

MICHAEL JOHN WEILLS SIEGEL

EDUCATION

Cornell Law School, Ithaca, NY

Juris Doctor, May 2009

Honors: Dean's List; Freeman Award for Civil-Human Rights

California State University, Hayward, CA

Multiple Subject Teaching Credential, May 2003

Brandeis University, Waltham, MA

B.A. in Comparative Literature, with honors, *magna cum laude*, May 1999

EXPERIENCE

LEGAL WORKER

- Siegel & Yee, Oakland, CA
Incoming associate, August 2009 - present
New hire at small civil rights firm.
- Center for Constitutional Rights, New York, NY
Legal Intern, January 2008 – May 2008 (full-time)
Research and drafted legal memoranda, participated in outreach and education efforts, and generally supported the work of this nonprofit human rights litigation organization. Focused on accountability for military contractors and civil rights class action litigation.
- Cornell Law School, Ithaca, NY
Research Assistant for Professor James Henderson, May 2007 – August 2007
Researched, wrote, and edited materials for torts and products liability textbooks.

NON-PROFIT LEADERSHIP

- Oakland Leaf, Oakland, CA
Founder, Executive Director, May 2002 – August 2006
Envisioned, incorporated, developed, and led a nonprofit education agency providing creative education programs to low-income children and youth. Designed and managed programs, hired and supervised staff, wrote grants, cultivated donors, recruited students and parents, and promoted organization citywide.
- Oakland Small Schools Foundation, Oakland, CA
Co-Founder, Staff, January 2003 – July 2004
Incorporated and developed a nonprofit foundation established to raise funds and provide technical support for new, public “small schools” in Oakland.

URBAN EDUCATION

- **ASCEND K-8 School, Oakland, CA**
Teacher, School Founder, Development Coordinator, March 2002 – June 2004
Co-founded and taught fifth grade, seventh grade, and physical education classes at a new small public school in a low-income, diverse Oakland neighborhood. Developed curriculum, developed family partnerships, and led fundraising efforts.
- **New Voices Middle School, M.S. 827, Brooklyn, NY**
Teacher, August 2001 – March 2002
Taught eighth grade humanities at a public middle school.
- **Jefferson Elementary School, Oakland, CA**
Teacher, August 1999 – June 2001
Taught third grade at a public elementary school. Served on site leadership council.
- **Teach for America, Oakland, CA**
Corps Member, 1999 – 2001
Member of national organization focused on improving public education in low-achieving school districts across the country. Led community outreach committee in Oakland.

POLITICAL ORGANIZING

- **National Lawyers Guild, Ithaca, NY**
President, Student Chapter; Committee Member, Military Law Task Force; 2007 – 2008
Led Cornell student organization. Organized panel discussion and week of awareness on military security contractors that garnered regional media coverage. Elected to national steering committee of attorneys and legal workers focused on issues of military law.
- **Iraq Veterans Against the War, New York, NY and Washington, D.C.**
Winter Soldier Legal Coordinator, 2007 – 2008
Organized attorneys and helped develop legal strategies for a conference that presented testimony from dozens of U.S. service members about war crimes in Iraq and Afghanistan.
- **Oakland Education Association, Oakland, CA**
Union Representative, 1999 – 2001, 2002 – 2003
Elected site representative. Worked for new teacher support, curriculum development, and safe conditions. Elected national representative to the National Education Association.
- **Siegel for School Board, Oakland, CA**
Campaign Manager, January 1998 – June 1998
Coordinated father's successful district-wide campaign for Oakland school board. Recruited 100 volunteers. Facilitated fundraising and communications. Led get-out-the-vote operations.

ADDITIONAL EXPERIENCE

- **Spanish.** Proficient speaker, reader, and writer of Spanish language.

Alex Drexel

EDUCATION

University of California at Berkeley
Walter A. Haas School of Business
Master of Business Administration, May 2009

- Emphasis in Strategy and Finance
- Member of the Haas Academic Committee
- Completed class at The Washington Campus (<http://www.washcampus.edu>) to learn workings of Federal Government

University of California at Berkeley
B.A. in Economics May 1997

- Junior Year Study Abroad, Exeter University, United Kingdom

EXPERIENCE

2006-Present

Oracle Corporation

Redwood Shores, CA

Principal Product Strategy Manager

- Conceived and successfully proposed product that helps companies comply with federal regulations relating to fair pay; patent pending.
- Briefed Forrester on strategy and direction of product suite which yielded a positive rating for Oracle products.
- Received award from Senior VP for working with customers in 30+ focus group meetings to gather requirements and get feedback on designs.
- Developed presentation covering market positioning and messaging of owned products which was well received by the CEO, Larry Ellison.
- Wrote article for an HR magazine on global rollouts of compensation systems.
- Estimated sales opportunities for Oracle's next generation of products which was used by executives to set investment priorities.
- Created and taught competitive analysis methodology for strategy group.
- Proposed new bundling strategy which was approved by senior management.
- Coordinated a team of five analysts to produce a product roadmap that included market, competitive, and SWOT analysis.
- Successfully submitted presentation proposal to industry group (IHRIM); the talk received high feedback ratings from conference attendees.
- Presented strategic direction of products to 100+ customers in Shanghai, China.

