

SEIU 1107 PURPOSE OF SCHOLARSHIP

RACINE/GUTIERREZ/HENRY SCHOLARSHIP AWARDS

The scholarship program is intended to assist individuals in the development of employment related qualifications while 1) developing a personal awareness of how a union has positively impacted the life of the applicant or applicant's relatives and 2) promoting longevity for the applicant's continued association with worker rights.

APPLICANT EVALUATION AND AWARD CRITERIA

The Union must develop and maintain procedures that 1) ensure that an applicant's identity remains anonymous to the Awards Committee and 2) disqualifies any application that may reasonably be connected by the Awards Committee to a particular Union member, director, officer, agent, or employee. The Awards Committee must be instructed to also disqualify an application that it reasonably concludes is connected to a particular Union member, director, officer, agent, or employee.

The Union will develop and may change from time-to-time minimum award criteria, but at no time may award criteria be discriminatory or be designed to encourage, discourage, or promote applications from any particular Union member, director, officer, agent, or employee. A criterion for each application must be the submission of a maximum four-hundred-word essay written by the applicant that details that applicant's personal or familial experience with unions. The Awards Committee must be instructed that essays that primarily recite the history of the labor movement shall be deemed insufficient for the award of a scholarship. The Awards Committee must also be instructed that due to the diversity of the human experience, educational pursuits, and jobs, at least some of the scholarship awards should be made to individuals who have a less than stellar grade point average, should grade point average be made a scholarship criterion for consideration.

APPLICATION DEADLINE

Starting in 2025, the application deadline will be July 20 of each year. Applications received after the application deadline will not be considered.

ELIGIBILITY

Current members of the Nevada Service Employees Union ("Union"), their spouse/registered domestic partner and their dependent children (as defined by IRS regulations) may apply for a scholarship. At least one year of continuous Union membership by the qualifying Union member is necessary for an applicant to be eligible. The one-year membership minimum must be satisfied by May 31 of the

year in which the scholarship is awarded. An applicant must not have been a previous recipient of a Union scholarship.

COVERED AREAS OF STUDY & SCHOLARSHIP USES

A condition of each scholarship is that it must be used only for qualified tuition and related expenses within the meaning of 26 U.S.C. § 117(b)(2), and for room and board. A scholarship can be used only for: (1) tuition and fees required for the enrollment or attendance of the student at a qualifying institution; (2) fees, books, supplies, and equipment required for courses of instruction at such an educational institution; and (3) room and board.

AWARDS COMMITTEE

The Union will establish a five -member Awards Committee that will evaluate each application and award scholarships consistent with the amount and scholarship criteria as instructed by the Union. No Union member, director, officer, agent, employee, or family member of such may sit on the Awards Committee. Elected officials, management personnel from Union bargaining units, and their families are ineligible to serve on the Awards Committee. The Union President in consultation with the Executive Director will organize the Awards Committee. At least three members of the Awards Committee should be associated with a labor organization. The fourth and fifth member of the Awards Committee may be from the community at large.

AWARD DISTRIBUTION AND RECOVERY

Unless a deferral is arranged in advance, failure to show enrollment in a program by September 30 in the year in which the award is made constitutes a rejection of the award. Rejected awards will not be reinstated. Under no circumstances will scholarship funds be distributed to anyone other than the awardee or the program in which the awardee is enrolled. A one-time deferral may be made to the following academic year. The Union will establish the procedure for securing a deferral.

If the Union discovers that any member of the Awards Committee knew the identity of the awardee prior to the scholarship being awarded or if the Union discovers that any part of the scholarship is not being used in furtherance of the purposes of the scholarship, the Union shall revoke the scholarship, not make any further distribution of scholarship funds, and take all reasonable and appropriate steps to recover distributed funds and/or ensure restoration of the diverted funds to the purposes of the grant. Applicants must be made aware of this policy prior to submission of their application.

RECORDKEEPING AND PROCEDURES

The Union shall keep all necessary records to ensure compliance with all laws and regulations regarding the distribution of Union funds. The Union will develop all necessary procedures to comply with this Policy and any other tangential opinions that may be advised by legal counsel.