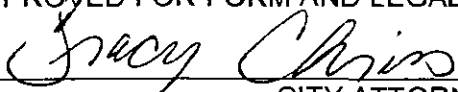


FILLU
OFFICE OF THE CITY CLERK
OAKLAND

14 FEB 10 PM 3:51

APPROVED FOR FORM AND LEGALITY


CITY ATTORNEY

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C M.S.

RESOLUTION CONFIRMING THE MAYOR'S REAPPOINTMENT OF WINNIE ANDERSON
TO THE CIVIL SERVICE BOARD

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council, and

WHEREAS, Ordinance No 8979 C M S , adopted April 2, 1974 and amended by Ordinance No 11777 C M S passed March 14, 1995, created the Civil Service Board to hear employee disciplinary appeals, to study, investigate and research other personnel matters, and to make reports and recommendations to the City Administrator, and

WHEREAS, the Civil Service Board consists of seven members serving three-year staggered terms with no more than two terms served consecutively, and

WHEREAS, the Honorable Mayor Jean Quan has nominated for reappointment Winnie Anderson to serve a three-year term on the Civil Service Board subject to confirmation by the City Council, now therefore be it

RESOLVED, that pursuant to City Charter section 601, the City Council hereby confirms the Mayor's reappointment of Winnie Anderson to serve a three-year term on the Civil Service Board beginning May 5, 2012 and ending May 4, 2015, filling the seat previously held by Amy Dunning

IN COUNCIL, OAKLAND, CALIFORNIA,
PASSED BY THE FOLLOWING VOTE

AYES – KALB, PRESIDENT KERNIGHAN, GIBSON MCELHANEY, SCHAAF, GALLO,
BROOKS, REID AND KAPLAN

NOES –
ABSTENTIONS-
ABSENT-

ATTEST

LATONDA SIMMONS
City Clerk and Clerk

WINNIE W ANDERSON

2014 FEB 11 PM 4:25

-
- OBJECTIVE** I would like to take 13+ years of public and corporate/ industry experience in Human Resources, Strategy Politics and Labor Relations to transition into a new role in the management consulting with opportunity for advancement with the organization
- HIGHLIGHTS** I am a quick study, with an ability to grasp and put into application new ideas, concepts, methodologies, and techniques I have strong analytical/ design skills and can identify systematic approaches to solving complex problems and meeting goals I am a level-headed team player and possess the interpersonal and communication skills necessary to deal effectively with diversity and conflict resolution I am proficient in both Windows and Macintosh environments, webpage design/ development, and conversational in Chinese (Mandarin) I am ready, willing, and able to consult with clients to increase effectiveness
- EDUCATION** Master's Degree – Public Administration
University of Southern California (USC) – Los Angeles, CA
Bachelor of Arts Degree – Interdisciplinary Studies in Humanities
Minor – Conflict Resolution – Mediation Certification
University of California, Irvine (UCI) – Irvine, CA
- WORK EXPERIENCE**
- Employee Relations
Human Resources
East Bay Municipal Utility District (EBMUD) *January 2014 – present*
- Advise and counsel internal client group of City management team on all labor relations issues on sworn and civilian employees including big-picture focus, supervisory skills, interpersonal relations, past-practice and precedent, discipline, termination, legal issues (SME)
 - Serve as the primary contact and provide collective bargaining guidance involving Service Employees International Union (SEIU) Local 1021 and International Brotherhood of Electrical Workers (IBEW) Local 1245 contracts
- Acting Manager of Employee Relations/Principal Employee Relations Analyst
City Administrator's Office
City of Oakland, CA *March 2013 – January 2014*
- Advise and counsel internal client group of City management team on all labor relations issues on sworn and civilian employees including big-picture focus, supervisory skills, interpersonal relations, past-practice and precedent, discipline, termination, legal issues (SME)
 - Serve as the primary contact and provide collective bargaining guidance involving Service Employees International Union (SEIU) Local 1021 and International Brotherhood of Electrical Workers (IBEW) Local 1245 contracts
- Campaign Manager
Abel Guillen for State Assembly District 18
Oakland, Alameda and San Leandro, CA *August 2011 – November 2012*
- Developed and implemented master campaign field plan involving precinct walking, phonebanking, leafletting and poll watching
 - Created targeted walk lists by precinct used for phonebanking, GOTV and poll-watching
 - Performed day-to-day management of over four hundred volunteers
 - Maintained candidate's schedule and performed political outreach
 - Developed and maintained relations with elected officials, interest groups and supporters
 - Candidate almost won election with a 0.96% (1400 vote) difference against a well-financed same party opponent in California's first open primary and general elections
- Board of Supervisor's Health Committee Consultant
Board of Supervisors
Alameda County, CA *January 2011 – August 2011*

