



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

ILR Alumni Bulletin  
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CORPORATE

012065 (First Posted: 10/13/2017)

POSITION: Manager HR / Labor Relations

EMPLOYER: Thermo Fisher Scientific

LOCATION: Bridgewater, NJ

DUTIES: As our HR/ Labor Relations Manager of our Bridgewater manufacturing and distribution facility, you will play a critical role in aligning HR strategy to business goals. We are committed to this goal. To help us achieve this goal, you will play an instrumental role. You will be able to apply your unique skill sets in a variety of different areas such as learning and development, labor/employee relations, onboarding, compensation, compliance and performance management. You will also get to showcase your abilities while working on impactful, large scale projects with the North American Human Resources team.

QUALIFICATIONS: Degree in business or business related field required. Masters degree strongly preferred. 5-7 years of experience as a senior Human Resources generalist/manager with a large, multi-national company. Experience supporting manufacturing operations (or substantial, hourly, non-exempt population) strongly preferred. Union/Labor Relations experience required. Global experience preferred.

SALARY: We offer a competitive salary and excellent benefit package.

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/37278/Manager,-HR-Labor-Relations/>

012066 (First Posted: 10/13/2017)

POSITION: Human Resources Generalist

EMPLOYER: Thermo Fisher Scientific

LOCATION: Grand Island, NY

DUTIES: Provide human resource and organizational expertise to the facility in Grand Island, NY. This includes partnering with local leadership and employees on building organizational capabilities, employee relations, recruitment and selection, assisting with integration activities and driving forward change management initiatives. The successful candidate will have a strong HR generalist background including experience driving change, shaping culture, developing talent, and managing governance, risk, and compliance.

QUALIFICATIONS: Bachelors degree from an accredited higher learning program is required, with majors in Human Resources or a related field. Masters degree desirable. PHR and/or other Professional Certifications desirable. Minimum 3 years of related generalist work experience supporting a manufacturing or industrial setting. Demonstrated success translating business strategies into organizational and HR strategies and actions. Demonstrated ability to manage multiple projects simultaneously.

SALARY: We offer a competitive salary and excellent benefit package

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/57397/Human-Resources-Generalist/>

012067 (First Posted: 10/13/2017)

POSITION: Senior HR Manager, Manufacturing

EMPLOYER: Thermo Fisher Scientific

LOCATION: Grand Island, NY

DUTIES: Primary responsibility will be to act as the business partner within the Life Sciences Solutions Group of Thermo Fisher. The role will support key stakeholders to improve organizational capability, drive change, define organizational needs, determine training & development needs, resolve employee issues, and contribute to the achievement of divisional strategic and operating plan objectives. This individual must possess the ability to quickly grasp the business objectives and strategies of multiple clients groups and leverage human resources capabilities to support the achievement of those objectives.

QUALIFICATIONS: Senior Human Resources generalist from a large multi-national company with 7+ years of experience. Strong experience supporting both exempt and non-exempt employee populations in a manufacturing and distribution environment. Bachelors degree from an accredited higher learning program required. MBA or Masters in Labor Relations is strongly preferred. Demonstrated success translating business strategies into organizational and HR strategies & actions. Comprehensive HR experience.

SALARY: Commensurate with experience

CONTACT: Apply online at:

<http://jobs.thermofisher.com/ShowJob/Id/31886/Senior-HR-Manager,-Manufacturing/>

012068 (First Posted: 10/13/2017)

POSITION: Manager HR / Labor Relations

EMPLOYER: Thermo Fisher Scientific

LOCATION: Bridgewater, NJ

DUTIES: As our HR/ Labor Relations Manager of our Bridgewater manufacturing and distribution facility, you'll play a critical role in aligning HR strategy to business goals. We're committed to this goal. To help us achieve this goal, you'll play an instrumental role. You'll be able to apply your unique skill sets in a variety of different areas such as learning and development, labor/employee relations, on-boarding, compensation, compliance and performance management. You'll also get to showcase your abilities while working on impactful, large scale projects with the North American Human Resources team. Influence Business Partners and consult with Business Unit and/or functional leaders in areas such as organizational assessment, succession planning, organizational structure, work force planning.

