ALABAMA ORGANIZED LABOR AWARDS FOUNDATION

435 South McDonough Street
Montgomery, Alabama 36104

TO: All Affiliates

April 12, 2016

FROM: Bill Frederick, AOLAF Chairperson

SUBJECT: **2016 AOLAF Essay Contest and 2016 AOLAF Trade Scholarship Contest**

I am pleased to announce the **2016 AOLAF Essay Contest**, as well as, the **2016 ALABAMA POWER Trade Scholarship Contest**. This year there will be thirteen (13) essay scholarship recipients to be awarded as follows:

The 2016 Central Alabama Building Trades Scholarship:
1 - $4,000.00 Scholarship
(Funded by Central Alabama Building Trades and The Pat Keahey Law Firm)

The 2016 Billy Tindle Memorial Scholarship:
1 - $3,500.00 Scholarship
(Funded by IAM District Lodge 75 and The Pat Keahey Law Firm)

The 2016 James Albright Memorial Scholarship:
1 - $1,500.00 Scholarship
(Funded by The Gardner Firm PC)

The 2016 James F. Swindle Memorial Scholarship:
1 - $1,500.00 Scholarship
(Funded by Quinn, Connor, Weaver, Davies & Rouco Law Firm)

The 2016 Pat Keahey Scholarships:
3 - $1,000.00 Scholarships
(Funded by The Pat Keahey Law Firm)

The 2016 United Mineworkers of America Cecil E. Roberts Scholarships:
2 - $1,000.00 Scholarships
(Funded by United Mineworkers of America)

The 2016 UA Pipeliners Local 798 Scholarship:
1 - $1,000.00 Scholarship
(Funded by UA Pipeliners Local 798)

The 2016 United Steelworkers District 9 Scholarship:
1 - $1,000.00 Scholarship
(Funded by United Steelworkers District 9)

The 2016 Walker-Ennis Memorial Scholarships:

2 - $500.00 Scholarships

(Funded by Alison Washington/AFLAC)

This year, our essay topic will be:

"Historically, the National Labor Relations Board has focused on the protection of the right of employees to form and join unions and on protection of unionized workers from unfair labor practices. In recent years, the National Labor Relations Board has focused more attention on the rights of workers in union-free environments and held that a number of common employment policies – e.g., social media policies, confidentiality policies – violate the National Labor Relations Act. For example, policies that prohibit employees from posting critical or derogatory remarks about their supervisors, co-workers, or the business on social media have been found to violate the right of employees to "discuss" the workplace. Traditionally, employees have turned to unions, not the government, for protection from burdensome or unfair employer policies. Using at least three sources, discuss why the National Labor Relations Board has begun policing employment policies and whether the new focus on traditional employment policies is good or bad for employees."

The essay contest is open to current Alabama union members, their spouses, their dependents and their grandchildren that are full or part time post-secondary students. All essays must be submitted by **Friday, May 27, 2016** and the winner will be announced at the banquet on **August 13, 2016**. Enclosed please find an announcement and a contest packet. Please post the announcement and keep copies of the instruction and application forms available for your membership.

The **"Trade Scholarship"** contest does not require an essay. This year there will be 2 Trade Scholarship recipients and the amount of the scholarships will be $1,250.00 each. The applicant for this type of scholarship should be a union member or a family member of a union member. The applicant must be already accepted into a union accredited pre-apprenticeship or apprenticeship program and/or an accredited technical college. All applications for the Trade Scholarship must be submitted by **Friday, May 27, 2016** and the winners will be announced at the banquet on **August 13, 2016**. Enclosed please find an announcement and an application form. Please post the announcement and keep copies of the application forms available for your membership.

Each scholarship recipient winner and two guests shall be provided, at no cost, tickets to the banquet at which they will receive their scholarship.

