

Doherty & Donelon Scholarships awarded

Six children of NALC members to receive funding for college

Six children of NALC members will receive NALC memorial scholarships in recognition of their academic achievements and community involvement.

One student from each of five geographical regions was awarded \$4,000 apiece from the William C. Doherty Scholarship Fund, and a sixth student will receive \$1,000 from the John T. Donelon Scholarship. All six scholarships are renewable for three additional years.

The Doherty Scholarship was founded in 1962 to honor William Doherty, NALC's president from 1941 to 1962. The winners for 2025 are:

Central Region: Grace Anderson

Parent: Craig Anderson, Rockford, IL Branch 245

Quote: "I would like to be thriving in an architecture firm in a vibrant city such as Chicago, Pittsburgh, or Richmond. My dream is to design spaces that will ignite creativity and happiness in people. I feel like many new and 'modern' buildings are lifeless and boring to see every day. I also want to learn more about sustainability, as protecting our planet is very important to me!"

Plans: Anderson will enter Iowa State University this fall and plans to study architecture.

Eastern Region: Kenyon Howe

Parent: Kathleen Howe, Henderson, KY Branch 410

Quote: "I want to help every animal I can in any way possible. The thing I love most about this passion of mine is the constant supply of learning that comes from it. Just as humans, every animal is different and needs to be 'learned' and the different personalities and how the animals react to their situations, whatever they may be, is extremely fascinating to me. In 15-25 years,



Seated (from l): Dale E. Bittinger, Dr. Georgia Booker and James B. Massey Jr. **Standing (from l):** Lawrence Kania, Kimetra Lewis and Carly Hook

I hope to still have my passion and I hope to have successfully obtained a career with it. I would love to work with conservation and rehabilitation, but I am up for gaining experience with any and all kinds of animals."

Plans: Howe will enter Murray State University in Kentucky this fall and plans to study pre-veterinary medicine and veterinary technology with the hopes of someday opening her own practice or working in conservation.

Northeast Region: Caitlin Quinn

Parent: Kevin Quinn, Worcester, MA Branch 12

Quote: "I have seen the way world trade, workplace safety, and environmental concerns have affected the largest and smallest nations. I have studied the crises in immigration, safe migration pathways, and vulnerability of women and marginalized populations. With these

issues affecting people everywhere, I want to use my education to create positive changes in my community and around the world. I would like to work at an institution like the Rian Immigration Center which assists those new to the country along the correct path to citizenship. I would use my pro bono legal work to assist those looking for a better life with being welcomed to the United States. Although I am just one person, I hope my career will allow me to set new standards for how humans are treated by nations and big corporations."

Plans: Quinn will attend Northeastern University in Massachusetts this fall to study international business and law.

Southern Region: Alan Thomas

Parent: Christian Thomas, New Orleans, LA Branch 124

Quote: "Once I'm out of college, I would like to get some kind of electrical

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engineering job. I would like to either be living here in Louisiana or in Mississippi in a cozy house on a few acres of land. I don't know exactly what type of industry I'd want to work in yet, but designing power distribution systems is something I would be interested in. Small circuitry doesn't interest me as much as larger scale power delivery. I'm also interested in e-bikes and e-motorcycles, so a job in that field would also be very appealing to me."

Plans: Thomas will enter Mississippi State University this fall to study electrical engineering.

Western Region: David Kwon

Parent: Christopher Kwon, San Bernardino, CA Branch 411

Quote: "As a driven learner, the prospect of innovation in the field of electrical engineering has always interested me. ... I have always had a drive to explore new things and connect similar methods or concepts from different fields, thereby understanding and explaining conceptions from a broader perspective. Developing energy-efficient systems and ensuring that renewable clean energy is seamlessly integrated into power networks are the issues that [I aim] to work [on]. As a first-generation low-income student, I want to use my experiences to encourage and accompany individuals from diverse backgrounds. I continue cultivating my professional and personal aspirations, allowing me to align leadership, communication, and collaborative skills to better understand others."

Plans: Kwon will attend Stanford University in California this fall to study electrical engineering.

A scholarship honoring the late John T. Donelon, longtime assistant to three NALC national presidents, was announced in 2003. Donelon's wife,

Louise, established the Donelon Scholarship as a bequest in her will.