QUALIFICATIONS: Degree in business or business related field required. Masters degree strongly preferred. 5-7 years of experience as a senior Human Resources generalist/manager with a large, multi-national company; experience supporting manufacturing operations (or substantial, hourly, non-exempt population) strongly preferred; Union/Labor Relations experience required Global experience preferred; familiarity with complex FMLA, Workers Comp, STD and LTD issues knowledge, skills, and abilities.

SALARY: Commensurate with experience

CONTACT: Apply at: <http://jobs.thermofisher.com/ShowJob/Id/37278/Manager,-HR-Labor-Relations/>

012069 (First Posted: 10/13/2017)

POSITION: HR Generalist

EMPLOYER: Amphenol

LOCATION: Wallingford, CT

DUTIES: Administers insurance benefit programs; This includes: conducting benefits orientations, processing benefits changes, answering team member questions, coordinating the open enrollment process; performs exit interviews and processes all team member terminations; recruits and interviews candidates for vacancies as assigned; maintains and updates affirmative action plan; ensures compliance with employment laws and regulations by carrying out various administrative functions related to FAA, EEO, AA and VEVRAA; assists in developing and implementing human resource policies; develop and maintain performance management system; creates and conducts training programs related to Human Resources; maintains compliance with federal, state, and local employment laws.

QUALIFICATIONS: BA in Business, Human Resources or similar. Minimum 5 years HR generalist experience; thorough knowledge of insurance plans and the laws governing these plans; knowledge of workers compensation procedures and laws; proficient in Microsoft Office programs; ability to multitask, meet deadlines; sound judgment and problem-solving skills; ability to maintain confidential information; excellent communication skills, including public speaking ability; strong interpersonal skills

SALARY: \$ 50,000 - 70,000

CONTACT: email: [Robert.cunius@timesmicro.com](mailto:Robert.cunius@timesmicro.com)

012072 (First Posted: 10/20/2017)

POSITION: HR Generalist - Contractor

EMPLOYER: Airbnb

LOCATION: San Francisco, CA

DUTIES: Day to day manager and IC talent support. Identifying themes and building solutions for common questions and needs.

Directly manage employee relations across tech teams including standard PIPs and investigations. Exception offer escalations and internal hiring. Quick resolution to external exception hiring (mainly engineering) and facilitate internal offer transitions in partnership with recruiting and compensation. Talent program operations and logistics. Support talent partners and executing cyclical talent programs like murmur, performance reviews, workforce planning etc.

QUALIFICATIONS: 2-3 years experience in HR. Genuine curiosity and strong desire to continuously learn, grow and develop others Impeccable judgment and ability to balance the needs of the company, managers and employees. Not afraid to roll sleeves up and get involved in all aspects of the role - no job too big or too small. Well-developed analytical skills

A sense of humor and passion for Airbnb are essential - we are really excited to work here, and you should be too!

SALARY: Commensurate with experience

CONTACT: Please email me at [dina.gabriel@airbnb.com](mailto:dina.gabriel@airbnb.com)

EDUCATION
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012064 (First Posted: 10/20/2017)

POSITION: Labor Education Coordinator

EMPLOYER: University of Massachusetts Lowell

LOCATION: Lowell, Massachusetts

DUTIES: The Labor Education Program is seeking a full time education coordinator to work with the Labor Education Director, to teach non-credit conferences, classes and workshops in the University, Merrimack Valley and North Shore communities. He/she will work directly with students to enhance their UML learning experience by providing labor experience and resources in classes, creating internships, and assist in locating and developing community service projects. He/she will assist with the day-to-day functions within the Labor Education Program and serve as the communications specialist.

QUALIFICATIONS: 3+ years of related experience.

