

# **SOUTH CENTRAL IOWA FEDERATION OF LABOR, AFL-CIO**

## **JAMES CAFFREY \$500 SCHOLARSHIP APPLICATION AND QUESTIONNAIRE**

The South Central Iowa Federation of Labor (SCIFL) Executive Board is excited to announce a change to our annual James Caffrey Scholarship application process.

### ***Why Change?***

This year, we've decided to move away from the traditional essay format to a Labor Questionnaire and Personal Interviews because we want to engage with young adults in a more interactive way. Through the questionnaire and interviews, we aim to educate participants about the importance of unions and their impact on working families and communities.

The interview process is designed to be more of a conversation—an opportunity for us to connect with you, hear your thoughts, and share insights about the vital role unions play in ensuring fair treatment and strong voices in the workplace. By participating, you'll not only compete for a scholarship but also gain valuable knowledge and perspectives on the labor movement.

We encourage all union members to share this opportunity with eligible high school seniors in their family. Union Local Representatives are requested to post this announcement on bulletin boards and in union halls.

We look forward to reviewing your submissions and meeting each of you during the interview process. If you have any questions or concerns, feel free to contact our office at any time. Good luck to all applicants!

Below are the details and requirements for participation:

### **Scholarship Application Details:**

#### **1. Eligibility:**

- Open to high school seniors with a family member or relative who is a union member. Applicants must list their family member's Union Local affiliation on the application.

#### **2. Submission Requirements:**

- Applicants must complete the attached application form and answer all nine questions on the Labor Questionnaire. Each question must include a brief explanation for the answer.
- Incomplete applications or questionnaires will not be accepted.

#### **3. Timeline:**

- **Submission Deadline: March 12, 2025.** All applications and questionnaires must be received by this date. No extensions will be granted.
- **Interviews:** Scheduled between March 13, 2025 - March 30, 2025. Applicants who successfully complete the application and questionnaire will be invited for a brief personal interview with the SCIFL Executive Board. No need to be nervous.
- **Winner Announcement:** The scholarship winner will be announced at the SCIFL Council Meeting on April 12, 2025, and notified by April 13, 2025.

#### **4. Submission Address:**

Mail the completed application form and questionnaire to:

**South Central Iowa Federation of Labor**  
**Attn: James Caffrey Scholarship Application Committee**  
**2000 Walker Street, Suite H**  
**Des Moines, Iowa 50317**

# JAMES CAFFREY \$500 SCHOLARSHIP APPLICATION FORM

## Applicant Information:

- Name: \_\_\_\_\_
- Parent(s)/Guardian(s): \_\_\_\_\_
- Address: \_\_\_\_\_
- Phone: \_\_\_\_\_
- Email Address: \_\_\_\_\_

## Union Affiliation:

Local Union of Parent/Guardian/Relative: \_\_\_\_\_

## Goals:

Describe your college, career, or trade goals: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Achievements:

List any special honors/recognitions received in high school or from community service work:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# 2025 JAMES CAFFREY SCHOLARSHIP LABOR QUESTIONNAIRE

Applicant Name \_\_\_\_\_

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Instructions: Answer ALL questions below. Each answer **must** include a brief explanation.

1. What event led to the establishment of Labor Day as a national holiday?
  - a. The Pullman Strike
  - b. The Haymarket Riot
  - c. The Homestead Strike
  - d. The Triangle Shirtwaist Factory Fire

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. What did the Wagner Act of 1935 strengthen?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. The Taft-Hartley Act of 1947 expanded what?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What was the purpose of the Fair Labor Standards Act of 1938?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Why is collective bargaining important to the labor movement?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Should there be laws regulating child labor? Why or why not?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. What law regulates Iowa Public Sector Bargaining for public employees?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. What effects came from the changes to the Public Sector Law in Iowa over the last 50 years?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Do you believe unions are still a necessity for workers? Why or why not?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Applicant Name \_\_\_\_\_

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Important Notes:

- All applications and questionnaires must be received by March 12, 2025.
- No late entries will be accepted.
- Interviews will be scheduled between March 13, 2025 - March 30, 2025.
- The scholarship winner will be notified by April 13, 2025.

***Thank you*** for participating, and good luck to all applicants!