

**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. We will be awarding two \$500 scholarships this year. The first scholarship is for the winning senior who is actively preparing to attend college and the second \$500 scholarship for the winning senior preparing to attend a labor apprenticeship program.

*Why Change?*

Last year, we 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:**

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

**2. Submission Requirements:**

- a. 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.
- b. Incomplete applications or questionnaires will not be accepted.

**3. Timeline:**

- a. Submission Deadline: March 10<sup>th</sup>, 2026. All applications and questionnaires must be received by this date. NO extensions will be granted.
- b. Interviews: Scheduled between March 11, 2026 -March 30, 2026. 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. Interviews via zoom and or in person.
- c. Winner Announcement: The scholarship winner will be notified by April 8, 2026.

**4. Submission Address**

- a. 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, IA 50317

**Turn this instruction page over and fill out your APPLICATION FORM.**

## JAMES CAFFREY \$500 SCHOLARSHIP APPLICATION FORM

### Application Information

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

### Union Affiliation:

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

### Goals:

(Mark One)

COLLEGE \_\_\_\_\_

APPRENTICESHIP \_\_\_\_\_

Describe your college, apprenticeship career goals: \_\_\_\_\_

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### Achievements:

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

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Next step: Complete the 9 questions on the next page/s.

APPLICANT NAME \_\_\_\_\_ College \_\_\_\_\_ Apprenticeship \_\_\_\_\_

2026 Caffrey Scholarship Questionnaire

1. What does it mean to be in a union?

COMMENT \_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

2. What past Iowa labor leader resonates with you and briefly summarize why.  
(Visit [www.laborcenter.uiowa.edu/iowa-labor](http://www.laborcenter.uiowa.edu/iowa-labor) history-oral-project.)

COMMENT \_\_\_\_\_

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\_\_\_\_\_

3. How have labor unions evolved from their historical roots to the roles they play in today’s workforce, and what societal challenges are labor unions now addressing?

COMMENT \_\_\_\_\_

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4. What is the importance of Union representation?

COMMENT \_\_\_\_\_

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\_\_\_\_\_

APPLICANT NAME \_\_\_\_\_ College \_\_\_\_\_ Apprenticeship \_\_\_\_\_

**5. What was the Ludlow Massacre and how did it influence the Labor Movement?**

COMMENT \_\_\_\_\_

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**6. What is the National Labor Relations Act of 1935 and how did it effect labor?**

COMMENT \_\_\_\_\_

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**7. Who is or has been the most influential person in your life and why?**

COMMENT \_\_\_\_\_

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\_\_\_\_\_

**8. Have you ever visited the Iowa State Capital? Have your ever visited any other state Capitals-which one/s?**

COMMENT \_\_\_\_\_

\_\_\_\_\_

**9. Why should you be in a union?**

COMMENT \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

THANK YOU FOR PARTICIPATING AND GOOD LUCK TO ALL APPLICANTS. RETURN YOUR COMPLETED APPLICATION FORM AND THIS COMPLETED QUESTIONNAIRE BY MARCH 10<sup>TH</sup> 2026. RETURN TO SCIFL, 2000 WALKER STREET SUITE H, DES MOINES, IA 50317. NO LATE ENTRIES WILL BE ACCEPTED. INTERVIEWS WILL BE SCHEDULED BETWEEN MARCH 12<sup>TH</sup>-30<sup>TH</sup>. WINNER WILL BE NOTIFIED APRIL 8<sup>TH</sup>, 2026.