

Tyler E. Andrews

Functional Experience

Executive Management

Set strategic direction, to achieve objectives. Lead and develop multifunctional team of directors, senior managers and employees: Customer Service, Labor Relations, Human Resources, Corporate Communications and Safety.

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

Labor Relations

Labor Relations Executive: Developed and initiated strategy to establish over 13 years of collaborative labor relations for Chugach Electric with four bargaining units by helping all parties build relationships and understand their most important common issues.

Chief Spokesperson: Negotiated and obtained board approval for transition agreement to staff new facilities and to support the acquisition of Municipal Light and Power: leading to three new long term labor agreements. 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. Coordinated approval and acceptance of new agreements by decision makers. Formed both interest based and position based bargaining plans to implement bargaining strategy. Costed numerous labor agreements using total hour model. Completed the negotiation of more than 20 labor agreements.

Project Manager: Delivered Interest Based Bargaining training to over 1600 supervisors and union stewards. Prepared grant application for funding from the Federal Mediation and Conciliation Service. Developed superior working relationships with union business management to coordinate and deliver 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: 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.

Human Resources



Tyler E. Andrews

Program Management: Responsible 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.

Safety

Chugach Electric completed seven years of superior safety performance leading to a near zero and zero number of injuries for employees and significant cost saving for the corporation.

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 conversation based safety recognition system that facilitates communication about safety through out the company including peer to peer.

Training Delivery/Development

Developed and implemented corporate continuous development program for all Chugach Electric employees. Implemented company wide leadership program at Chugach. Delivered State of Alaska management-training programs including: week-long supervisory academy, performance appraisals, discipline and coaching. Developed current disciplinary process training. Developed trainers to deliver State of Alaska core human resources and supervisory courses.

Customer Service

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.


EDUCATION/TRAINING

University of North Carolina Chapel Hill, Bachelor of Arts, economics, 1988.

Applied Leadership, six month program, Al Bolea, Anchorage, Alaska 2017-2018.

Advanced contract negotiations skills, Dave Landis, Juneau, Alaska, November 2002.

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



Tyler E. Andrews

Catalytic Leadership (Pacific Program), 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.

VOLUNTEER ACTIVITY

Alaska Labor Relations Agency, Management Member, 2008 to current.

Hear and adjudicate unfair labor practice complains and unit clarifications (similar to the National Labor Relations Board (NLRB)).

WORK HISTORY

Exec. Vice President Employee Services and Communications, Chugach Electric Association June 2019 to January 2022.

Sr. Vice President Member and Employee Services, Chugach Electric Association September 2013 to June 2019 present.

Vice President Human Resources and Safety, Chugach Electric Association March 2008 to September 2013.

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

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.



[REDACTED]