We also invite you to purchase a table at the annual banquet on **Saturday, August 13th** to help us honor our labor leaders and fund our Alabama Labor Archives. **A table of ten is only $600.00 and individual tickets can be purchased for $60.00 each.**

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Enclosures

2016 ALABAMA ORGANIZED LABOR AWARDS FOUNDATION ESSAY CONTEST

Central Alabama Building Trades Scholarship
Billy Tindle Memorial Scholarship
James Albright Memorial Scholarship
James F. Swindle Memorial Scholarship
Pat Keahey Scholarships
United Mineworkers of America Cecil E. Roberts Scholarships
UA Pipeliners Local 798 Scholarship
United Steelworkers District 9 Scholarship
Walker-Ennis Memorial Scholarships

Application Form and Cover Page

Applicant Name:_____

Address:_____

Day Phone: _____ Evening Phone:_____

E-mail Address:_____

I am a: _____union member _____union member's spouse
_____union member's child _____other (please specify):_____

Union Member's Name: _____ **Union/Local:**_____

Date of High School Graduation:_____

Name of High School and City:_____

College or University Attending:_____

Major Course of Study:_____

Academic Standing: ____Freshman ____Sophomore ____Junior ____Senior ____Other

The above information accurately describes the achievements and plans of the applicant. If there are changes in this information, we will contact the Alabama Organized Labor Awards Foundation (AOLAF).

_____ _____
Signature of Union Member Signature of Applicant

Attached: ____ Essay
____Verification of Enrollment
____Verification of Union Membership

Mail by **Friday, May 27, 2016** to: Kelly Collins Woodford, J.D.
Professor
Department of Management
Mitchell College of Business
University of South Alabama
5811 USA Dr. S. Room 343
Mobile, AL 36688

2016 ALABAMA ORGANIZED LABOR AWARDS FOUNDATION ESSAY CONTEST

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UA Pipeliners Local 798 Scholarship
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Walker-Ennis Memorial Scholarships

Instructions for Applicants

Scholarships:
1 - $4,000.00 funded by ***Central Alabama Building Trades & The Pat Keahey Law Firm***
1 - $3,500.00 funded by ***IAM District Lodge 75 & The Pat Keahey Law Firm***
1 - $1,500.00 funded by ***The Gardner Firm PC***
1 - $1,500.00 funded by ***Quinn, Connor, Weaver, Davies & Rouco Law Firm***
3 - $1,000.00 funded by ***The Pat Keahey Law Firm***
2 - $1,000.00 funded by ***United Mineworkers of America***
1 - $1,000.00 funded by ***UA Pipeliners Local 798***
1 - $1,000.00 funded by ***United Steelworkers District 9***
2 - $500.00 funded by ***Alison Washington/AFLAC***

Purposes:
To help qualified union-affiliated college students meet the expenses of college
To encourage reading and research on labor history
To connect the legacy of labor to personal life experiences

Eligibility:
Current Alabama union members, their spouses, their dependents and their grandchildren
Applicant must be a full or part-time postsecondary student for fall semester 2016
Applicant must submit verification of enrollment and proof of union affiliation with the scholarship application and essay

Deadline:
Applications must be postmarked by **Friday, May 27, 2016**

To apply:
1. Fill out the application form
2. Read the tips for writing a good essay
3. Write a good essay
4. Attach the essay and application form to the enrollment verification and union card

Mail the whole package by **Friday, May 27, 2016** to:

Kelly Collins Woodford, J.D.
Professor
Department of Management
Mitchell College of Business
University of South Alabama
5811 USA Dr. S. Room 343
Mobile, AL 36688

2016 ALABAMA ORGANIZED LABOR AWARDS FOUNDATION ESSAY CONTEST

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United Steelworkers District 9 Scholarship
Walker-Ennis Memorial Scholarships

Tips for Writing a Good Essay

This year we have many scholarships being offered! Put some time and effort into researching, writing and typing your essay. Your judges are used to grading the papers of college students, so they expect you to show that you're capable of doing a good job at the college level.

