

**AMERICAN POSTAL WORKERS  
UNION - Prial 387  
P.O. BOX 40430  
PROVIDENCE, RI 02940-0430  
PHONE: 401-276-3900 ext. 3900  
FAX; 401-521-8600**

**GENERAL UNION MEETING - ROLL CALL OF OFFICERS**

**Date of Meeting: Sunday, January 25, 2025**

**Submitted By: Recording Secretary: SABRIELA ROSENDO**

**Start Time: 10:37 AM**

**End Time: 11:39 P.M.**

STATUS	POSITION	LAST NAME	FIRST NAME
Present	President	CRESPO	VICENTE
Present	Vice President	BRAZEE	LLOYD
Present	Treasurer Secretary	ELLISON	CHARLES
Present	Recording Secretary/Clerk Steward, T3(P&DC)	ROSENDO	SABRIELA
Present	Clerk Craft Director (P&DC)	AFOLABI	AYOBOLA
Absent	P&DC, Director of Motor Vehicles & Vehicle Maintenance Facility	WESLEY	CARPENTER
Absent	Director of Organization (P&DC)	SOUZA	ADAM
	Legislative Director		
Present	Building Director (Union Hall) P&DC	MAIN	BRANDON
Excused	Trustee /Steward	AVILA	BRIAN
Present	Trustee (P&DC)	JONES	THOMAS
Present	P&DC-Clerk Steward, T1/Trustee	GAITER	RAYSHELLE
Present	P&DC-Clerk Steward, T2	MORONTA	ALIRIS
Excused	029-Customer Service Steward	BURKE	VICTOR
Present	029- Customer Service Steward, T2	HOWARD	DEJARBRINA
Excused	028-Pawtucket, Clerk Steward	COOK	JESSICA
Excused	028-Wakefield Clerk Steward	CHIARADIO	ANDREA
Present	P&DC- Maintenance Craft Director	SOARES	EDWARD
Absent	P&DC- VMF Steward, T2	COUGHLIN	MICHAEL
Excused	P&DC- VMF Steward & MVS Alternate Steward	KLINE	WILLIAM



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## ANNUAL MINUTES TO MEETING 2026

Meeting call to order by **PRESIDENT VICENTE CRESPO** on **SUNDAY, JANUARY 25, 2026**, at **10:10 AM**. First, The Pledge of Allegiance to the Flag takes place, after a Moment of Silence and then roll call of Officers will be taken. (a quorum was established).

- Number of Members in Attendance: Eleven (11)

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### OFFICERS EXCUSED:

BRIAN AVILA  
JESSICA COOK  
VICTOR BURKE  
ANDREA CHIARADIO  
WILLAIM KLINE

### ABSENT:

MICHAEL COUGHLIN  
WESLEY CARPENTER  
ADAM SOUZA

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Local President Vicente Crespo informed the members in attendance that the Minutes from the NOVEMBER 23, 2025 meeting were available for review and presented as-is for acceptance.

Local Union Hall Building Director Brandon Main motion to accept the minutes as presented.

The motion was seconded by all members in attendance and passed.

### SECRETARY TREASURER'S REPORT: CHARLES ELLISON

- All finance payments are up to date.
- All accounts are in good standing.
- Any member interested in reviewing the financial report is welcome to do so.

Local Secretary-Treasurer Charles Ellison informed the members in attendance that the Union Budget for 2026 was available on the table for review.

### MOTION:

A motion was made to accept the Union Budget for 2026 as presented.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion was passed.**

### **PRESIDENT'S REPORT: VICENTE CRESPO**

- The Mark Walker Scholarship is all set and will be posted.
- The SIPS machine will be upgraded.
- Informing the members of a purchase made exceeding one thousand dollars for the offices of Vice President Lloyd Brazee and Secretary- Treasurer Charles Ellision at the Union Hall.

### **VICE PRESIDENT'S REPORT: LLOYD BRAZEE**

- Nothing to report.

### **CLERK CRAFT DIRECTOR'S REPORT: AYOBOLA AFOLABI**

- Postal Support Employees (PSE's) will remain in the job until further notice.

### **MVS/VMF CRAFT DIRECTOR'S REPORT: WESLEY CARPENTER**

- Absent.

### **VMF STEWARD & MVS ALTERNATE STEWARD REPORT: WILLIAM KLINE**

- Excused.

### **MAINTENANCE CRAFT DIRECTOR'S REPORT: EDWARD SORES**

- I would like to say thank you to all of the members of the maintenance craft. You do a great job at keeping the building clean and running. We have a few changes coming to maintenance management. There will be new managers who come in with their own way of management. Let's all remind ourselves what article 5 stands for and how we can use it to protect our workplace.
- Management has been steadily reverting jobs and claiming they aren't supported in the staffing package. After looking into their claims, we have noticed that we are lacking in inputting orders. All ETS, MPES, BEMS and MM7s we should be getting work orders for everything. Work orders record our time and show on paper we require more staffing. Let's all work together to get more work orders in to show we need more positions.

