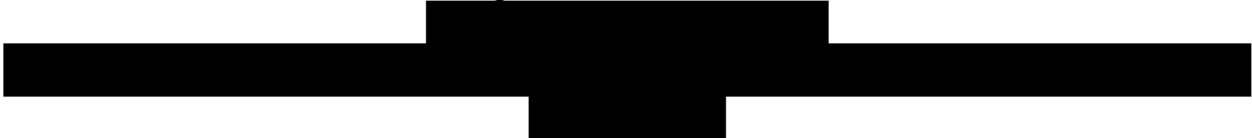


Tyler E. Andrews



Executive Management

Vice President: Set strategic direction, develop initiatives and goals to achieve strategies objectives, lead and develop and multifunctional team of directors senior managers and employees: Customer Service, Human Resources, Corporate Communications and Safety.

Customer (Member) Services Management

Championed development of a member engagement platform and a achieved Board of Director approval for new interface system that communicates power usage to all Chugach Members on a 15 minute interval.

Presented critical data and obtained Board of Director resolution to institute more convenient payment options for Chugach Electric Members using credit cards.

Human Resources Management

Human Resources Manager: Responsible for labor relations, compensation, recruitment, personnel policy development and policy administration. Experience includes city and state government organizations from 325 to 3000 employees.

Developed and implemented performance management systems from the ground up.

Successfully initiated changes to long standing benefit programs without disruption to the workforce.

Project Manager: Responsible for design concept, implementation schedule, and contract delivery of diversity training for over 1400 state employees and supervisors.

Developed critical policy elements for Governor's statewide executive order on diversity.

Investigation Unit Supervisor: Responsible through subordinates for case management and resolution of all employment discrimination complaints for the State of Alaska.

Responsible for the implementation of a new program addressing employment discrimination complaints.

Corporate Communications

Set direction for a newly developed corporate communication function.

Provided leadership and resources to enable Chugach Electric to have a more open and active presence in the community.

Hired talented staff that could implement and add to the strategic direction for the communications function.

New publications were developed other reinvigorated.

Web site redesigned leading to an award winning function in less than two years.

Safety

Initiated change across Chugach Electric to improve safety performance through the effort of all employees.

Initiated and sponsored the use of a Safety Management System to provide employees throughout the company a method to report and follow up on safety issues as well as incident reporting.

Developed concept for behavioral based safety recognition system that facilitates conversations about safety through out the company including peer to peer.

Chugach Electric employee are entering its sixth year of superior safety performance leading to a low number of injuries for employees and significant saving for the membership.

Labor Relations

Labor Relations Executive: Established over nine years of collaborative labor relations for Chugach Electric with four bargaining units by help both parties understand what their most important common issues are.

Chief Spokesperson: Successfully represented the State of Alaska in the negotiation of over ten separate collective bargaining agreements.

Negotiated with labor unions representing 143 to 8000 employee members.

Bargained with unions representing police, fire, correctional officers, supervisors, equipment operators, maritime and electrical workers.

Coordinated approval and acceptance of proposals.

Formed both interest based and position based tactics to implement an overall bargaining strategy.

Project Manager: Managed federal grant funds to deliver

Steward/Supervisor training. Wrote grant for funding from the Federal Mediation and Conciliation Service. Delivered training to over 1600

supervisors and union stewards. Developed superior working relationships with union business management to coordinate and deliver this training. Contract Administrator: Responsible for administration of seven bargaining agreements. Provided employee relations services to three regions and the Alaska Marine Highway covering up to 3000 employees. Supervised grievance handling staff with 55 cases. Advocate for management. Presented dismissal and contract interpretation cases in arbitration. Negotiated agreements to resolve grievances prior to hearing. Managed a caseload of 60 to 80 cases for four different client agencies. Analyzed grievances for viability in arbitration.

Training Delivery/Development

Developed and implemented corporate Continuous Development program for all Chugach Electric employees.

Delivered State of Alaska management-training programs including: weeklong supervisory academy, performance appraisals, discipline and coaching. Developed current disciplinary process training.

Supervised training functions outside Juneau to deliver State of Alaska core personnel and supervisory courses.

EDUCATION/TRAINING

University of North Carolina Chapel Hill, Bachelor of Arts, economics, 1988
Advanced contract negotiations skills, Dave Landis, Juneau, Alaska, November 2002

Train the Trainer, 18 hour class, CPS, Inc., Juneau, Alaska, 2002

Catalytic Leadership, 80 hour program, Portland, Oregon, Pacific Program, October 2001.

Advanced Arbitration Advocacy, American Arbitration Association, October 1995

Grievance Handling Procedures, American Arbitration Association, May, 1995

COMPLETE WORK HISTORY

Vice President Member and Employee Services, Chugach Electric Association April 2008 to present

Sr. Manager, Labor Relations, Alaska Communications Systems, May 2007 to April 2008 present

Human Resources Spec. IV, State of Alaska, Department of Administration, October 2005 to May 2007

Human Resources Mgr II, State of Alaska, Department of Administration,
November 2003 to October 2005

Human Resources Mgr II, State of Alaska, Department of Corrections, July
2003 to November. 2003

Personnel Mgr. I, State of Alaska, Division of Personnel, March 2001 to
June 2003

Labor Relations Spec. II, State of Alaska, Department of Transportation,
April 1998 to February 2001

Human Resources Mgr., City of Ketchikan and Ketchikan Public Utilities,
Ketchikan, Alaska, January 1997 to April 1998.

Labor Relations Spec. I, State of Alaska, Department of Administration,
Juneau, Alaska, January 1995 to December 1996.

Instructor/Coordinator, University of Alaska Southeast, Sitka Campus,
January 1994 to December 1994.

Outreach Coordinator, Association of Western Pulp and Paper Workers
November 1992 to December 1993

Standing Committee Member, Association of Western Pulp and Paper
workers, Local 169 (dissolved), Hoquiam, Washington December 1991 to
March 1993.

Process Control Technician, ITT Rayonier (closed), Hoquiam, Washington,
March 1989 to November 1992.

