



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

CORPORATE

012014 (First Posted: 06/09/2017)

POSITION: Compensation Analyst

EMPLOYER: Ultra Clean Technology

LOCATION: Hayward (SF Bay Area), CA

DUTIES: Compensation Market Analysis. Focal Review Project Lead. Development of manager training materials. Growth opportunities across HR.

QUALIFICATIONS: Bachelors degree in Business Administration or Human Resources. Knowledge of compensation market analysis. Strong analytical skill and attention to detail. Ability to work independently on numerous activities and prioritize them properly while meeting deadlines. Deep interest in analyzing data and the ability to see beyond the numbers to drive sound decision-making. Expertise in Microsoft Excel.

SALARY: \$75K - \$85K

CONTACT: Contact Paul Taira, Vice President, Compensation, Benefits & HR Systems: (ptaira@uct.com).

012015 (First Posted: 06/09/2017)

POSITION: Compensation Analyst

EMPLOYER: Henry Schein Inc.

LOCATION: Melville, NY

DUTIES: This position is responsible for the implementation and administration of Compensation processes including salary administration, bonus plan administration or Long-Term Incentive Plan administration.

Salary Administration. Evaluate salaried, hourly and professional positions and make compensation recommendations to the business. Prepare and review job descriptions based on analysis of position responsibilities. Evaluate jobs using established evaluation systems, determine grades and prepare records of the validity of the evaluation. Review changes in wages and salaries for conformance to Company policy. Audit evaluation of positions and application of existing classifications to individuals. Participate in compensation surveys.

QUALIFICATIONS: Bachelors degree or global equivalent in related discipline. Typically 5 or more years of increasing responsibility in terms of any applicable professional experience. Participate in local HR organizations. Proactively keep up with regulatory changes. Professional skills with an understanding of industry practices and company policies and procedures. General proficiency with tools, systems, and procedures. Good planning/organization.

SALARY: \$50K - \$70K

CONTACT: https://henryschein.taleo.net/careersection/hsi1/jobdetail.ftl?job=R103403&lang=en&sns_id=mailto#.WS8DB7Tbz5I.mailto.

012016 (First Posted: 06/09/2017)

POSITION: Director of Human Resources

EMPLOYER: Microboard Processing Inc

LOCATION: Seymour, CT

DUTIES: MPI, with revenues under \$75 million and 120 employees is looking for its first dedicated Director of Human Resources. Design and implement the following HR programs: Talent Acquisition including recruiting and on boarding. Compensation including base salary, bonus, and performance appraisal systems including MBO. Employee Benefits including health benefits and profit sharing. Workforce Planning including succession planning for key positions.

Compliance with federal and state affirmative action requirements. Training including cross training. CT state programs including grants and apprenticeships.

QUALIFICATIONS: Bachelors degree, prefer Masters or MBA with a HR concentration, 8 to 10 years of work experience in a high tech organization.

SALARY: Competitive salary, bonus, and benefits.

CONTACT: Send resume, salary history, contact information via email to dmreid33@aol.com.

012017 (First Posted: 06/09/2017)

POSITION: HR Business Partner

EMPLOYER: Young's Market Company

LOCATION: Tustin, CA

DUTIES: As an HR Business Partner (HRBP), you will serve as a consultant and partner to both senior leaders and functional teams in a dynamic and growing wine and spirits distributor. You will engage and support your client groups in all aspects of employee and labor relations, talent acquisition, and training/organizational development. You will collaborate with our Shared Services team, subject matter experts, and other HRBPs to create and deliver solutions to complex issues involving conduct and performance, talent management, CBA administration, compliance, and other employment related matters. Will support multiple locations with day travel required.

QUALIFICATIONS: Bachelors degree with a concentration in Business, Organizational Leadership and/or Human Resources. Three to five or more years of experience in an HR Generalist role. PHR or SPHR preferred. Demonstrated experience in providing hands-on HR support for a functionally diverse employee population. Candidates must demonstrate an ability to exercise tact and diplomacy and the ability to communicate persuasively.

SALARY: Commensurate with experience.

CONTACT: We are looking for highly qualified HR Business leaders to come and join our team! If you are interesting in working at a fast-paced, high energy environment email me at erinbrown@youngsmarket.com.

012020 (First Posted: 06/30/2017)

POSITION: Vice President, Labor Relations

EMPLOYER: The Walt Disney Company / Disney ABC Television Group

LOCATION: Burbank, CA

DUTIES: Disney ABC Television Group (DATG) is seeking an experienced labor relations executive. Primary responsibilities include: negotiating and administering collective bargaining agreements covering television or new media production in the US and Canada; providing advice to production and distribution units; representing the company in meetings at the AMPTP, on industry boards and trust funds and handling of grievances, arbitrations and administrative agency matters. This position requires a passion for labor relations work, a high degree of collegiality and strong interpersonal skills, an ability to develop constructive relationships with colleagues at other studios and networks and with representatives of guilds and unions, while pursuing the company's objectives.

