



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

011783 (First Posted: 9/18/2015)

POSITION: Labor Relations Manager

EMPLOYER: Cummins Inc.

LOCATION: Indianapolis, IN

DUTIES: Manages ongoing contract administration, employee relations, and training in support of an organization's labor relations strategy. Manages the contract negotiations preparation process and participates in negotiations. Maintains a business partnership with the labor organization and company representatives. Manages the administration and implementation of the organization's labor relations programs, policies and procedures; manages conflicts and the grievance process, prepares for arbitration, and interprets labor contracts. Manages the investigation of unfair labor practices and other labor relations issues. Participates in the collective bargaining negotiation preparation process including terms and cost analysis; with legal counsel, participates in the collective bargaining process. Mediates workplace conflicts and prepares disciplinary actions, grievances and arbitration. Maintains an understanding of local and national employment legislation matters; understands where to find information sources on this topic and how to apply the information; coaches management on the latest employment legislation matters. Understands business strategies and initiatives, such as safety, security, and productivity, to act as a resource for management and line human resources regarding labor relations. Maintains a business partnership with both the labor organization and company representatives; anticipates labor issues and plans for solutions. Manages, coaches and mentors direct reports; assigns work according to availability, skills, and developmental needs; assesses performance and provides feedback to direct reports.

QUALIFICATIONS: Bachelor's Degree in Human Resources, Labor Relations, or related field required. A minimum of seven years with US Labor Relations required. Experience working within the manufacturing or auto industry is desired. Strong communication skills required, both written and verbal. Project Management experience is required. Experience with multiple collective bargaining agreements within the US and Canada is preferred. Strong understanding of US Labor Laws required.

SALARY: \$106K - \$120K

CONTACT: Please use link below to apply:

https://cummins.taleo.net/careersection/cmcareersection_external_professional/jobdetail.ftl?job=150003B4&lang=en&src=DS-13280.

011784 (First Posted: 9/18/2015)

POSITION: Digital Product Manager

EMPLOYER: Vega Factor

LOCATION: New York, NY

DUTIES: We are looking for people to play a hybrid product manager and consultant role. Although we are less than a year old, Vega Factor has a number of organizations that we already work with to build high performing cultures. Because of that, we have the luxury of creating a much higher impact product manager role. In most organizations, product managers have limited ability to co-design their solutions with their actual clients, especially in a business-to-business firm like Vega Factor. They tend to try to collect requirements through interviews and focus groups before the development process begins. In our model, our product managers work hand-in-hand with our clients in the design and implementation of our solutions. This results in a much richer, more impactful, and fulfilling approach.

QUALIFICATIONS: Experience in management consulting, especially conceptual problem solving (two to four years). Experience in technical product management (four years). Experience in the human capital processes and systems in large organizations (six years). Experience in the cutting edge of human psychology and business theory. This usually looks like someone with a graduate degree in psychology of behavioral science, but it could also look like a passionate practitioner. Must possess a deep love of learning.

SALARY: \$100K+

CONTACT: Please submit cover letter and resume at www.vegafactor.com/careers.

011786 (First Posted: 09/25/2015)

POSITION: Retirement Benefits Analyst

EMPLOYER: Praxair, Inc.

LOCATION: Danbury, CT

DUTIES: Responsible for providing analytical retirement support such as interpreting, developing and implementing regulatory change, which would include in-depth research and analysis for implementation, and communication of retirement programs. Coordinate and respond to requests from auditors regarding plan provisions and vendor processes. Coordinate with Human Resources Shared Services (HRSS) on changes to benefit provisions as it pertains to plan requirements. Monitor existing process documentation to ensure compliance with plan requirements, and vendor requirements. Coordinate with HRSS on benefit deductions, data feeds and open enrollment as it pertains to retirement programs ensuring accuracy and completeness. Assist in design/deployment of employee communications related to the various benefit programs. Run regulatory audits. Research labor union issues, coordinate changes and exceptions. Liaison with Benefits Administration on escalations. Manage all acquisitions and divestitures for retirement programs. Responsible for data integrity of retirement plans. Audit payments to benefit vendors, including reconciliation and reporting. Educate employees on retirement programs and payment options. Monitor existing process documentation to ensure compliance with plan requirements, government regulations and vendor requirements. Assist other team members with benefit related projects, analysis and reporting, as needed.