The winner is: Rosebud Summers

Parent: John Summers, South Suburban Merged, IL Branch 4016

Quote: "The interest that has contributed most to my development as a performer, student, and person is musical theater. Not only have I discovered the passion that I want to turn into my career through musical theater, but the 31 (and counting) shows I have been in have equipped me with the necessary life skills that I need for a successful and fulfilling life offstage. Performing has always been there for me through times of uncertainty. Performing has given me a goal of improving myself and my abilities that has kept my motivation high. And above all else, by working with my directors, crew, and fellow cast members, I have learned how to work with all types of people ... in order to prepare the best show possible."

Plans: Summers will enter Northwestern University in Illinois this fall to study musical theater, as well as creative writing or elementary education, with plans to become a Broadway actress, singer-songwriter and poet.

The NALC Scholarship Committee met in mid-May at NALC Headquarters in Washington, DC. The committee is composed of **Lawrence Kania** of Buffalo-Western New York Branch 3 (chairperson), **Kimetra Lewis** of Dallas, TX Branch 132 and **Carly Hook** of Santa Clara, CA Branch 1427. The committee reviewed and evaluated each application.

The committee released the following report:

"This year marks the 63rd anniversary of the William C. Doherty Scholarship Program and the 22nd anniversa-

ry of the John T. Donelon Scholarship. From the original grant of six scholarships in the amount of \$500 per year in 1964, the Doherty program grew to 15 scholarships at \$800 per year, each for a total of \$3,200 per scholarship. The Doherty Scholarship has changed to provide for five scholarships, with an increase in the amount to \$4,000 per year for a total of \$16,000 per scholarship. The Donelon Scholarship provides for one scholarship in the amount of \$1,000 per year for a total of \$4,000 per scholarship.

The Doherty Scholarship Program of the National Association of Letter Carriers was authorized by the 43rd Biennial Convention meeting in 1962 in Denver, CO. The program was named after President William C. Doherty, who retired at the 1962 convention after serving 21 years as the national president. Past President Doherty died on Aug. 9, 1987.

The John T. Donelon Scholarship program was established in 2003. Brother Donelon was assistant to three NALC presidents and died in 1985. His widow ensured that his wishes to donate to the NALC scholarship program were carried out upon her passing.

While state associations, branches, auxiliaries, and individual members contributed to the Doherty fund in its early days, its first important financing resulted from a dinner the union sponsored on Oct. 23, 1963, commemorating the centennial of free delivery service in the United States. Over the years since its establishment, every segment of our membership has been generous in supporting the program.

Our committee commends President Renfroe and the NALC Executive Council, as well as preceding presidents and councils, for their progressive

thinking that has resulted in educational opportunities for the children of our membership.

With this report, we are pleased to announce that since its inception, hundreds of children of letter carriers have been scholarship recipients. To be in a position as NALC is, to make it possible to assist these bright young students in their academic career, is in itself a source of satisfaction. Every letter carrier should know that many past winners have graduated early with high honors, that most of our winners have completed their undergraduate work and, in many cases, have gone on to pursue postgraduate work.

No person connected with NALC—neither among the Executive Council nor the committee—has a voice in a

final determination of the ultimate winners. These are done by college administrators from the Washington, DC, area.

We are grateful for the continued service of Dr. Georgia Booker, retired director for Guidance Counseling Services, District of Columbia Public Schools; James B. Massey Jr., Director of Undergraduate Admissions, University of Maryland; and Mr. Dale E. Bittinger, assistant vice provost for Strategic Undergraduate Engagement, Partnerships, and Pathways at University of Maryland, Baltimore County. These distinguished members of the academic profession have contributed in a great measure to the success of the program.

The financial condition of the program is better than it was in 1964,

when the initial awards were made. Its continuation depends on the financial support of our members and friends of NALC. All contributions should be made payable to the William C. Doherty Scholarship Fund, or the John T. Donelon Scholarship Fund, and addressed to NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001.

Details of the fund's financial position are included in the audit report of the national secretary-treasurer for the biennial term ending at the Boston convention.

Your Scholarship Committee concludes by thanking President Renfro, resident officers and, most expressly, the staff that assists for their unselfish cooperation and interest in our work." **PR**

Union Plus awards scholarships to NALC kids

In June, Union Plus awarded scholarships to two children of NALC members.

A program founded by the AFL-CIO to provide benefits to union members and their families, Union Plus has awarded scholarships each year to union members or members of their families since 1992. This year, Union Plus awarded \$250,000 in scholarships to 193 students representing 38 unions.

Adastra Maxine Cuiffo of Port Jefferson Station, NY, whose father, **Joseph Cuiffo**, is a member of Long Island Merged Branch 6000, has been awarded a \$1,000 scholarship.