1999-2006

Manager, Product Management (Promoted four times)

- International Assignment, Australia July 2002 – July 2006; Worked closely with developers to assure solutions responded to customer business needs for five major releases that delivered a total of 35 new features. Reviewed all requirements documents, functional designs, test plans, user guides, tutorials, implementation guides, training material, demo scripts, inbound and outbound marketing collateral. Assisted director in hiring and mentoring staff. Visited largest Asia/Pacific customer, Westpac, to implement product.
- Managed team of four product managers.
- Spoke numerous times in front of 100+ customers at the Oracle Applications User Group and Oracle Open World conferences to evangelize product.
- Conducted training sessions for sales and support. Coordinated with documentation team to produce tutorials, user and implementation guides. Coordinated with Oracle University to produce online training sessions for internal and external use.

ADDITIONAL

Participates in philanthropic events with the Oracle Volunteers group. Member of WorldatWork, a professional organization for those in Human Resources and compensation. Completed training program (Leadership Los Gatos) organized by former town to groom community leaders.

WINNIE W.L. ANDERSON

SKILLS SUMMARY

Training and labor management professional with extensive experience in collective bargaining, human resources, labor laws, operations, organizational development, project management, training and development, strategic planning and workforce development. Experienced in developing and implementing regional & statewide training programs for large organizations.

EDUCATION

Masters in Public Administration, MPA May 2008 Graduation
University of Southern California (USC), Los Angeles, CA
School of Policy, Planning and Development

B.A. in Humanities
University of California Irvine (UCI), Irvine, CA

EMPLOYMENT

Senior Employee Relations Representative May 2008-Present
City and County of San Francisco
San Francisco, CA

- Under the Civil Service Commission Rule 109 consults with and provides advice to operating departments regarding contract interpretation, Employee Relations Ordinance, state and local labor laws and policies, disciplinary actions, grievance handling, and related matters
- Gathers, prepares and analyzes technical and statistical data for use in negotiation of labor agreements, grievance processing, mediation, arbitration, fact-finding, and other employee relations activities; researches, analyzes and projects costs and other results of union and management proposals
- Serves as the chair or a member of a negotiating committee; identifies and analyzes issues involved; develops negotiating proposals; represents management positions; writes and revises contract language; analyzes costs of contract proposals
- Implements or assists in the implementation of negotiated agreements and arbitration awards
- Provides technical assistance and expertise to department or agency heads and other City and County staff
- Selects arbitrators; assists in the preparation of grievances for arbitrators by defining issues, interviewing witnesses, and collecting other information
- Keeps current on new trends, developments, court cases and legislation in the labor relations field

Senior Learning Consultant April 2007-Present
Kaiser Permanente
Oakland, CA

- Implement and manage the business and operational strategies with senior leadership to improve all Northern California Kaiser Medical Facilities on Attendance, Service, Overtime, and Missed Meals and Breaks.
- Provide consultation regarding analysis, design, development, evaluation and implementation of Labor Management Partnership objectives.
- Customize, design and implement training programs and materials that manage and mentor trainers and facilitators to build internal capacity.
- Facilitate and coordinate the work of labor and management leaders in developing strategic work plans to reach performance goals.
- Spokesperson and advocate of Partnership principles and processes by working collaboratively with Kaiser employees and customers.

Director of Education & Training September 2003-April 2007
Service Employees International Union
Local 535 (Statewide)/1021 (NCAL)

Oakland, CA

- Managed operational and departmental budget and staff for a statewide union for over 30,000 staff and members.
- Developed and delivered trainings on arbitration, collective bargaining, communications, facilitation, grievances, labor law, labor-management relations, leadership, mediation, negotiations, policy development, strategic planning and workplace safety.
- Led strategic and tactical planning for public and private sector contract negotiations and campaigns.
- Conducted needs assessments and effectiveness on instructional design and utilized knowledge of best practices.

Political Consultant
Service Employees International Union
State Council
Sacramento, CA

May 2003-September 2003

- Recommended and implemented successful lobbying strategies and agendas to maintain state funding for social service programs in the state.
- Supervised and managed endorsements of political candidates throughout the state.

Labor Representative
Service Employees International Union
Local 715
San Jose, CA

January 2002-May 2003

- Negotiated public and private sector contracts and departmental agreements for over 1200 health care workers in Santa Clara County.
- Investigated, prepared and resolved contractual and labor conflicts and grievances.
- Conducted salary surveys, interpreted and analyzed market data, negotiated performance appraisals/evaluations, job descriptions and attraction methods for recruitment and retention.

Legislative & Fiscal Analyst
Griffin & Associates
Sacramento, CA

January 2001-December 2001

- Managed and audited budgets for medical group associations.
- Negotiated language on key legislation for clients in biotech and healthcare field with legislators.

Policy Aide
Lieutenant Governor of California
State Capitol
Sacramento, CA

August 2000-January 2001

- Coordinated various projects and commissions for the Lieutenant Governor by identifying and bringing together stakeholders to strategize and implement programs throughout the state.

CERTIFICATES

- Issue Resolution/Collaborative Decision Making/Interest-Based Problem Solving Train the Trainer—Kaiser Labor Management Partnership
- Group Facilitation Skills Train the Trainer—Community at Work
- Mediating Workplace Conflict—UC Berkeley (UCB) Labor Occupational Health Program
- Preventing Violence at the Work Place—UCB Labor Occupational Health Program
- Labor Relations Academy II The Arbitration Process—CA Public Employer Labor Relations Association
- Labor Relations Academy III The Negotiation Process—CA Public Employer Labor Relations Association
- Mediation Training 40 Hours—University of California Irvine
- Sexual Assault Counselor 72 Hours—Orange County Human Services

AFFILIATIONS

CALPELRA – CA Public Employer Labor Relations Association – Member
ASPA – The American Society for Public Administration – Member
MCPD – Mayor's Commission on Persons with Disabilities – Commissioner
JLDA – Jack London District Association – Board Member, Former VP