### **DIRECTOR OF ORGANIZATION REPORT: ADAM SOUZA**

- Absent.

### **UNION HALL BUILDING MANAGER REPORT: BRANDON MAIN**

- There is a tree issue at the Union Hall. A neighboring resident has complained that a tree branch from one of the Union's trees is hanging over her house.

**TRUSTEE(S) REPORT:**

- **BRIAN AVILA:** Excused.
- **RAYSHELLE GAITER:** Nothing to report.
- **THOMAS JONES:** Nothing to report.

**COMMITTEE REPORT:**

- None.

**OLD BUSINESS:**

- None.

**NEW BUSINESS:**

**1. MOTION:**

Local President Vicente Crespo moved to inform the membership about the Saturday, May 02,2026, breakfast at the Union Hall, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**2. MOTION:**

Local President Vicente Crespo moved to inform the membership about the Summer BBQ Party to be held at the Union Hall on August 01,2026, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**3. MOTION:**

Local President Vicente Crespo moved to inform the membership about the Halloween Party to be held at the Union Hall on October 31,2026, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**4. MOTION:**

Local President Vicente Crespo moved to inform the membership about the Christmas Party to be held in December 2026, the date and location to be determined, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**5. MOTION:**

Local President Vicente Crespo moved to send up to ten delegates to the 2026 National Convention in Los Angeles with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**6. MOTION:**

Local President Vicente Crespo moved to send up to five delegates to the 2026 New England States Convention in Portland, Maine, scheduled for May 01-03,2026, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

**7. MOTION:**

Local President Vicente Crespo moved to send President and Vice President to the 2026 National President Conference (NPC), March 21-23,2026, at the Grand Sierra Resort and Casino, Reno, Nevada, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

## **8. MOTION:**

Local President Vicente Crespo moved to send up to four delegates to the Washington, D.C. in March 2026 to participate in the Young Workers protest at the Capitol, with all necessary expenses covered.

Seconded by: Majority of members in attendance.

Local Vice President Lloyd Brazee restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

**The Ayes have it, and the motion is passed.**

## **GOOD AND WELFARE:**

- None.

## **POSTAL PULSE:**

Scott Harris

William Kline Jr.

## **CHARITY DONATIONS:**

- None.

## **50/50 CLUB:**

(311) Richard

(30) Dana

## **DOOR PRIZE:**

- None.

## **ADJOURNMENT:**

With no further business on this date, motion to adjourn meeting.

Seconded by: All members in attendance.

**Motion passed, and the meeting was adjourned at 11:39 PM.**

*Respectfully Submitted,*

***Sabriela Rosendo***

***Recording Secretary***

***APWU – Local 387***

## Maintenance Talk



From <eddysoares@apwupvd.org>  
To Sabriela Rosendo <sabrielarosendo@apwupvd.org>  
Date 2026/01/29 08:05 AM

I would like to say thank you to all of the members of the maintenance craft. You do a great job at keeping the building clean and running. We have a few changes coming to maintenance management. There will be new managers who come in with their own way of management. Lets all remind ourselves what article 5 stands for and how we can use it to protect our workplace.

Management has been steady reverting jobs and claiming they aren't supported on the staffing package. After looking into their claims we have noticed that we are lacking in inputting work orders. All ETS MPES BEMS and MM7s we should be getting work orders for everything. Work orders record our time and show on paper we require more staffing. Lets all work together to get more work orders in to show we need more positions.

Thank you,  
Eddy Soares  
MCD

## APWU Policy on EEO, MSPB, and OWCP Representatives



**From** Liz Powell <epowell@apwu.org>  
**To** Liz Powell <epowell@apwu.org>  
**Cc** Jonathan Smith <jsmith@apwu.org>  
**Date** 2026-01-16 23:01

## APWU Policy on EEO, MSPB, and OWCP Representatives

It is the policy of APWU that no union representative is authorized by the national union to represent individual bargaining unit members (or other postal workers) in Equal Employment Opportunity (EEO), Merit Systems Protection Board (MSPB), or Office of Workers' Compensation Programs (OWCP) matters in their official capacity. Formally representing individuals in these specialized areas outside of the APWU collective bargaining agreement (CBA) and labor law comes with different responsibilities and personal liability for the representative and can open up representatives to lawsuits or complaints over their representation. It is up to those who offer representation services to know what they are doing, as they can be personally sued and held liable for mistakes in their representation. For this reason, the APWU does not train union representatives to handle EEO, MSPB, or OWCP claims due to the risk of liability to those individuals and the APWU. The training and information that the APWU *does* offer in these areas is intended to familiarize members and representatives with postal EEO, MSPB, and OWCP processes and how they can be used by postal workers. This information is available free of charge to members.