SALARY: Commensurate with experience

CONTACT: For full job description and how to apply, follow link: <https://uale.org/resources-list/job-board/959-labor-education-coordinator-position-open-at-umass-lowell>

012075 (First Posted: 11/03/2017)

POSITION: Labor Relations Specialist

EMPLOYER: Middlesex Community College

LOCATION: Bedford, MA

DUTIES: The Human Resources Labor Relations Specialist is a collaborative and knowledgeable human resources professional. Assists the EDHR in areas regarding collective bargaining agreements and personnel policies such as employee and/or labor relations, grievance administration, reclassifications, accommodation requests, and performance management based on regulations, policies and guidelines. Ensures timely and accurate HR communications occur regarding contract compliance. Provides exceptional Human Resources service to a diverse workforce, and is committed to inclusive excellence, diversity, and continually strives to promote a culture of success and engagement for all employees.

QUALIFICATIONS: Bachelors required in a related field. Minimum of five years full-time professional experience in labor relations which must include significant, recent experience with the day-to-day administration of collective bargaining agreements, employee relations, grievance resolution, corrective action, drafting and communicating responses, and conducting disciplinary investigations.

Ability to maintain strict confidentiality of sensitive information.

SALARY: \$56,100-\$84,200 based upon education and experience.

CONTACT: Applicants interested in applying MUST submit the following documents via the online application:

1. Cover Letter
2. Resume

<https://middlesex.interviewexchange.com/jobofferdetails.jsp?JOBID=90767>

012073 (First Posted: 10/20/2017)

POSITION: Labor Relations Manager

EMPLOYER: Cerebral Palsy Associations of NYS

LOCATION: New York, NY (travel within the 5 boroughs)

DUTIES: Work in collaboration with the Human Resources team to establish positive labor-management relations. Ensure contract compliance with multiple collective bargaining agreements. Participate in contract negotiations, and manages the grievance process. Represent the agency in various administrative proceedings. Provide on going guidance and direction to management regarding labor matters and contract interpretation. Develop and participate in training programs for managers in regard to employee relations, conflict resolution and union contract compliance. Provide advice and counsel to managers and supervisors regarding personnel practices, policy and employment laws. Evaluate potential disciplinary matters and assists managers with preparation of disciplinary guidance.

QUALIFICATIONS: Masters Degree in Labor Relations/Industrial Relations, SPHR, SHRM-SCP preferred, Minimum 5 years labor relations experience in a unionized setting, Extensive knowledge of applicable federal, NYS, and NYC labor laws. Must have excellent verbal and written communication skills, and conflict resolution skills.

SALARY: Commensurate with experience

CONTACT: Submit resume/cover letter stating salary requirements to: JPshena@cpofnys.org

012074 (First Posted: 10/27/2017)

POSITION: Director of Human Resources

EMPLOYER: The New York Historical Society

LOCATION: New York City, NY

DUTIES: The Director of Human Resources supports our staff and continues to make N-YHS a great place to work. The right person will be proactive and resourceful and have strong knowledge and experience in Human Resources and will direct all areas of Human Resources including policy development, recruitment, labor relations, employee relations, compensation and benefits. A high level of professionalism and confidentiality are critical to this role. Excellent written and verbal communication skills are extremely important in this position. This position is both strategic and hands on. The ideal person will both be a counselor to senior management as well as responsible for making sure all day-to-day operations of the HR Department are completed.

QUALIFICATIONS: Minimum of 10 years of progressive Human Resources experience; Proven leadership and managerial skills; Demonstrated ability to serve as a knowledgeable resource for the senior management team; Possesses both strategic thinking capability and hands on HR plan implementation experience; Clear understanding of federal, state and local laws and regulations that impact the Human Resources function; Strong background in HRIS, ADP preferred; Experience working in a union environment preferred.

SALARY: Please submit salary requirements with your application.

CONTACT: For consideration please send cover letter, resume, writing sample and salary requirements to [hrdirectorsearch@nyhistory.org](mailto:hrdirectorsearch@nyhistory.org). In the subject line, please reference the job title.