us what you hope to do in terms of career, education and long-term hopes. (Attached additional sheet if necessary)_____

II. Parent Guardian Information

In order to qualify for the "Labor Union Scholarship" at least one parent-guardian must be a member of a San Diego or Imperial County labor union and be in good standing. Please review the "Labor Alliance Scholarship Policy" for further information.

1. Name of Union Member Parent or Guardian _____

Are you a dependant of this member? _____

Name of Union they are a Member of _____

Phone number and Email of Union _____

2. Name of Other Parent or Guardian _____

Are they a Union Member? _____

Name of Union they are a Member of _____

Phone number and Email of Union _____

III. Additional Documentation

Please submit the following documentation in addition to this application;

1. Two letters of recommendation;
2. Current High School Transcripts including the grading scale;
3. Your 500-750 word essay on the labor topic assigned for this year's competition
4. A letter from your parents/guardians' Union verifying their good standing.

The Labor topic for this year is:

“What role have unions played in building the middle class?”

Please mail or hand-deliver the application and additional documentation to the following address:

Labor Scholarship and Labor Alliance
4265 Fairmont Ave., Suite 210
San Diego, CA 92105

Hand delivered by 4:00pm or Postmarked no later than April 30, 2011.

IV. Certification:

We certify that the information in this application is complete and correct to the best of our knowledge:

Applicant's Signature _____

Date _____

Union Member's Signature(s) _____

Date _____