EEO, MSPB, and OWCP claims are important methods for postal workers to protect their individual rights. They are legal administrative claims that are not covered by the APWU CBA. You do not need a representative to file an EEO, MSPB, or OWCP claim, and if a postal worker seeks representation, they can choose their own representative. Unlike the grievance procedure, the APWU is not legally required to represent bargaining unit members in EEO, MSPB, and OWCP claims. The APWU's only official role in these proceedings is to review settlements to ensure that they do not conflict with other employees' rights under the APWU CBA.

It is a personal decision for a postal worker to hire a representative. You and your representative are responsible for how your claims are handled in the EEO, MSPB, and OWCP claims process, not the APWU. If you hire a representative, you are in charge of what your representative does for you, what they say on your behalf, and the terms under which they work for you. Even if you find a representative *through* the APWU, the union is not responsible or liable for how the representative does their job. The APWU is also not responsible for paying a representative's fees or expenses. If you hire someone who is also an APWU representative to be your representative in an EEO, MSPB, or OWCP matter, the union official is not allowed to handle your EEO, MSPB, or OWCP claim at the same time that they are working for the APWU.

APWU National can refer qualifying members to an OWCP advocate whom they can retain directly for certain OWCP appeals. Contact the APWU Human Relations Department for more information. Some locals may have similar referral programs that they run independently from the national union. Contact your local for more information.



## American Postal Workers Union, AFL-CIO

### 2026 VOCATIONAL SCHOLARSHIP PROGRAM

#### INTRODUCTION

The APWU National Executive Board established the Vocational Scholarship to help students interested in programs of study leading to trade, technical, industrial or vocational occupations that can include, for example: Culinary, Medical or Dental Assistant, Electrician, Real Estate, Auto Mechanic, Certified I/T-Computer Education, Massage Therapy or Cosmetology. Five recipients from among the five postal regions will receive up to \$3,000 to be used for up to three years of study in a specific trade, technical, industrial or vocational school.

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#### ELIGIBILITY REQUIREMENTS

- ✓ A senior attending high school or other corresponding secondary school.
- ✓ Child or grandchild, including stepchild or legally adopted child of an active member, Retirees Department member, or deceased member of the American Postal Workers Union.
- ✓ Parent or grandparent must be a full dues paying member or retiree member [as defined in the APWU National Constitution and Bylaws, reference Article 3, Section 1, Section 4(d)] in good standing or must have been a member immediately preceding death.
- ✓ Recipients for the Vocational awards must attend an accredited community college, vocational school or vocational program.
- ✓ Must maintain [status report to be provided to APWU annually]:
  1. "B" average, or
  2. "Pass" if Pass/Fail system, or
  3. An evaluation from the Counselor or Instructor

#### EXCLUSIONS

- ☒ Children/grandchildren of all Elected National Officers.
- ☒ Sponsor is currently a postal manager.
- ☒ Scholarship will be discontinued if the sponsor becomes a postal manager.
- ☒ Applicants from other Postal Unions (NALC, NRLCA, NMPHU)

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#### INSTRUCTIONS AND DEADLINES

- ☒ Application form with instructions must be obtained from the APWU website:  
(<http://www.apwu.org/dept/sec-treas/stscholarships>)
- ☒ Applicant is responsible for submitting the COMPLETED APPLICATION and required materials.
- ☒ All application materials must be submitted in ONE ENVELOPE.  
Transcripts and teacher/community leader assessment must be in separate sealed envelope or emailed by a school official.

Send envelope to: APWU SCHOLARSHIP PROGRAM    Send email to: [scholarships@apwu.org](mailto:scholarships@apwu.org)  
American Postal Workers Union  
1300 L STREET, NW  
WASHINGTON, DC 20005

DEADLINE: **May 31, 2026**

Winners will receive notice by July 1.

## SELECTION

The Scholarship Selection Committee [qualified persons in the education field who have no personal ties to the applicants] will select **five Vocational Scholarship recipients, if submitted, from among the five postal regions:**

<b>AREA 1. CENTRAL</b>	ILLINOIS, INDIANA, IOWA, KANSAS, KENTUCKY, MICHIGAN, MINNESOTA, MISSOURI, NEBRASKA, NORTH DAKOTA, OHIO, SOUTH DAKOTA, WISCONSIN
<b>AREA 2. EASTERN</b>	DELAWARE, DISTRICT OF COLUMBIA, MARYLAND, NEW JERSEY (EASTERN LOCALS), NEW YORK (EASTERN LOCALS), PENNSYLVANIA, VIRGINIA, WEST VIRGINIA
<b>AREA 3. NORTHEAST</b>	CONNECTICUT, MAINE, MASSACHUSETTS, NEW HAMPSHIRE, NEW JERSEY (NORTHEAST LOCALS), NEW YORK (NORTHEAST LOCALS), PUERTO RICO, RHODE ISLAND, VERMONT, VIRGIN ISLANDS
<b>AREA 4. SOUTHERN</b>	ALABAMA, ARKANSAS, FLORIDA, GEORGIA, LOUISIANA, MISSISSIPPI, NORTH CAROLINA, OKLAHOMA, SOUTH CAROLINA, TENNESSEE, TEXAS
<b>AREA 5. WESTERN</b>	ALASKA, AMERICAN SAMOA, ARIZONA, CALIFORNIA, COLORADO, GUAM, HAWAII, IDAHO, MONTANA, NEVADA, NEW MEXICO, OREGON, SAIPAN, UTAH, WASHINGTON, WYOMING