Cuiffo graduated from Comsewogue High School this year. She plans to major in marketing with a communications minor at Penn State (University) Berks, where she plans to be a member of the Nittany Lions NCAA Division III soccer



team. She aspires to become a medical sales representative, incorporating new technology into health care.

Cuiffo said her father is her hero and best friend, and that their family's lives have changed for the better since he became a letter carrier and joined NALC in 2016.

"My dad loves being an NALC member, and we get to see him more often because he is no longer working overnight shifts like in his previous job," she said. "I've never known a harder worker than my father; he is selfless and works each day to provide for his family, giving us all that he possibly can. Thanks to NALC, we know our dad is safe and working an

important job."

Cuiffo's high school activities and honors include the National Honor Society, National Business Honor Society, National English Honor Society chapter president, Mu Alpha Theta mathematics honor society, Rho Kappa National Social Students Honor Society, Science National Honor Society, Sociedad Honoraria Hispánica Spanish honor society, Comsewogue Community Connections Club, Students Against Destructive Decisions, Bringing Unity Through Youth and varsity soccer captain.

Jae-Hyeok Moon of Phoenix, AZ, whose father, **Ki Ung Moon**, is a member of Arizona Merged Branch 1902, has been awarded a \$1,000 scholarship.

A graduate of the BASIS Peoria school in Peoria, AZ, Moon will attend Princeton University this fall as

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Clock ring fraud (continued)

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supplies, and adjusting rest bars.

b. Time spent continuing to work after a tour ends in order to correct an error, to prepare records, or to finish a task.

c. Time spent working during meal periods.

d. Time spent distributing work to workstations

To review clock ring edits made by postal management, union representatives should request the Employee Everything Report (EER), which is created by TACS. This report details clock ring entries input by carriers and any edits made by management.

In July 2018, the **NALC Guide to Identifying Intentional False Editing of Clock Rings** was created to inform union representatives about how to read the EER and properly identify improper clock ring edits. Additionally, the guide advises union representatives on how to file successful grievances regarding false clock ring edits, the appropriate remedies for those violations, and how to prevent future infractions. An electronic copy of this guide is available on the NALC website at nalc.org/workplace-issues/resources.

To assist carriers in tracking their hours, NALC also created the **NALC Work Hour Tracker**. The tracker contains 52 pay periods worth of fillable tracking forms; a detailed instruction page that explains how to properly track hours and figure overtime for full-time regular, part-time flexible and city carrier assistant letter carriers; a USPS pay period calendar; and a time conversion table. Additionally, each pay period contains a notes page where carriers can record different things that occurred throughout that time frame. The notes page could be a valuable resource when comparing edited clock rings that have resulted in a loss of pay. Copies of the tracker are available from the national business agent (NBA) office who represents each region. Contact information for each of the 15 NBA offices is available on the NALC website at nalc.org/union-administration/nalc-regions.

Letter carriers work very hard for their wages, and clock ring fraud is a serious issue. Letter carriers who believe that management has improperly made adjustments to their clock rings should contact their union representative so that they can investigate the issue and file a grievance if necessary.

Union Plus awards scholarships (continued)

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a mathematics major. Moon was a member of the BASIS Peoria debate team, which won the open division at the Marist Ivy Street Invitational national-level tournament. He completed multiple Advanced Placement (AP) courses while in high school, scoring a 5, the highest score possible, on the AP Physics exam as a freshman.

His father began working for the Postal Service during the COVID-19 pandemic. Shortly thereafter, a situation arose in which he needed union representation. "NALC participated in the fact-finding for the incident and was my father's voice when he met with management," Moon said. "With the union's help, the problem was resolved. This is the strength of unions: Having experienced similar situations count-

less times, his NALC representatives knew what to say and what to do."

Moon's activities and honors include the National Honor Society, Tri-M Music Honor Society, Phoenix Youth Symphony, BASIS Peoria orchestra, BASIS Peoria Science Bowl, Arizona Music Educators Association All-State Orchestra, National Latin Vocabulary Exam gold medal, Math Kangaroo Arizona runner-up, QuestBridge Scholar and Mathnasium instructor.

The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation.

Since starting the program in 1991, Union Plus has awarded more than \$5.9

million in educational funding to more than 4,200 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. The selection process is exceptionally competitive: 6,213 applications were received this year from 69 unions and all 50 states, the District of Columbia, three U.S. territories, and six Canadian provinces.

For information about scholarship eligibility and applications, go to unionplus.org/scholarship.

In addition to the scholarship program, Union Plus provides a range of money-saving programs and services for union members and families. Go to nalc.org/member-benefits/benefits-for-members/union-plus for details. **PR**