Senior Employee Relations Representative

Department of Human Resources

San Francisco City and County, CA

May 2008 – June 2009

- Chief negotiator for various collective bargaining agreements and negotiated the first and only MOU that year that included contribution by a labor union into the City's Retiree Medical Benefits Trust Fund
- Managed and counseled department personnel analysts and department heads on their rights and responsibilities under labor agreements, City Charter and Civil Service
- Oversaw the various Departments' work on performance improvement plans, recommendations for disciplinary action, complaint resolution processes, unfair labor practice charges, hearings and arbitrations
- Ensured compliance of employment and labor law in grievance arbitration, and administrative reviews plus and meet and confer sessions
- Provided recommendations to the administrative staffs regarding collective bargaining contracts, supplemental contracts and personal policies with grievance policies

Senior Consultant

Kaiser Permanente National Office of Labor Management Partnership

Oakland, CA

April 2007– December 2011

- Responsible for company-wide executive and organizational management of the labor management partnership initiatives in all eight regions of Kaiser Permanente, set strategic direction that aligned the local, regional and national goals and implement and project manage the agreed program
- Supported members of the national senior management team comprised of labor and management, to execute the national agreement and manage attendance, overtime and workplace safety goals
- Significantly improved internal organizational effectiveness by crafting and executing key policies and procedures in the areas of administration, purchasing on-boarding/exit and travel
- Coached, counseled and provided employee relations advice and direction to employees and managers
- Managed labor management partnership and performance improvement programs including the development and implementation of performance improvement processes and the tools to support it
- Achieved organizational goals of implementing Unit Based Teams to reach 80% before the five year deadline and help reduced company costs by millions

Program and Training Director

Service Employees International Union (SEIU), Local 535 and 1021

Oakland, CA

August 2003 – April 2007

- Planned, developed, managed, delivered, and evaluated organizations development and training programs to support strategic goals and improve performance
- Served as Chief negotiator statewide on various bargaining teams to train staff to ensure proper protocol and strategies were implemented Recruited, developed, and supported internal trainers who provided service quality training Managed a budget over two million and staff in seven offices statewide
- Directed and maintained the overall organizational "well-being" of the organization, which included the effectiveness of the President
- Managed effectively, motivated, and trained 100 staff, 500 executive board members and thousands of member leaders Participated with and directed local management in setting and communicating goals, objectives, and standards for staff and members

ADDITIONAL
POSITIONS
HELD

Vice-Chair of Oakland's Civil Service Board (2008-2013) Oakland, CA, Political Consultant, SEIU State Council (2003) and San Francisco Labor Council (2004), Worksite Organizer, SEIU Local 715 (2002-2003), Legislative & Fiscal Analyst, Griffin & Associates Legislative Advocacy (2001-2002), Legislative Aide, Lieutenant Governor of California Cruz M Bustamante (2000-2001), Insurance Service Specialist, Auto Club of Southern California (1997-2000)

RESEARCH/
CONFERENCE
PROCEEDINGS

USC School of Policy, Planning and Development Lecture Series - Presenter
"Labor Relations and Collective Bargaining in the Public Sector"
UCLA Collective Bargaining Summer Seminar - Instructor
Facilitated collective bargaining simulations

AFFILIATIONS

CALPELRA, IPMA