In making the selections, the Scholarship Selection Committee places primary emphasis upon knowledge and understanding of the importance of unions as displayed in the essay. **Decisions of the Selection Committee will be final.**

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### DISBURSEMENT OF FUNDS AND ACCOUNTABILITY

- Once the student recipient is accepted into the academic program of their choice, APWU will disburse the scholarship amount specified to the Student Financial Aid Office of the college or program.
- The student recipient is responsible for providing the APWU with the disbursement request form and the **official original** student transcript, for the prior academic year, prior to APWU making its disbursement.
- Scholarship funds will be disbursed directly to the school for payment of tuition, room, board, books or fees.
- Awards are for continuous years of study at the selected institution. Students must notify the APWU National Secretary-Treasurer if changing institutions or vocational programs.

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### STUDENT CHECKLIST

Please use this section to assure you have included the necessary documents.

- Applicant and Union Membership Profile
- Educational Profile
- Student Essay
- Transcript
- Teacher/Community Leader Assessment

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**Please retain these two pages for your personal files.  
DO NOT RETURN WITH SCHOLARSHIP APPLICATION**



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**VOCATIONAL SCHOLARSHIP APPLICATION FOR 2026**

Application must be received by May 31, 2025  
**HIGH SCHOOL SENIORS ONLY**  
Please use the *student checklist* to assure all information is included.

**APPLICANT INFORMATION**

NAME: \_\_\_\_\_  
Last First Middle  
ADDRESS: \_\_\_\_\_  
Street City State / Zip  
AGE: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_ HOME PHONE: \_\_\_\_\_  
EMAIL: \_\_\_\_\_ CELL PHONE: \_\_\_\_\_

**UNION MEMBERSHIP/ SPONSOR INFORMATION**

NAME: \_\_\_\_\_  
Last First Middle  
ADDRESS: \_\_\_\_\_  
Street City State / Zip  
APWU Member still employed?  Yes  No If no, are they living:  Yes  No  
Member of APWU Retirees Department?  Yes  No If no, are they living:  Yes  
 No  
EID or Social Security No: \_\_\_\_\_ Relationship to Applicant: \_\_\_\_\_  
Local Union Name: \_\_\_\_\_ Local #: \_\_\_\_\_  
City State Zip

Applicant must include **proof of a deceased sponsor's membership** in the Local or the National Retirees' Department. The APWU does not keep records of deceased retirees.

*For Official Use - Do no Write in this Box*  
Sponsor Membership Verified?  Yes  No  
File No.: \_\_\_\_\_

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**VOCATIONAL SCHOLARSHIP APPLICATION FOR 2026**

**EDUCATIONAL PROFILE**

High School \_\_\_\_\_

City/ State \_\_\_\_\_ Class Year \_\_\_\_\_

List Colleges / Programs that you plan to attend:

Name \_\_\_\_\_ City/ State \_\_\_\_\_

Name \_\_\_\_\_ City/ State \_\_\_\_\_

Future fields/occupations you plan to pursue:

**REQUIRED SIGNATURE**

I hereby affirm that the information included in this application is true and accurate:

Student Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Course Duration (Month/Year)

High School/Community Activities List school and/or community activities (exclude paid jobs). <i>Examples: student government, athletics, drama club, volunteering</i>	Positions Held Include position or leadership roles held, if any	YEAR

High School Awards List no more than five of your academic awards or accomplishments and year received. Include honors won, awards. <i>Example: National Merit Scholar</i>	YEAR

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



American Postal Workers Union, AFL-CIO  
1300 L Street, NW, Washington, DC 20005 (202) 842-4215

## VOCATIONAL SCHOLARSHIP APPLICATION FOR 2026

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### STUDENT ESSAY

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Submit a 350 to 500 word essay on ONE of these topics:

- *How would you use social media to organize an APWU rally (at the main branch of your local post office) with the theme “U.S. Mail is Not for Sale”?*
- *What is the current and future impact of computer technology on postal service work? Discuss the pros and cons of collective bargaining to protect traditional postal work (e.g. mail collection, sorting, processing and delivery).*
- *For future employment, what will be the benefits for you to work for a company where workers have a union, as opposed to a company where no union exists?*

*[The essay will provide the most points in the evaluation of your application]*

Applicants are expected to use encyclopedias, textbooks, and the Internet, but do not cut and paste text from the Internet without crediting your source(s). Use of biographies, bulletins, newspaper articles, the APWU newsletter, reports from private organizations or governmental agencies, personal interviews with union personnel (other than their parents) and other research materials deemed appropriate as sources of information. All research materials must be properly cited and documented.

Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**VOCATIONAL SCHOLARSHIP APPLICATION FOR 2026**

SCHOLASTIC RELEASE OF INFORMATION

Student Applicant Name: \_\_\_\_\_

APWU Sponsor's Name: \_\_\_\_\_

**REQUIRED SIGNATURES**

*Permission is hereby given to school officials to release the high school record and other requested information for consideration in the APWU E.C. HALLBECK Scholarship*

Student Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

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

**OFFICIAL TRANSCRIPT**

**THIS PAGE WITH ORIGINAL TRANSCRIPT must be placed in a sealed envelope and given to the student to submit or emailed by a school official to [scholarships@apwu.org](mailto:scholarships@apwu.org)**

Student's transcript in a sealed envelope: \_\_\_\_\_ (initials of High School Principal or Guidance Counselor)

**This is the last page to be completed by the student applicant**

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**VOCATIONAL SCHOLARSHIP APPLICATION FOR 2026**

**TEACHER OR COMMUNITY LEADER ASSESSMENT**

Student Applicant Name: \_\_\_\_\_

APWU Sponsor's Name: \_\_\_\_\_

On a separate sheet of paper, please evaluate this student in relation to receiving this scholarship, leadership ability, or volunteerism. Please specify dates of activities and the length of involvement in said program. If there are special circumstances that the Selection Committee may consider, please add to your statement. Please label at the top of page "Teacher or Community Leader Assessment."

**THIS PAGE WITH ASSESSMENT must be placed in a sealed envelope and given to the student to submit or emailed by a school official to [scholarships@apwu.org](mailto:scholarships@apwu.org)**

Student's assessment in a sealed envelope: \_\_\_\_\_ (initials of Teacher or Community Leader)

**REQUIRED SIGNATURE**

*The information provided is true and accurate to the best of my knowledge.*

Teacher or Community Leader Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_ Date \_\_\_\_\_

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



## American Postal Workers Union, AFL-CIO

### 2026 E. C. HALLBECK SCHOLARSHIP PROGRAM

#### INTRODUCTION

When the five predecessor unions merged to form the APWU in 1971, the new union decided to maintain an academic scholarship program created in 1969 by the United Federation of Postal Clerks (UFPC) as a tribute to UFPC president E.C. "Roy" Hallbeck. Today the APWU Hallbeck Memorial Scholarship program is a self-perpetuating financial fund for providing significant educational assistance to children of APWU union members. It awards \$2,000 per year for four consecutive years of college to one male and one female student from each of the five postal regions.

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#### ELIGIBILITY REQUIREMENTS

- ✓ A senior attending high school or other corresponding secondary school.
- ✓ Child or grandchild, including stepchild or legally adopted child of an active member, Retirees Department member, or deceased member of the American Postal Workers Union.
- ✓ Parent or grandparent must be a full dues paying member or retiree member [as defined in the APWU National Constitution and Bylaws, reference Article 3, Section 1, Section 4(d)] in good standing or must have been a member immediately preceding death.
- ✓ E.C. Hallbeck scholarship recipient must attend an accredited college or university.
- ✓ Must maintain:
  1. "B" average, or
  2. "Pass" if Pass/Fail system

#### EXCLUSIONS

- Children/grandchildren of all Elected National Officers.
- Sponsor is currently a postal manager.
- Scholarship will be discontinued if the sponsor becomes a postal manager.
- Applicants from other Postal Unions (NALC, NRLCA, NMPHU)

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#### INSTRUCTIONS AND DEADLINES

- Application form with instructions must be obtained from the APWU website:  
(<http://www.apwu.org/dept/sec-treas/stscholarships>)
- Applicant is responsible for submitting a COMPLETED APPLICATION and required materials.
- All application materials must be submitted in ONE ENVELOPE.  
Transcripts and teacher/community leader assessment must be in separate sealed envelope or emailed by a school official.

Send envelope to: APWU SCHOLARSHIP PROGRAM    Send email to: [scholarships@apwu.org](mailto:scholarships@apwu.org)  
American Postal Workers Union  
1300 L STREET, NW  
WASHINGTON, DC 20005

DEADLINE: **May 31, 2026**

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## SELECTION

The Scholarship Selection Committee [qualified persons in the education field who have no personal ties to the applicants] will select two Hallbeck winners, one male and one female, from each of the following postal areas:

AREA 1. CENTRAL	ILLINOIS, INDIANA, IOWA, KANSAS, KENTUCKY, MICHIGAN, MINNESOTA, MISSOURI, NEBRASKA, NORTH DAKOTA, OHIO, SOUTH DAKOTA, WISCONSIN
AREA 2. EASTERN	DELAWARE, DISTRICT OF COLUMBIA, MARYLAND, NEW JERSEY (EASTERNLOCALS), NEW YORK (EASTERN LOCALS), PENNSYLVANIA, VERMONT, VIRGINIA, WESTVIRGINIA
AREA 3. NORTHEAST	CONNECTICUT, MAINE, MASSACHUSETTS, NEW HAMPSHIRE, NEW JERSEY (NORTHEAST LOCALS), NEW YORK (NORTHEAST LOCALS), PUERTORICO, RHODE ISLAND, VERMONT, VIRGIN ISLANDS
AREA 4. SOUTHERN	ALABAMA, ARKANSAS, FLORIDA, GEORGIA, LOUISIANA, MISSISSIPPI, NORTH CAROLINA, OKLAHOMA, SOUTH CAROLINA, TENNESSEE, TEXAS
AREA 5. WESTERN	ALASKA, AMERICAN SAMOA, ARIZONA, CALIFORNIA, COLORADO, GUAM, HAWAII, IDAHO, MONTANA, NEVADA, NEW MEXICO, OREGON, SAIPAN, UTAH, WASHINGTON, WYOMING

In making the selections, the Scholarship Selection Committee places primary emphasis upon knowledge and understanding of the importance of unions as displayed in the essay. **Decisions of the Selection Committee will be final.**

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## DISBURSEMENT OF FUNDS AND ACCOUNTABILITY

- Once the student recipient is accepted into the academic program of their choice, APWU will disburse the scholarship amount specified to the Student Financial Aid Office of the college.
- The student recipient is responsible for providing the APWU with the disbursement request form and the **official original** student transcript, for the prior academic year, prior to APWU making its disbursement.
- Scholarship funds will be disbursed directly to the school for payment of tuition, room, board, books or fees.
- Awards are for continuous years of study at the selected institution. Students must notify the APWU National Secretary-Treasurer in writing before changing academic institutions.

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## STUDENT CHECKLIST

Please use this section to assure you have included the necessary documents.

- Applicant and Union Membership Profile
- Educational Profile
- Student Essay
- Transcript
- Teacher/Community Leader Assessment

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<p><b>Please retain these two pages for your personal files. DO NOT RETURN WITH SCHOLARSHIP APPLICATION</b></p>
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American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**E.C. HALLBECK SCHOLARSHIP APPLICATION 2026**

**APPLICANT INFORMATION**

NAME: \_\_\_\_\_  
Last First Middle

ADDRESS: \_\_\_\_\_  
Street City State / Zip

AGE: \_\_\_\_\_ GENDER: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_ HOME PHONE: \_\_\_\_\_

EMAIL: \_\_\_\_\_ CELL PHONE: \_\_\_\_\_

**UNION MEMBERSHIP/ SPONSOR INFORMATION**

NAME: \_\_\_\_\_  
Last First Middle

ADDRESS: \_\_\_\_\_  
Street City State / Zip

APWU Member still employed?  Yes  No

If no, are they living:  Yes  No

Member of APWU Retirees Department?  Yes  No  
 No

If no, are they living:  Yes

EID or Social Security No: \_\_\_\_\_ Relationship to Applicant: \_\_\_\_\_

Local Union Name: \_\_\_\_\_ Local #: \_\_\_\_\_

City State Zip

Applicant must include **proof of a deceased sponsor's membership** in the Local or the National Retirees' Department. The APWU does not keep records of deceased retirees.

*For Official Use - Do no Write in this Box*  
Sponsor Membership Verified?  Yes  No

File No.: \_\_\_\_\_

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**E.C. HALLBECK SCHOLARSHIP APPLICATION 2026**

**EDUCATIONAL PROFILE**

High School \_\_\_\_\_

City/ State \_\_\_\_\_ Class Year \_\_\_\_\_

List Colleges / Universities that you plan to attend:

Name \_\_\_\_\_ City/ State \_\_\_\_\_

Name \_\_\_\_\_ City/ State \_\_\_\_\_

Future fields you plan to pursue: \_\_\_\_\_

High School/Community Activities List school and/or community activities (exclude paid jobs). <i>Examples: student government, athletics, drama club, volunteering</i>	Positions Held Include position or leadership roles held, if any	YEAR

High School Awards List no more than five of your academic awards or accomplishments and year received. Include honors won, awards. <i>Example: National Merit Scholar</i>	YEAR

**Current GPA:** \_\_\_\_\_

**REQUIRED SIGNATURE**

I hereby affirm that the information included in this application is true and accurate:

Student Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**E.C. HALLBECK SCHOLARSHIP APPLICATION 2026**

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**STUDENT ESSAY**

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Submit a 350 to 500 word essay on ONE of these topics:

- *How would you use social media to organize an APWU rally (at the main branch of your local post office) with the theme "U.S. Mail is Not for Sale"?*
- *What is the current and future impact of computer technology on postal service work? Discuss the pros and cons of collective bargaining to protect traditional postal work (e.g. mail collection, sorting, processing and delivery).*
- *For future employment, what will be the benefits for you to work for a company where workers have a union, as opposed to a company where no union exists?*