QUALIFICATIONS: Four year college degree is required. Bachelor's degree with a concentration in business, human resources or mathematics is preferred. Minimum three years of experience in benefits or financial analysis required. Three to five years of benefit regulation experience is a plus. Strong analytical and problem-solving skills, with an ability to identify recommended solutions.

Exceptional attention to detail, ability to maintain the highest standards of integrity and confidentiality. Advanced level Excel skills. Ability to prioritize, multi-task, and maintain flexibility in a fast-paced, service-oriented environment. Strong customer service and communication skills with ability to interact effectively with all levels throughout the organization. Team player who works well with others, willing to help out where needed, etc. Overtime will be required. An Excel test will be given to candidates who are interviewed. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, or disability status.

SALARY: Commensurate with experience.

CONTACT: To apply, please go to: <http://track.datafrenzy.com/url.aspx?s=2&j=22936924>.

011787 (First Posted: 09/25/2015)

POSITION: Human Resources Business Partner

EMPLOYER: Grantham, Mayo, van Otterloo & Co. LLC ("GMO")

LOCATION: Boston, MA

DUTIES: Responsible for partnering with our Lead HR business partners and leaders of the firm to help drive business strategy from an HR perspective focusing on: talent acquisition and management, performance management, learning and development, rewards, and employee relations. Develop strong relationships with managers and employees to maximize the effectiveness of our organization's people. The culture of GMO is team oriented and entrepreneurial, and the firm strives to hire individuals who are creative, technically competent and want to add value to the firm's evolving business strategy.

QUALIFICATIONS: At least six to eight years of prior experience in a human resources generalist or business partner role. Proactive team player who exhibits initiative, drive, and a strong service orientation. Demonstrated ability to work with a variety of people with a high degree of professionalism. Proven ability to build strong working relationships with all levels of management locally, regionally and globally. Creative, entrepreneurial performer who is results oriented.

SALARY: Commensurate with experience.

CONTACT: Please apply on our website: <http://chc.tbe.taleo.net/chc02/ats/careers/requisition.jsp?org=GMOLLC&cws=1&rid=49>.

011790 (First Posted: 10/02/2015)

POSITION: Director of Human Resources

EMPLOYER: Raycom Media, Inc.

LOCATION: Montgomery, AL

DUTIES: Reporting to the VP-HR, incumbent will have broad generalist responsibilities, and will help provide extensive support/interface duties with television and other management for over 4,200 employees in 20 states. Participate in the development of company and human resources objectives, philosophy, and strategic planning in relation to programs and trends in human resources management. Develop, implement and administer human resources policies and procedures. Counsel management and employees on corrective actions and performance problems. Manage and resolve complex employee relations issues. Partner with business leaders to achieve organization and business alignment and results. Ensure compliance with government, legal, and regulatory requirements. Partner with HR and business leaders to support succession/talent planning efforts that ensure talent is being positioned and groomed across the company. Provide support, direction, and coaching for training and development programs. Other duties and responsibilities as assigned.

QUALIFICATIONS: A minimum of 10 years of related experience, including corporate and/or multi-site experience. Ability to develop a thorough understanding of business operations in order to balance key business and HR priorities. Expertise in change management, talent management and employee relations. Proficient with MS Office Suite and use of HRIS and ATS systems. Strong analytical skills; demonstrated ability to manage data, create spreadsheets. Ability to exercise independent judgment and discretion in matters of significance. Excellent interpersonal, oral/written communication and presentation skills. Ability to work on a variety of issues simultaneously with excellent attention to detail. Must be able to meet deadlines and work under moderate stress. Industry experience in broadcast or media companies a plus.

SALARY: Commensurate with experience.

CONTACT: Apply online at <https://careers-raycommedia.icims.com/jobs/4157/director-of-human-resources/job> with resume and salary requirements. No phone calls, EOE M/F/D/V.

