

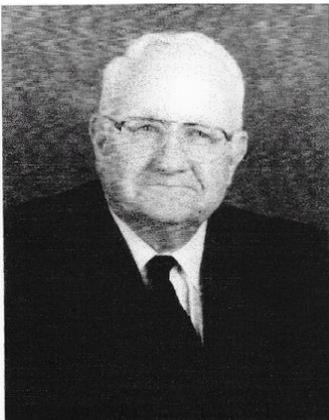


## **QUAD-CITY AREA LABOR-MANAGEMENT COUNCIL**

P. O. BOX 1365, MOLINE, IL 61266-1365  
(309) 794-9194 – FAX (309) 794-0984 – E-MAIL: [qcalm@qcalm.org](mailto:qcalm@qcalm.org)

**QCALM 2016 Scholarship Application Materials  
are attached.**

**Please send your essay and a picture of  
yourself, for media purposes if you are chosen  
as a winner.**



*- Vision of the Future*

## **I. WEIR SEARS**

### ***Sears Manufacturing Company***

Isaac Howe Sears, great-grandfather of I. Weir Sears, Jr., moved from New York to Davenport, Iowa, in 1855 where he began in a downtown shop producing harnesses for farm horses. By 1893 the growing business was producing not only harnesses, but also saddles, buggy whips and horse blankets. Pup tents and pistol holsters were added to the product line during WWI and WWII. During this period, Weir's grandfather, Isaac Lewis Sears, joined the business.

To keep up with the rapidly changing times, Isaac Weir Sears, Sr. led the company through a difficult transitional period to meet the needs of the farmer. The way of farming was changing and horses were being replaced by tractors. By 1947, Sears began to make metal seats for agricultural and industrial equipment.

In 1951, after graduating from St. Ambrose, I. Weir Sears, Jr., joined the company. The company achieved its first \$1 million year in 1960. Today its annual sales worldwide are many times that. In 1973, he became the fourth generation to own Sears Manufacturing Co. Weir continues to hold the office of Chairman of the company. Day to day leadership for the business has been turned over to the fifth generation, CEO. James Sears.

Weir, known by his employees as both a good family man and a good businessman, has a keen appreciation for his employees. He tries to know everyone by name and the company has now grown to more than 550 employees. He believed as his father, that he should know how to do all of the work in the factory. He was a leader in promoting labor-management cooperation at the workplace which led to Sears Manufacturing Co. and the United Auto Workers Local 1896 being the first Exemplary Labor-Management Cooperation team to win QCALM's first award in 1989.

Weir and Sears Manufacturing Company have been advocates of upgrading skills and continuing education for their employees. During the fall of 1991 and into 1992, the company and union cooperated to offer a series of classes. 50 Sears employees took part in these classes and 27 employees went on to complete their GED. This culminated in Sears and UAW receiving an award for their literacy program from the Bi-State Literacy Council. The award was presented on site in 1992 by First Lady, Barbara Bush. The Company and Union continue to work together in providing ongoing training programs.

Weir is a persevering, generous family man, community leader and good businessman. His appreciation for education and dedication to helping others, through labor-management cooperation, led to the establishment of a management scholarship in his name on the 9th day of May, 1999.

# QCALM's I. WEIR SEARS LABOR-MANAGEMENT SCHOLARSHIP

## PURPOSE

The purpose of the scholarship is to help and encourage graduating seniors from Henry, Mercer and Rock Island counties in Illinois and Muscatine, Scott, and Clinton counties in Iowa, to continue their formal education by attending a four-year college, university, community college or a vocational / technical school.

## AMOUNT OF AWARD

One scholarship in the amount of \$1000 will be awarded to two graduating high school seniors.

## ELIGIBILITY

Criteria for the scholarship:

1. Graduating senior from an accredited public, private or parochial school in Henry, Mercer or Rock Island County in Illinois, or Clinton, Muscatine or Scott County in Iowa
2. Cumulative grade point average (GPA) of 2.0 or better
3. Pursuing a degree or diploma from an accredited school.
4. Write an essay. Essays will range from 750 - 1000 typed words and be double-spaced. The topic of the essay **must** discuss the history of labor, the collective bargaining process and the labor-management cooperation concept. The essays may be researched and the source referenced by footnotes where appropriate. We would caution applicants not to lift text directly from the internet, but to comprehend the subject well enough to put it in their own words. Essay should not be stapled, bound in any way or have applicant name on it. (This is for privacy while being judged by the scholarship committee) Winners will be requested to send in a disk containing their essay.

## SELECTION & NOTIFICATION

The attached application must be completed and submitted with the essay and references prior to the **deadline date of April 6, 2016**. The recipients of the scholarships will be determined by the scholarship committee of the Quad-City Area Labor-Management Council. Final candidates may be interviewed.