*[The essay will provide the most points in the evaluation of your application]*

Applicants are expected to use encyclopedias, textbooks, and the Internet, but do not cut and paste text from the Internet without crediting your source(s). Use of biographies, bulletins, newspaper articles, the APWU newsletter, reports from private organizations or governmental agencies, personal interviews with union personnel (other than their parents) and other research materials deemed appropriate as sources of information. **All research materials must be properly cited and documented.**

**Student must return ALL FORMS AND MATERIALS TO APWU by May 31, 2026**



**American Postal Workers Union, AFL-CIO**

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**E.C. HALLBECK SCHOLARSHIP APPLICATION 2026**

**SCHOLASTIC RELEASE OF INFORMATION**

Student Applicant Name: \_\_\_\_\_

APWU Sponsor's Name: \_\_\_\_\_

**REQUIRED SIGNATURES**

*Permission is hereby given to school officials to release the high school record and other requested information for consideration in the APWU E.C. Hallbeck Scholarship*

Student Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

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

**OFFICIAL TRANSCRIPT**

**THIS PAGE WITH ORIGINAL TRANSCRIPT must be placed in a sealed envelope and given to the student to submit or emailed by a school official to [scholarships@apwu.org](mailto:scholarships@apwu.org)**

Student's transcript in a sealed envelope: \_\_\_\_\_ (initials of High School Principal or Guidance Counselor)

**THIS IS THE LAST PAGE TO BE COMPLETED BY THE STUDENT APPLICANT**

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**



**American Postal Workers Union, AFL-CIO**

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

**E.C. HALLBECK SCHOLARSHIP APPLICATION 2026**

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**TEACHER OR COMMUNITY LEADER ASSESSMENT**

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Student Applicant Name: \_\_\_\_\_

APWU Sponsor's Name: \_\_\_\_\_

On a separate sheet of paper, please evaluate this student in relation to receiving this scholarship, leadership ability, or volunteerism. Please specify dates of activities and the length of involvement in said program. If there are special circumstances that the Selection Committee may consider, please add them to your statement. Please label at the top of the page "Teacher or Community Leader Assessment".

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Student's assessment in a sealed envelope: \_\_\_\_\_ (initials of Teacher or Community Leader)

**THIS PAGE WITH ASSESSMENT must be placed in a sealed envelope and given to the student to submit or emailed by a school official to [scholarships@apwu.org](mailto:scholarships@apwu.org)**

**REQUIRED SIGNATURE**

*The information provided is true and accurate to the best of my knowledge.*

Teacher or Community Leader Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_ Date \_\_\_\_\_

**Student must return ALL FORMS AND MATERIALS to APWU by May 31, 2026**

## Eligibility

- ✓ Applicants must be a senior attending high school or other secondary school.
- ✓ Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member.
- ✓ Note: Relatives of APWU elected national officers are not eligible.
- ✓ Recipients of the Hallbeck Scholarship award must attend an accredited college or university, community college for four consecutive years. Vocational Scholarship winners must attend an accredited vocational school or program for up to three consecutive years.
- ✓ Scholarship awards must be used to pursue an undergraduate degree or a post-secondary occupational education.

## Scholarship Donations

APWU Scholarships are funded by donations, and we are extremely thankful for donations made by union members. If you are interested in contributing, please send a check or money order to APWU Scholarship Fund, 1300 L Street NW, Washington, DC 20005. This tax-deductible donation may specify "Hallbeck," "Best Essay," or "Vocational."

## Winning applicants will be notified by July 1, 2026.

For more information, please contact the Secretary-Treasurer's office at (202) 842-4215, or visit <http://www.apwu.org/dept/sec-treas/stscholarships>.

Applicants are encouraged to submit materials well before the May 31<sup>st</sup> deadline.

## Other Scholarships

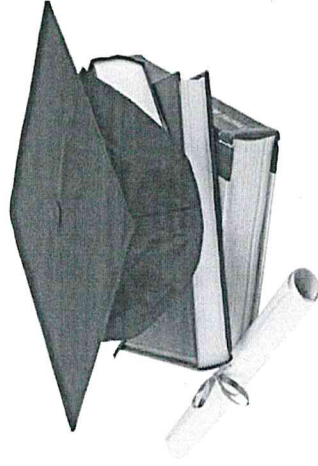
The Union Plus Scholarship program, created by the AFL-CIO, awards \$500 to \$4,000 to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. For more information, visit [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).

### Union Plus College Program

Union members and their families can earn an affordable, online associate or bachelor's degree or certificate that fits their schedule, interests, career goals and budget. Explore school and degree options at [unionplus.org/college](http://unionplus.org/college).



## Scholarship Program



## E.C. Hallbeck Scholarship Vocational Scholarship Best Essay Award

American Postal Workers Union, AFL-CIO  
1300 L Street NW  
Washington, DC 20005  
(202) 842-4200  
[www.apwu.org](http://www.apwu.org)

Elizabeth Powell  
Secretary-Treasurer

## E.C. Hallbeck Memorial Scholarship

The E.C. Hallbeck Memorial Scholarship awards 10 recipients \$2,000 annually for four years to use toward an undergraduate program.