011800 (First Posted: 10/09/2015)

POSITION: Human Capital Management - Talent Development Team - Sr. Associate/Jr. Vice President

EMPLOYER: Goldman, Sachs & Co.

LOCATION: New York, NY

DUTIES: Emphasize a person by person approach to talent development. Advise senior leadership and key global stakeholders on the approach, design and implementation of our talent development strategy. Foster an environment where diverse employees consistently experience the firm in a positive way. Increase the accountability and foster the development of managers across the firm. Align our talent development strategy to our people analytics review of the diverse pipeline. Performance reviews and promotions. Succession planning, including senior talent identification and development. Surveys, including our biennial firmwide employee engagement survey.

QUALIFICATIONS: Outstanding project management skills- project and resource planning, key dependency identification, proactive thinking, risk mitigation, etc. Experience in change management. Excellent analytical skills- experience with Excel and ability to organize and analyze large datasets, detect and correct errors, and interpret and report results to various audiences. Demonstrated intellectual curiosity and a particular interest in talent development/diversity initiatives.

SALARY: Commensurate with experience.

CONTACT: <http://www2.goldmansachs.com/a/data/jobs/37919.html>.

LEGAL

011782 (First Posted: 9/18/2015)

POSITION: Employment Law Associate

EMPLOYER: White Harris PLLC

LOCATION: New York, New York

DUTIES: The associate will be responsible for assisting partners in providing guidance to corporate clients on complying with federal, state and New York City employment laws, as well as defending employers before relevant administrative bodies and in state and federal courts, on a variety of employment law matters including discrimination, harassment, trade secrets and wage and hour issues.

QUALIFICATIONS: Boutique management side employment law firm is seeking a candidate with zero to three years of relevant experience. Candidates must have strong legal research and writing skills as well as a demonstrated interest in labor and employment law, as that is the firm's sole area of legal practice. Ideal candidates would also have judicial internship, clerkship, or journal experience and would have an understanding of the fundamentals of labor and employment law through law school coursework.

SALARY: Commensurate with experience.

CONTACT: Please email cover letter, resume, unofficial law school transcript and relevant writing sample to Evan White at ewhite@whiteharrislaw.com.

011789 (First Posted: 10/02/2015)

POSITION: Employment and Employee Benefits Legal Assistant

EMPLOYER: Schulte Roth & Zabel LLP

LOCATION: New York, NY

DUTIES: This is an entry level position. The Employment & Employee Benefits Legal Assistant will provide assistance to attorneys and trial teams with all aspects of case management including the discovery process, trial preparation, tracking and communicating case related dates and information, database maintenance, and the review and preparation of documents, reports and correspondence.

QUALIFICATIONS: Bachelors degree. Strong academic credentials. Strong attention to detail. Highly motivated, self-starter who takes initiative. Strong computer and research skills. Excellent project management skills and ability to work independently. Team player. Excellent organizational and time management skills - ability to prioritize multiple tasks. Strong oral and written communication skills. Excellent interpersonal skills. Ability to take direction well and be flexible. Willing to work overtime.

SALARY: Commensurate with experience.

CONTACT: Qualifying candidates please submit resumes to: humanresources@srz.com.

UNION

011788 (First Posted: 10/02/2015)

POSITION: SEIU Law Student Program Intern and Extern

EMPLOYER: SEIU International

LOCATION: Washington, CA

DUTIES: Law clerks and externs in the SEIU Legal Department conduct legal research and draft legal memoranda, work with attorneys on pending litigation, attend hearings and conferences, and meet with union leaders. Generally, law clerks and externs are assigned to work in the Legal Department in Washington, D.C. However, a full-time law clerk may be assigned to work at a field location. One or more of the summer clerks will be selected through the Peggy Browning Fund (www.peggybrowningfund.org). Law clerks are paid \$22/hour. Externs receive credit from their law schools. We are interested in candidates with a demonstrated commitment to workers' rights and social change.

QUALIFICATIONS: The successful applicant will have a strong academic background with excellent writing and researching skills. To apply for this opportunity include a cover letter that contains references, resume, short writing sample, law school grades. Submit all of the required materials at the same time.

SALARY: Commensurate with experience.

