

# Board and Commission Applicant Information

**Rogers, Melissa**

Date of Application Received January 08, 2016

**Applicant Name:** Rogers, Melissa

**Mail Address:**

**Email Address:**

**Phone Number:**

**Ethnicity:**

**Gender:**

**District:** 10

**City of Austin Resident:** Yes

**Employer:**

**Occupation:**

**Disability:**

## **Resume:**

June 2007 to Independent Contractor, Arlington, VA. Deliver Harassment February 2009 Prevention training for Morgan Lewis Resources as independent contractor to various companies for management and agreement- covered employees. February 2000 National Railroad Passenger Corporation, Washington, D.C. to June 2007 Associate General Counsel “ Labor and Employment. Experience in litigating cases, managing litigation, advising internal clients, and training involving labor and employment issues: Litigation. Pre-trial, trial and appellate litigation including taking and defending depositions, drafting discovery, drafting and editing pleadings and briefs, preparing for and participating in mediations and settlement conferences, and writing petition for writ of certiorari and petitioner’s briefs in United States Supreme Court case, National Railroad Passenger Corporation v. Morgan, 536 U.S. 101 (2002). Manage Litigation. Partner with outside counsel to manage and litigate cases including managing a nationwide race discrimination class action. Advice. Provide advice to internal clients regarding compliance with employment laws. Serve on the Americans with Disabilities Panel charged with reviewing requests for reasonable accommodation from employees; served on the Religious Accommodations Panel charged with reviewing requests for accommodations based on religious practice; provide continuing advice to FMLA administrators regarding administration of the Family and Medical Leave Act and interact with Department of Labor regarding FMLA issues; provide advice to and review probation and termination decisions for Human Resources field offices; provide advice to managers and supervisors regarding employment discrimination issues, including issues involving Family Medical leave, the Americans with Disabilities Act, harassment and discrimination issues, and trans-gendered employees; provide advice to the Health Services department regarding medical standards and privacy issues; work with Equal Employment Opportunity managers to conduct investigations and interact with local, state and federal fair employment agencies. Training. Create and deliver three-hour training course for managers on the Americans with Disability Act and the Family Medical Leave Act, including

writing and producing a video for use during training. Deliver sexual harassment training. Create and deliver training on management practices. Create on-line training module regarding Ethics Code. Implement Ethics Hotline. Design voluntary Ethics and Compliance program including use of hotline through outside vendor, approval of Ethics Code and policy and draft and implement on-line training program for all management employees. July 1998 United States Department of Justice, Civil Division, Commercial To February 2000 Litigation Branch., Washington, D.C. Trial Attorney. June 1993 Swilder and Berlin, Chtd., Washington, D.C. to June 1998 Associate. Litigation including employment discrimination litigation. October 1991 Morgan, Lewis & Bockius, Washington, D.C. to May 1993 Litigation Associate. Pre-trial experience primarily focused on legal research and writing. including drafting discovery, motions, appellate briefs and petition EDUCATION Boalt Hall School of Law University of California, Berkeley J.D., May 1991 First Year Moot Court Advocacy Award Member, Environmental Law Quarterly, 1988-1989 Prosser Prize in Legislation William Smith College Geneva, NY B.A. in Political Science, summa cum laude, 1988 Minor in Economics Phi Beta Kappa " Election Junior Year VOLUNTEER September 2014 - The Bullock Texas State History Museum, Austin, TX. Present. Presenter/Historical Interpreter.

**Board or Commission Name and Specific Qualifications:**

- **Municipal Civil Service Commission**

Qualifications: I am a former employment attorney. I have 17 years experience as an attorney with 10 years of experiencing specializing in employment law and human resources. I worked in a heavily unionized environment and am familiar with labor relations and collective bargaining issues. Although I am no longer a practicing attorney, I would like to use my knowledge and expertise to better my community and have been interested in finding a volunteer opportunity that would allow me to utilize these skills.