The Hallbeck Scholarship provides significant financial assistance to one male and one female recipient from each of the five postal regions: Central, Eastern, Northeast, Southern, and Western.

Hallbeck Scholarship recipients must attend an accredited college or university, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system.)



## Best Essay Award

One "Best Essay" winner will be selected from the applicant pool to receive a one-time \$2,000 award towards his or her four-year college tuition.

## Vocational Scholarship

Five Vocational Scholarship winners receive up to \$3,000 to be used for three years of study in a specific trade, technical, industrial, or vocational school.

Vocational Scholarships, if submitted, are awarded to recipients selected from the five postal regions.

Recipients must attend an accredited community college or vocational school, and must maintain a "B" average (or "Pass" if on a "Pass/Fail" system), or a positive evaluation from a counselor or instructor.

## Selection

The Scholarship Selection Committee is comprised of qualified individuals in academia who have no personal ties to the applicants. The committee will select ten (10) Hallbeck Scholarship winners, five (5) Vocational Scholarship winners, and one Best Essay recipient.

In making the selections, the Scholarship Committee places primary emphasis upon the knowledge and understanding of unions displayed in the essay.

## How to Apply

- ✓ Application forms and instructions are available on the APWU Web site at <https://www.apwu.org/scholarship-programs>.
- ✓ Applicants may only apply for either the Hallbeck or Vocational scholarship, **not both**. Winners of either scholarship are not eligible for the Best Essay award.
- ✓ Applicants are responsible for submitting completed applications and all required materials listed on the application form.
- ✓ Applicants of deceased members must provide proof of membership.
- ✓ An official application form must be used.
- ✓ All application materials must be submitted in one envelope and sent via **United States Postal Service** to:  
APWU Scholarship Program  
American Postal Workers Union  
1300 L Street, NW  
Washington, DC 20005  
Or emailed to [scholarships@apwu.org](mailto:scholarships@apwu.org)
- ✓ Mailed Applications not submitted by USPS will be disqualified.
- ✓ **All applications and materials must be received by May 31, 2026.**

## APWU Scholarships



**From** Tiffany Foster <tfoster@apwu.org>  
**To** Tiffany Foster <tfoster@apwu.org>  
**Date** 2025-12-31 15:32

2026\_application\_vocationalL.pdf (~346 KB) 2026\_application\_hallbeck\_-\_may\_31\_deadline.pdf (~389 KB) 2026\_scholarship\_brochure.pdf (~234 KB)

## APWU Scholarships

The **E.C. Hallbeck Memorial Scholarship** will award \$8000 (\$2000 annually) to ten recipients (one male and one female from each of the five postal regions) to apply towards their four-year college tuition.

**Vocational Scholarship** winners will receive up to \$3,000 for specialized training in such fields as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, or massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

### Best Essay Award

One "Best Essay" winner is selected from the applicant pool to receive a one-time \$2,000 award towards his or her four-year college tuition.

The scholarships are open only to high school seniors. Applicants may apply for only either Hallbeck or Vocational, not both.

Please note: APWU will be accepting unofficial transcriptions in lieu of official transcripts for the time being.

- The scholarship deadline for this year's applicants is **May 31, 2026**. Applications can be accessed and downloaded below. (The applications are attached).
- The scholarships are open only to high school seniors. Applicants may apply for only **either** Hallbeck or Vocational, **not both**.

*Applicants must be a child, grandchild, stepchild, or legally adopted child of a current, retired, or deceased APWU member. Proof of membership required for deceased members.*

## Additional Scholarship Opportunities

Union Plus also sponsors a scholarship program. The Union Plus Scholarship Program, created by the AFL-CIO, has awarded nearly \$2 million to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. Their awards range from \$500 to \$4,000. To view the 2025 Application (Deadline: 12PM EST, January 31, 2026), visit [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).

Union Plus also offers a free Scholarship Search, with a database of more than 3,700 scholarships worth over \$3.1 billion.

### The Union Plus Scholarship Program

Union members and their families can earn an affordable, online associate or bachelor's degree or certificate that fits their schedule, interests, career goals and budget. Explore school and degree options at [unionplus.org/college](http://unionplus.org/college).

Since starting the program in 1991, Union Plus has awarded more than \$5.2 million in educational funding to more than 3,600 union members, spouses, and dependent children. Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school, or recognized technical or trade school.

Tiffany Foster  
Northeast Region Coordinator  
APWU, AFL-CIO  
5 N. Village Avenue, Suite 3  
Rockville Centre, NY 11570  
Office: 516 678 1327

Fax: 516- 766-0967

"Do what is right, not what is easy nor what is popular." Roy T. Bennett

"You must be the CHANGE that you wish to see in the world." Mahatma Gandhi

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Director & Scholarship Officer