Essay Topic: ***"Historically, the National Labor Relations Board has focused on the protection of the right of employees to form and join unions and on protection of unionized workers from unfair labor practices. In recent years, the National Labor Relations Board has focused more attention on the rights of workers in union-free environments and held that a number of common employment policies – e.g., social media policies, confidentiality policies – violate the National Labor Relations Act. For example, policies that prohibit employees from posting critical or derogatory remarks about their supervisors, co-workers, or the business on social media have been found to violate the right of employees to "discuss" the workplace. Traditionally, employees have turned to unions, not the government, for protection from burdensome or unfair employer policies. Using at least three sources, discuss why the National Labor Relations Board has begun policing employment policies and whether the new focus on traditional employment policies is good or bad for employees."***

Essay length: 300-500 words

Essay format: Typed on 8 ½ x 11 paper
Double spaced
Use black – not blue, red or green – ink!
Do not put your name or the name of the union member on the essay

Research: Read! Use books, magazines, journals or newspapers to get information. Talk to your family members and friends about unions.
Do NOT use an encyclopedia!
Be very careful if you use the Internet. Make sure your source is credible

Analysis: Integrate what you've read with your experiences and those of your family and community
Apply what you've read to the essay topic

Writing: Be sure to indicate when you are quoting from a source
Document your sources
Proofread your essay to make sure that your grammar and spelling are correct!
Have a teacher or other trusted adult read your essay

2016 ALABAMA ORGANIZED LABOR AWARDS FOUNDATION

ALABAMA POWER TRADE SCHOLARSHIPS

Application Form and Cover Page

Applicant Name: _____

Address: _____

Day Phone: _____ Evening Phone: _____

E-mail Address: _____

I am a: _____union member _____union member's spouse
_____union member's child _____other (please specify): _____

Union Member's Name: _____ **Union/Local:** _____

Date of High School Graduation: _____

Name of High School and City: _____

Union Accredited Pre-Apprenticeship or Apprenticeship Program: _____

Accredited Technical College Attending: _____

Major Course of Study: _____

Academic Standing: ____Freshman ____Sophomore ____Junior ____Senior ____Other

The above information accurately describes the achievements and plans of the applicant. If there are changes in this information, we will contact the Alabama Organized Labor Awards Foundation (AOLAF).

_____ _____
Signature of Union Member Signature of Applicant

Attached: _____ Two (2) letters of recommendation
_____ Verification of Enrollment
_____ Verification of Union Membership

Mail by **Friday, May 27, 2016** to: Alabama Organized Labor Awards Foundation
c/o TRADE SCHOLARSHIP COMMITTEE
435 South McDonough Street
Montgomery, AL 36104

2016 ALABAMA ORGANIZED LABOR AWARDS FOUNDATION
ALABAMA POWER TRADE SCHOLARSHIPS

Instructions for Applicants

Scholarships: 2 - $1,250.00 Scholarships ***funded by Alabama Power Company***

Purpose: To help qualified union-affiliated high school and/or college students meet the expenses of a union accredited pre-apprenticeship or apprenticeship program and/or an accredited technical college

Eligibility: The applicant should be a union member or a family member of a union member

The applicant must already be accepted into a union accredited pre-apprenticeship or apprenticeship program and/or an accredited technical college

The applicant will have to submit two (2) letters of recommendation:

- One letter from a non-family union member in good standing
- One letter from his/her instructor (either high school, apprenticeship program or technical college)

Applicant must submit verification of enrollment and proof of union affiliation with the scholarship application

Deadline: Applications must be postmarked by **Friday, May 27, 2016**

To apply:

1. Fill out the application form
2. Provide 2 letters of recommendation as noted above
3. Attach the letters of recommendation, enrollment verification and union affiliation to the application form

Mail the whole package by **Friday, May 27, 2016** to:

Alabama Organized Labor Awards Foundation
c/o TRADE SCHOLARSHIP COMMITTEE
435 South McDonough Street
Montgomery, AL 36104