

TN AFL-CIO LABOR COUNCIL ANNUAL EDDIE BRYAN SCHOLARSHIP RULES & GUIDELINES

ELIGIBILITY REQUIREMENTS

High school graduates age 17-21 entering his or her **first** year of study in a state accredited college or university with the objective of obtaining a minimum of a two-year degree (not vocational schools).

Member of, or birth-child, legally adopted child or stepchildren, **whose parent or grandparent is a member in good standing, of a local union in good standing with the Tennessee AFL-CIO Labor Council**; or a child who has lived in the household of the above-described union member for more than 3 years (verification required) and depends on that member for his or her financial obligations. Members must remain in good standing for a minimum of one year after scholarship is awarded or repay the amount of the scholarship upon withdrawal of membership from the local union. The only exception may be employer closing business, rare instances of termination, transfer, or death. Exceptions must be approved by an executive board's recommendation of approval.

APPLICATION PROCESS

Application and a typed or handwritten, five-hundred-word essay on *"What Labor Unions Mean to My Family"* will determine the winner of the **1st place \$5,000.00** scholarship, **2nd place \$2,000.00** scholarship, and should there be **thirty or more applications received**, a **3rd place \$1,000.00** scholarship will be awarded. References must be properly recorded on the essay.

After scholarship applications are made available the applicant will have 6 weeks to prepare his/her essay and deliver it, **along with an application**, to a pre-determined location, which will be indicated on application. Strict timelines (dates) will be set and followed; absolutely no exceptions will be made. The person receiving the applications may change from year to year.

The application for said scholarship is enclosed. Deadline for application and essay will be MAY 15, 2026 and must be mailed to TN AFL-CIO Labor Council, ATTN: Allie Phillips, 1901 Lindell Avenue, Nashville, TN 37203.

Upon receipt of the student's application and essay the receiver will assign a number that will be clearly marked on each page of the application and the essay.

DO NOT PUT NAMES ON OR IN THE ESSAY. ESSAYS WITH NAMES WRITTEN ON THEM WILL NOT BE ACCEPTED.

DETERMINING A WINNER

At the end of the six-week application period the TN AFL-CIO Labor Council will take possession of the essays only. Applications will remain with the person responsible for receiving them from the student.

References will be checked. Essays will be judged on content, flow, and neatness. The group process for choosing the best of four. The best will be the winner of the \$5,000.00 scholarship, 2nd place winner of the \$2,000.00 and if a third place is given winner will be given \$1,000.00, to a college of choice.

Plagiarism will be grounds for disqualification.

AI usage will be grounds for disqualification. (Examples: ChatGPT, Siri, Google Gemini, etc.)

PARENTS, GRANDPARENTS, AND SIBLINGS SHALL EXCUSE THEMSELVES FROM THIS ENTIRE PROCESS.

PENALTY FOR PARTICIPATING IN OR INTERFERING WITH THIS PROCESS IN ANY WAY BY PARENTS, GRANDPARENTS OR SIBLINGS SHALL BE THE DISQUALIFICATION OF THE SCHOLARSHIP APPLICANT.

The application information will be verified.

False information will result in the winner being disqualified. In the event of a disqualification the runner-up will become the winner.

Results are final upon certification.

AWARDING THE SCHOLARSHIP

Scholarship winners will be notified by phone and/or mail by **June 26, 2026**.

Scholarships will be paid directly to the applicant and/or college or university in two payments of \$2,500.00 each for first place and \$1,000.00 for second and should a third place be given there will be two payments of \$500.00, one payment each at the beginning of the next two semesters. In hardship cases the full scholarship may be paid in one payment.

Any unused portion of this award shall be the property of this scholarship fund and shall be returned in an expeditious manner. It shall be the responsibility of the member whose membership made this scholarship possible to ensure the return of any unused portion of this award.

All essays will become property of the Tennessee AFL-CIO Labor Council.

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