



Harvard Trade Union Program

The Harvard Trade Union Program (HTUP), which runs January through February each year, is designed for trade union officials and employees to learn advocacy skills. A full tuition grant is available to one NSO Associate Staff member under the Chip Tassone Scholarship and one, half scholarship in honor of Chuck Leberknight—OH and John Warms—NJ is available to NSO Professional Staff members. The program is a five or six-week course on the campus of Harvard University in Cambridge, MA.

Any NSO member, in good standing, must send a letter of interest in the HTUP and application to the NSO liaison. The following represents the process for consideration:

- All HTUP scholarship applications must be completed and submitted directly to the NSO Liaison;
- All applications must be received by the NSO HTUP Liaison no earlier than July 15, and no later than September 1 of any given year;
- The HTUP applicant must have their affiliate's endorsement to qualify for an NSO Scholarship and said endorsement must accompany the HTUP application;
- NSO will screen all HTUP applications per the criteria established, and provide Harvard with NSO's recommendation on who may attend and receive the NSO Scholarship;
- Pursuant to the criteria established, it is within the total discretion of the NSO Executive Committee to determine which applicant(s) should receive the NSO Scholarship(s);
- All applicants will be notified of their application status by October 15.
- Should an applicant not receive a NSO scholarship, the participant may apply again, during the application period outlined above.

➤ Selection Criteria:

- A member in good standing
- Endorsement from the applicant's NSO Affiliate
- Availability of time
- Participation level in the NSO Affiliate
- Years of service in the labor movement
- Demonstrates an understanding of the role of a union member in NSO and exhibits a high level of enthusiasm and passion evidenced in the application

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Harvard Trade Union Program Grant Agreement

This Grant Agreement is between the National Staff Organization (NSO) and the Grant Recipient (GR) and provides for repayment to NSO of scholarship funds expended on behalf of any Grant Recipient who attends, at NSO expense, the Harvard Trade Union Program (HTUP) as follows:

1. A copy of this signed Agreement shall be deemed a duplicate original.
2. The HTUP Grant Recipient, by his/her signature, promises to repay the NSO dollar-for-dollar for any NSO scholarship payments to HTUP expended on the Grant Recipient's behalf to attend HTUP in the event Grant Recipient terminates his/her employment or NSO membership within three (3) consecutive years immediately following attendance at the HTUP.
3. The NSO shall be the sole judge as to whether the HTUP Grant Recipient's actions are in breach of the Paragraph 2 three (3)-year time period above. Circumstances which do not constitute breach of Paragraph 2 are death, involuntary discharge, involuntary layoff, military leave and work or non-work injury preventing candidate from rendering HTUP leadership services to their bargaining unit. There may within the three (3)-year period be other causes which excuse repayment. Any such justification absolving repayment shall be determined by the NSO Executive Committee.
4. Consideration for this promise and agreement to repay NSO is the expectation that the HTUP Scholarship Recipient return to the workplace and render leadership services to the affiliate and its members based upon NSO-paid attendance at the HTUP.

Entered into this day _____ of _____, 20____.

NATIONAL STAFF ORGANIZATION (NSO)

HTUP SCHOLARSHIP RECIPIENT

By: _____
(Name)

By: _____
(HTUP Scholarship Recipient Name)

(NSO Title)

Date: _____

Date: _____