



**Cornell University**  
**ILR School**

ILR Alumni Bulletin  
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**CORPORATE**

011958 (First Posted: 09/30/2016)

POSITION: Senior Director of Labor Relations

EMPLOYER: Global Experience Specialists (GES)

LOCATION: Chicago, IL / Clifton, NJ / Halethorpe, MD

DUTIES: GES, Global Experience Specialists, is a global event marketing company with over 75 years and 3,000 passionate employees in North America, Europe and the Middle East. We connect people through exhibitions and live events by blending art and science to create exciting, compelling face-to-face marketing experiences. GES is searching for a Senior Director of Labor Relations in the Chicago area (preferably). The Senior Director provides proactive and reactive labor relations expertise to GES operations teams. The focus for this role is on mitigating the potential negative impact of labor issues while furthering proactive employee relations efforts.

QUALIFICATIONS: At least ten years of labor relations experience, preferably in the construction or service industry. Experience as chief company spokesperson in contract renewal negotiations. Strong union negotiations experience with major national unions, preferably with Teamsters, Carpenters, Electricians, IUPAT, and IATSE. Must be able to travel up to 60%.

SALARY: Commensurate with experience.

CONTACT: To learn more about the Senior Director of Labor Relations position, please visit us at: <https://external-viad.icims.com/jobs/7013/sr.-director-labor-relations/job?mode=view>.

**EDUCATION**

011959 (First Posted: 10/07/2016)

POSITION: Associate Director, Workforce Policy and Labor Relations

EMPLOYER: Cornell University

LOCATION: Ithaca, NY

DUTIES: Under the general direction of the Director, provide strategic direction and leadership for the university's Human Resources non-academic and EEO policies and labor relations functions with the university's seven unions. Conduct labor relations activities, including negotiations, grievances and arbitrations and consult and advise HR leadership across campus on matters related to union contracts. Provide leadership for and conduct EEO compliance activities (including Title VII, Title IX and ADA) and enforce related university policies, including policies prohibiting protected status discrimination and harassment, sexual assault and violence, and disability and religious accommodations. Provide functional supervision to a staff of three employees.

QUALIFICATIONS: Bachelors degree with five to seven years of experience in human resources, labor relations, or related arena or combination of education and experience required. Excellent interpersonal, communication, planning, reasoning and organizational skills, as well as excellent judgment and discretion required. Must interact with others and represent WPLR in a professional, respectful and thoughtful manner. Supervising and leading a team of three staff members. Conducting complex investigations of protected status discrimination, harassment and/or sexual assault, or comparable matters. Strong and effective interpersonal skills including the ability to listen well and demonstrate sensitivity to and respect for individual needs. Must possess respect for the dignity of all human beings, regardless of their behaviors or circumstances. Excellent judgment with the ability to manage highly sensitive and confidential information. Experience with NLRA, Title VII and IX, ADA and general employment law topics preferred. Experience in contract negotiations, contract administration, grievance and arbitration, complaint management/investigations, and policy development preferred. Experience in a university setting desired.

SALARY: Commensurate with experience.

CONTACT: External Applicants: [https://cornell.wd1.myworkdayjobs.com/CornellCareerPage/job/Ithaca-Main-Campus/Associate-Director\\_WDR-00008827](https://cornell.wd1.myworkdayjobs.com/CornellCareerPage/job/Ithaca-Main-Campus/Associate-Director_WDR-00008827)

Cornell Internal Applicants: [https://www.myworkday.com/cornell/d/inst/15\\$158872/9925\\$3284.html](https://www.myworkday.com/cornell/d/inst/15$158872/9925$3284.html).

011960 (First Posted: 10/14/2016)

POSITION: Assistant Vice President of Human Resources

EMPLOYER: City University of New York, Queens College

LOCATION: Flushing, NY

DUTIES: Reporting directly to the Vice President of Finance and Administration, the Assistant Vice President of Human Resources will be responsible for leading the office of Human Resources in planning and achieving HR goals and objectives as it relates to the Colleges strategic plan and mission. Areas of responsibility include recruitment, benefits management, talent management, training and professional development, employee relations, time and leave administration, performance management, employee recognition programs, compensation and payroll processes, and policy and program compliance.

QUALIFICATIONS: Bachelors degree and eight years of related experience. An advanced degree in Human Resources or related field strongly preferred. Prior experience working in a higher education setting. Proficiency with Microsoft Office Suite and familiarity with human resource-related software. Demonstrated experience within a complex organizational environment.

