

TYLER E. ANDREWS

Executive Management

Vice President: Responsible for strategic accomplishments of Member Service, Human Resources, and Safety.

Human Resources Management

Human Resources Manger: Responsible for labor relations, compensation, recruitment, personnel policy development and policy administration.

Experience includes city and state government organizations from 325 to 3000 employees.

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.

Labor Relations

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.

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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

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. Hired trainers to deliver and develop diversity and human resources training.

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

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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