**Applicants who do not submit all components (application, essay and two references) will not be considered for the award.**

Recipients will be notified by April 13, 2016. The awards will be presented at QCALM's scholarship luncheon and labor-management awards banquet April 21, 2016. The awardees and their parents will be our guests.

## PAYMENT OF THE AWARD

The scholarship awards will be paid directly to the school's financial aid office upon **receipt of proof, each semester, of registration** at an accredited college, university, community college or vocational / technical school. Distribution will be one half at the beginning of the school year and one half at the beginning of the second semester.

**QCALM's I. WEIR SEARS LABOR-MANAGEMENT SCHOLARSHIP  
APPLICATION FORM**

Please use typewriter or PRINT in black ink.

Name \_\_\_\_\_  
Last first middle

Address \_\_\_\_\_ Phone \_\_\_\_\_  
street city state zip

Name of School \_\_\_\_\_ GPA \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_  
street city state zip

Name of School Counselor \_\_\_\_\_

Father's Name \_\_\_\_\_ Occupation \_\_\_\_\_

Employer \_\_\_\_\_

Mother's Name \_\_\_\_\_ Occupation \_\_\_\_\_

Employer \_\_\_\_\_

Number in immediate family living at home \_\_\_\_\_

What course of study or training are you planning to follow? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What are your job/career objective or goals? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Where do you anticipate pursuing your educational training? \_\_\_\_\_

\_\_\_\_\_

Have you been accepted in a college or technical school? \_\_\_\_\_ If so, where: \_\_\_\_\_

\_\_\_\_\_

List any extracurricular activities (high school, community, church, employment, etc.) you have participated in and any awards or honors received \_\_\_\_\_

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List the two references to whom you are giving the enclosed forms. References should be non-family members and include one from a teacher or counselor at your school, and one from a labor leader or a business professional.

Teacher or Counselor

1. Name \_\_\_\_\_ Phone \_\_\_\_\_

Address

\_\_\_\_\_ street \_\_\_\_\_ city \_\_\_\_\_ state \_\_\_\_\_ zip

Labor or Business

2. Name \_\_\_\_\_ Phone \_\_\_\_\_

Address

\_\_\_\_\_ street \_\_\_\_\_ city \_\_\_\_\_ state \_\_\_\_\_ zip

**PLEASE READ THE FOLLOWING AND SIGN**

By signing below I, \_\_\_\_\_, certify that I researched, developed and wrote the essay submitted. I understand that all materials submitted will become sole property of the Quad-City Area Labor-Management Council, which allows the reprint of any essay received. I also understand material submitted will not be returned nor will there be any compensation for their future use.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Parent / Guardian \_\_\_\_\_ Date \_\_\_\_\_

## REFERENCE FROM TEACHER OR COUNSELOR

You have been asked to submit a letter of reference on behalf of \_\_\_\_\_  
Student's name

for QCALM's I Weir Sears Labor-Management Scholarship. Please use this form as a guide when writing your letter of reference. **Do not** give your response to the applicant. The letter of recommendation **must be received by April 6, 2016**. Without this letter of reference, the applicant cannot be considered for the awards. Please mail to:

**QCALM's I. Weir Sears Labor-Management Scholarship**  
**Quad-City Area Labor-Management Council**  
**P. O. Box 1365**  
**Moline, IL 61266-1365**

How do you know the applicant?

Comment on the applicant's personal qualities, conduct and character:

What characteristic do you consider his/her greatest attributes?

Comment on the applicant's scholastic performance:

Do you feel the applicant's academic and career goals are realistic and does the student possess the persistence to achieve those goals?

How would you rate the applicant's potential for future personal achievement? Why?

Any additional comments:

Prepared by \_\_\_\_\_ Date \_\_\_\_\_

Employer / Title \_\_\_\_\_ Day phone \_\_\_\_\_

Signature \_\_\_\_\_

## REFERENCE FROM BUSINESS PROFESSIONAL OR LABOR LEADER

You have been asked to submit a letter of reference on behalf of \_\_\_\_\_  
Student's name

for QCALM's I. Weir Sears and Louis De Frieze Labor-Management Scholarship. Please use this form as a guide when writing your letter of reference. **Do not** give your response to the applicant. The letter of recommendation **must be received by April 6, 2016**. Without this letter of reference, the applicant cannot be considered for the awards. Please mail to:

**QCALM's I. Weir Sears Labor-Management Scholarship  
Quad-City Area Labor-Management Council  
P. O. Box 1365  
Moline, IL 61266-1365**

How do you know the applicant?

Comment on the applicant's personal qualities, conduct and character:

What characteristic do you consider his/her greatest attributes?

Do you feel the applicant's academic and career goals are realistic and does the student possess the persistence to achieve those goals?

How would you rate the applicant's potential for future personal achievement? Why?

Any additional comments:

Prepared by \_\_\_\_\_ Date \_\_\_\_\_

Employer / Title \_\_\_\_\_ Day phone \_\_\_\_\_

Signature \_\_\_\_\_