SALARY: Commensurate with experience.

CONTACT: For more details, go to [www.cuny.edu](http://www.cuny.edu) and click on employment, then search job listings, then more options to search for CUNY jobs, and search by the Job Opening ID #15675.

NON-PROFIT/GOVERNMENT
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011938 (First Posted: 09/30/2016)

POSITION: Human Resources Labor Attorney

EMPLOYER: Jewish Child Care Association (JCCA)

LOCATION: Brooklyn, NY

DUTIES: Foster the Company's relationship with our union on the local level and support day-to-day communications and issue resolution. Coordinate closely with division leadership and employee relations team to ensure consistency in the application of policies and procedures, conduct investigations, and administration of progressive discipline. Partner with operations team to develop sound contract proposals for negotiations. Serve as core member of negotiations team. Investigate and evaluate union complaints or arguments to determine viability. Schedule or coordinate the details of grievance hearings or other meetings. Monitor agency adherence to labor agreements and laws. Conducts investigations as needed. Assists in other departmental and organizational projects as needed and as assigned.

QUALIFICATIONS: Juris Doctorate required. At least two to three years of professional experience involving labor/employment law, collective bargaining, contract administration, or administrative hearings in the personnel field, including one year involving participation in collective bargaining negotiations. Active membership in the NY Bar. Knowledge of Employment Laws, procedures of dispute resolution, contract negotiation, laws, regulations, and procedures of collective bargaining. Proficient in all Microsoft Office Programs. Maintains confidentiality.

SALARY: \$80K

CONTACT: For more information or if interested/qualified, please apply directly at <https://www.metronewyorkjobs.com/j/19771337>.

011961 (First Posted: 10/21/2016)

POSITION: Director, EEO Investigations

EMPLOYER: MTA Bus Company

LOCATION: New York, NY

DUTIES: The MTA Bus Company is seeking a Director, EEO Investigations, to manage the day-to-day activities associated with the implementation of MTA Bus Equal Employment Opportunity, Sexual and other Discriminatory Harassment and Respectful Workplace policies. The incumbent also manages MTA Bus discrimination complaint process. Conduct investigations, requiring a thorough understanding of anti-discrimination laws, and regulations regarding the categories covered by MTA Bus EEO policy. Develop investigation strategies and manage case log of all related investigative activities. Develop recommendations for final resolution of investigations. Ensure that internal controls concerning the investigative process are adequate and in compliance with MTA Bus policies.

QUALIFICATIONS: Bachelors degree in Labor Relations, Law, Business Administration or a related field. Eight years of experience including four years in a managerial/supervisory/administrative capacity; or a satisfactory equivalent of education and successful experience. Thorough knowledge of Federal and State anti-discrimination laws and regulations desired. Extensive experience handling EEO investigations desired. Ability to prioritize all investigations and assignments.

SALARY: \$74,006-\$116,978

CONTACT: To view the full position description and apply, use the following URL <http://tinyurl.com/hn9tdbl>.

Alternatively, visit our website: [www.mta.info/employment](http://www.mta.info/employment) and search for Job ID: 87848. MTA Bus Company is an EOE.

011962 (First Posted: 10/21/2016)

POSITION: Director, EEO Compliance

EMPLOYER: MTA Bus Company

LOCATION: New York, NY

DUTIES: The MTA Bus Company is seeking a Director, EEO Compliance, to manage the day-to-day activities associated with the development, implementation and management of MTA Bus Equal Employment Opportunity Program (with the exception of the investigation of EEO complaints) and ensures compliance with internal and external reporting requirements. Develop, implement and monitor MTA Bus workforce affirmative action initiatives. Track and monitor records on applicants, new hires, terminations and promotions by ethnicity and gender to ensure that all applicants and employees are treated in a fair and equitable manner. Review selection and promotion procedures to ensure that they are consistent with the EEO Program's objectives.

QUALIFICATIONS: Bachelors degree in Labor Relations, Law, Business Administration or a related field. Eight years of experience including four years in a managerial/supervisory/administrative capacity; or a satisfactory equivalent of education and successful experience. Thorough knowledge of Federal and State anti-discrimination laws and regulations desired. Knowledge of diversity management/affirmative action functions and decision making abilities desired.

SALARY: \$74,006-\$116,978

CONTACT: To view the full position description and apply for this position, use the following URL <http://tinyurl.com/hcr3f5c>. Or visit our website: [www.mta.info/employment](http://www.mta.info/employment). MTA Bus Company is an EOE.