



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

ILR Alumni Bulletin  
201 Ives Hall  
Cornell University; Ithaca, NY 14853-3901  
Phone: (607) 255-5584; Fax: (607) 255-2358  
E-mail: [ilrab@cornell.edu](mailto:ilrab@cornell.edu)

CORPORATE

011963 (First Posted: 11/04/2016)

POSITION: Director, Human Resources - Global Aerospace

EMPLOYER: Pall Corporation

LOCATION: New Port Richey, FL

DUTIES: This position is responsible for leading all long and short range aspects of Human Resources to Pall's Aerospace of 850 associates. The incumbent provides consultation to the president of this business and the organization's global senior leadership team to help them achieve the business goals through effective human resource talent strategies and practices and provides human resource guidance needed for decision-making. The incumbent is also responsible for providing leadership and direction to the Human Resource team supporting the Aerospace business in the acquisition and development of talent as well as creating and maintaining a highly productive and engaging work environment.

QUALIFICATIONS: Ten years Human Resources management experience; with a minimum five years managing people (including working with global responsibilities). Bachelors degree in Human Resources or related field, Masters degree preferred. PHR or SPHR certification preferred. Knowledge of US and Florida employment laws and relevant institutions, including EEOC, INS, ADEA, ERISA, ADA, FMLA and FLSA laws. Technical proficiency in HR processes.

SALARY: Commensurate with experience.

CONTACT: Please apply on our careersite: [www.pall.com/careers](http://www.pall.com/careers) or [https://danaher.taleo.net/careersection/external/jobdetail.ftl?job=COR000565&lang=en&sns\\_id=google](https://danaher.taleo.net/careersection/external/jobdetail.ftl?job=COR000565&lang=en&sns_id=google).

011964 (First Posted: 11/04/2016)

POSITION: HR Manager

EMPLOYER: Content and Technology Solutions Company

LOCATION: New York, NY

DUTIES: This position exists to provide a high level of Human Resources in a union environment. Act as a strategic and consultative business partner to client organizations in order to ensure effective alignment of HR support with strategic organizational objectives. Maintain Company Philosophy to maintain direct relationships with our employees. Maintain non-adversarial relationships with existing Unions. Be the point of contact for all labor relations issues across the company. Assist with negotiations, including establishing bargaining strategy, co-chair negotiation meetings. Train and develop HR Generalists (HR Business Partners) and operational leaders on creating a positive employee relations environment.

QUALIFICATIONS: Bachelors in Business or HR Required or equivalent experience. Masters in Business, Union Relations, or HR preferred or equivalent experience. Five to seven years of HR related exempt level work in a union environment. Experience with union negotiations, including establishing bargaining strategy, co-chair negotiation meetings.

PHR/SPHR (Professional in Human Resources/Sr. Professional in Human Resources) Certification Preferred.

SALARY: Commensurate with experience.

CONTACT: [lfoddrill@peoplescout.com](mailto:lfoddrill@peoplescout.com).

011966 (First Posted: 11/11/2016)

POSITION: Labor Relations Manager

EMPLOYER: Continental Structural Plastics

LOCATION: Findlay, OH

DUTIES: Lead and manage the policies and procedures for labor relations within the assigned plant. Create best practices for all unionized locations. Responsible for negotiating collective bargaining agreements with the UAW and Teamsters, handling grievances and establishing a positive, working rapport with the local/regional union committees and members. Negotiate with unions in collective bargaining agreements to support CSP's strategic goals and business needs. Manage the union grievances by addressing each concern, working with the local committee to resolve the grievance, educating the committee/members on the contract and communicating with Plant Management in the resolution process. Represent CSP at all union meetings, arbitrations, hearings and the like to resolve union issues.

QUALIFICATIONS: Bachelors degree in Labor Relations or Management degree with Labor Relations emphasis. Ten years of experience in Human Resources with a minimum of five years of experience in the field working in labor relations or a unionized facility with proven experience with the UAW. Strong verbal and written communication skills. The ability to effectively work with all levels in the facility and with the corporate office. Proven conflict resolution skills.

SALARY: \$100K - \$115K.

CONTACT: E-mail resume to Al: Blakemore@cspplastics.com

NON-PROFIT/GOVERNMENT
-----------------------

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.