QUALIFICATIONS: Bachelors required, JD preferred. Basic Qualifications: Minimum of 6 years of experience in labor law / labor relations; ability to work in a multitasking, fast paced environment; strong written and verbal communication skills. Preferred Qualifications: 10+ years of experience in labor law / labor relations; entertainment industry experience strongly preferred; attorney licensed in CA or Registered In-House Counsel.

SALARY: Commensurate with experience.

CONTACT: For the full job description and to apply online, visit Disney Careers: <https://jobs.disneycareers.com/job/burbank/vice-president-labor-relations/391/4953194>.

UNION

012018 (First Posted: 6/16/2017)

POSITION: Contracts Administrator

EMPLOYER: Directors Guild of America

LOCATION: New York, NY

DUTIES: The Directors Guild of America is currently accepting applications for the position of Contracts Administrator to work in its New York office. The Contracts Administrator is responsible for administering the Guild's agreements, which includes handling member inquiries, investigating contract violations and working with employer representatives to resolve them, and if necessary, pursuing violations through the contract grievance process. As part of the Guild's contract negotiations team, the Contracts Administrator supports the work of Guild Executives by analyzing research and costing out contract proposals. This position will also play a key role in serving as representative for members working in commercial production.

QUALIFICATIONS: Bachelors degree. We seek applicants with experience administering or reviewing contracts, preferably collective bargaining agreements. Must be able to work independently as well as under supervised direction, highly organized, and able to handle competing priorities and deadlines. Must have professional demeanor and ability to interface with Guild members and Employer labor relations representatives.

SALARY: Commensurate with experience.

CONTACT: Please submit current resume and salary requirements via email with subject "Contracts Administrator NY" to jobs@dga.org. No phone calls, please.

012019 (First Posted: 6/16/2017)

POSITION: Field Representative

EMPLOYER: Directors Guild of America

LOCATION: New York, NY

DUTIES: The Field Representative performs on-site inspections of the union members' workplaces to ensure compliance with DGA collective bargaining agreements and provides contract interpretation and enforcement. The position involves evening and weekend work, requires flexibility in hours, and will regularly require out-of-state travel.

QUALIFICATIONS: Bachelors or Masters degree. Preference will be given to candidates with a minimum of three years of union or entertainment industry experience, with knowledge of collective bargaining agreements and grievance procedures. Candidates must have exceptional communication, interpersonal relations, and analytical skills. Candidates must have and maintain an unrestricted New York driver's license and have their own car. A background check is required.

SALARY: \$68K - \$80K

CONTACT: Please submit current resume and salary requirements via email with subject "NY Field Representative" to jobs@dga.org. No phone calls, please.

012022 (First Posted: 06/30/2017)

POSITION: Director, News and Broadcast for Southern California

EMPLOYER: SAG AFTRA

LOCATION: Los Angeles, CA

DUTIES: Through supervising and managing staff assigned to SAG-AFTRA's news and broadcast division in Southern California this position is responsible for responsive and successful representation for SAG-AFTRA members working in the news and broadcast industry in Southern California. Administering Collective Bargaining Agreements covering Los Angeles and San Diego. Serving as chief negotiator or second chair in collective bargaining as well as supervising SAG-AFTRA staff engaged in collective bargaining. Developing member leadership and organizing member involvement in their union.

QUALIFICATIONS: Preference for JD or advanced degree. Five to seven years of successful experience in collective bargaining, contract enforcement and internal / external organizing. Minimum two to three years of supervisory experience. Entertainment industry union experience a plus but not required. For California candidates: If barred in another state, registered in-house Counsel is required. Current driver's license, automobile (in reliable working condition), and current automobile insurance.

SALARY: \$105K - \$115K

CONTACT: Resume and letter addressing how your accomplishments have prepared you for this position. Email all materials to Jim Potterton, SAG-AFTRA Manager News and Broadcast jpotterton@sbcglobal.net.

EDUCATION

012021 (First Posted: 06/30/2017)

POSITION: Director of Human Resources

EMPLOYER: Large established private school in NYC

LOCATION: New York, NY

DUTIES: Provide hands-on leadership of the human resources operations, including labor relations, compensation and benefits structure and employee training.

QUALIFICATIONS: Bachelors degree in Human Resource Management or Industrial & Labor Relations. Ten years of experience managing human resources in an educational or nonprofit setting. Highly developed interpersonal skills, including negotiating and garnering buy-in at all levels of the organization. Demonstrated track record of providing subject matter expertise across the range of Human Resource practices. Ability to provide leadership, management and focused solutions to complex Human Resource issues. Experience in utilizing and leveraging technology to create efficiencies.

SALARY: Commensurate with experience.

CONTACT: Please send cover letter and resume to HRDirector133@gmail.com.