# Board and Commission Applicant Information

**Perez-Wiseley, Teresa**

Date of Application Received January 21, 2016

**Applicant Name:** Perez-Wiseley, Teresa

**Mail Address:**

**Email Address:**

**Phone Number:**

**Ethnicity:**

**Gender:**

**District:** 9

**City of Austin Resident:** Yes

**Employer:**

**Occupation:**

**Disability:**

## **Resume:**

Teresa Perez-Wiseley 909 Theresa Ave. Austin, Texas unalaborista@gmail.com 512-784-4839  
Profile My personal involvement the last forty years in organized labor has been a lifetime commitment to civil service workers and human rights. It would be an honor to be trusted to serve on the Civil Service Commission. I retired only because the 90% travel portion of my job kept me from my family and Austin, Texas. With the passage of the COA Employees Civil Service Commission, I want to use my experience to continue to assist workers in a fair and honest way while serving the City of Austin. International Union Representative (Washington, DC Assignment) 1991-2007 Represented, arbitrated, mediated, and negotiated contracts for public and private workers under the representation of AFSCME International Union both in English and in Spanish in 37 states and three foreign countries. Worked closely with our attorneys in Washington and around the country when necessary. I organized campaigns in states with and without bargaining laws. I began with this type of work with my father at the age of twelve. Worked with citizen and non-citizen membership. Worked in over 100 political campaigns. Worked primarily independent with or without staff, mostly working with membership. International Field Education Coordinator (Washington, DC Assignment) 1982-1991 Coordinated conventions, coordinated and wrote training programs, taught classes in over 80 topics from leadership to speech writing, grievances, contract writing, board training, Roberts Rules of Order and various train-the-trainer programs. I was the first Spanish trainer and held that title for almost ten years. Taught classes in Puerto Rico, Panama and around the USA in areas with high concentration of Latinos. Austin AFSCME Local 1624 1981-1982 Primarily responsible for development and support of the locals steward program and system. Developed and trained 90 stewards. Performed some grievance handling, and organizing. Made presentation before international union Education Director on the needs of Local 1624 and was offered my job that led to my career with AFSCME International. Intake Rep. & Specialist & Program Monitor 1976-1981 As Intake Representative I was responsible to certify eligibility for

Comprehensive Employment Training Act applicants. We were also responsible to refer all applicants to any social welfare program they were eligible for, whether city, county, state or federal. As Intake Specialist I was responsible for training all intake representatives and set up an eligibility error rate monitoring program to improve the error rate. My final job was as a Program Monitor responsible for reviewing a minimum of ten programs at a time. On site visits of programs, review of program commitments, review financial records and prepare quarterly reports on progress. Education University of Texas in Austin Bachelor of Journalism, 1981 Del Mar Community College in Corpus Christi, Texas Associates of Art, 1972 Skills Computer literate. Can learn new programs. Experienced in maintaining schedules, daily, weekly, monthly and yearly. Very detail oriented. Wrote grievances, prepared cases for potential legal representation, filed EEOC cases local, state and federal. Able to work under pressure and able to delegate. Created and ran efficiently steward programs and Train the Trainer programs and systems. Able to use journals, law books, specialty manuals and reviews in order to keep up with employment needs. Intake specialist. Referrals Linda Chavez-Thompson, former International vice-president of the National AFL-CIO, San Antonio Becky Moeller, President of the Texas AFL-CIO, Austin

**Board or Commission Name and Specific Qualifications:**

- **Municipal Civil Service Commission**

Qualifications: Have served as vice-chair of the Municipal Civil Service Commission since May, 2013. During my term, I have missed only one hearing due to emergency hospitalization and one regular meeting due to pre-scheduled family vacation. Represented workers before various Civil Service Commissions while working for AFSCME International both in states with or without contractual rights. Served as a grievance officer for approximately 40 years. Participated in negotiating contracts both in Texas and at least ten states, including writing personnel language depending on need. Ten of my years working with organized labor I also was a trainer for the members and staff. Was invited various times to train management staff with the only negotiated contract we had in San Antonio, Texas with Parent Child Inc. Served three times on a negotiations team representing the employees of AFSCME International Union . Have a good understanding of both management and worker positions. Have always been considered fair and able by both sides rules.