CONTACT: Apply: <https://careers-seiu.icims.com/jobs/1974/seiu-law-student-program-interns-and-externs/job>. If you are having technical difficulty in uploading your materials, send an email to Tinselyn.Simms-Hall@seiu.org. No telephone calls please.

EDUCATION

011785 (First Posted: 9/18/2015)

POSITION: Research and Policy Specialist

EMPLOYER: Center for the Study of Child Care Employment, University of California, Berkeley

LOCATION: Berkeley, CA

DUTIES: The Specialist in this position will contribute to, and lead aspects of the Center's national and cross-state research and policy projects. The Research and Policy Specialist will contribute to and lead aspects of the Center's research and policy projects. These projects encompass, but are not limited to, early childhood higher education systems; work environment of early childhood teachers including compensation and professional supports; teacher certification; workforce profiles (e.g., demographics, experience, education); and workforce data systems. The Research and Policy Specialist will serve as the principal investigator on grants, oversee large projects, and supervise GSRs and lower level staff. The Research and Policy Specialist will assist with methodological design, and collect and analyze original and extant data for multiple projects. The Research and Policy Specialist will apply research findings to complex policy issues, conduct policy analysis, and prepare written and oral presentations of findings and analysis, including manuscripts for peer review publication.

QUALIFICATIONS: Academic background and experience in research and/or policy related to the early care and education system with a focus on the workforce. A demonstrated record of publishing including serving as the lead author on documents/papers/policy briefs. Skills associated with qualitative and quantitative research, including research design and methodological selection, analyzing complex datasets, online survey design and implementation, conducting web-based searches, and interview techniques.

SALARY: Commensurate with experience

CONTACT: Full job description at <https://aprecruit.berkeley.edu/apply/JPF00725>.

000001 (First Posted: 9/18/2015)

POSITION: Manager of Labor Relations

EMPLOYER: Crouse Hospital

LOCATION: Syracuse, NY

DUTIES: The Manager of Labor Relations and Benefits plans, coordinates, implements and evaluates all labor relations programs for the organization. In addition, this role provides leadership for the employee and labor relations for all non-union and bargaining unit employees, grievance and discipline administration, contract administration and participates in contract negotiations.

QUALIFICATIONS: Minimum of five years of Human Resources experience, with three or more years in labor relations. Must have previous leadership and managerial experience to include supervision of staff. Previous experience in a Healthcare setting preferred. Working knowledge of MS office. Proficient knowledge of Federal and New York State Employment law, FMLA, ADA, and Human Rights policies and protocols. Knowledge of Continuous Quality Improvement (CQI) and Total Quality Management (TQM). Strong public speaking and negotiating skills.

SALARY: Commensurate with experience.

CONTACT: Please apply online at: https://www.healthcaresource.com/crouse/index.cfm?fuseaction=search.jobDetails&template=dsp_job_details.cfm&cJobId=101597&source=Indeed.com

011799 (First Posted: 09/25/2015)

POSITION: HR Analyst

EMPLOYER: The Museum of Modern Art

LOCATION: New York, New York

DUTIES: The Museum of Modern Art is currently accepting applications for an Analyst to play a key role on the HR team in executing analysis, data management, and reporting across the department. The role manages the data needs of the benefits and recruiting functions, third party relationships, HR Information System, and employee files, and databases. In addition, the Analyst proactively identifies new and streamlined reporting or processes to improve day-to-day activities or special projects and leads the implementation and administration of a new HR Information System.

Reporting to the Director, HR Strategy and Planning the incumbent will also be responsible for the following:

Executes all reporting for the department including: benefit

QUALIFICATIONS: Bachelor's degree and at least two years experience - in an analytic or strategic role or equivalent. Strong analytic skills with knowledge of databases. Good attention to detail and ability to translate user needs within reporting tools. Strong written and verbal communication skills. Excellent oral and written communications skills and ability to communicate with stakeholders at all levels from senior leadership to all staff. Excellent interpersonal skills

SALARY: Competitive

CONTACT: Please submit resume and cover letter, ideally as PDFs, with salary requirements, to jobs@moma.org. Please reference the position title in the subject line.