



Cornell University ILR School

ILR Alumni Bulletin
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CORPORATE

011762 (First Posted: 7/10/2015)

POSITION: Labor Relations Manager

EMPLOYER: Xerox

LOCATION: Webster, NY

DUTIES: Provides strategic and tactical operational support to Senior Management regarding Labor Relations issues. Promotes and maintains harmonious Company/Union relationships. Ensures proper administration of Collective Bargaining Agreements. Crafts language to encompass both the spirit and intent of Supplemental Agreements (Letters of Agreement; Memorandums of Understanding).

QUALIFICATIONS: Bachelors degree required; Masters degree in Industrial/Labor Relations preferred. One to three years of experience in a corporate HR role focused on Labor and Employment law.

SALARY: \$85K - \$100K

CONTACT: https://xerox.taleo.net/careersection/xerox_shared_external_portal/jobdetail.ftl?job=15022346&lang=en&sns_id=mailto.

011763 (First Posted: 7/17/2015)

POSITION: Employee & Labor Relations Consultant

EMPLOYER: Raytheon

LOCATION: El Segundo, CA

DUTIES: The Labor and Employee Relations role is responsible for the ongoing implementation of all aspects of the Space and Airborne Systems (SAS) Labor and Employee Relations strategy for the West Coast region. This role partners with the Labor Relations Manager in the representation of management in collective bargaining with EAST #1553 and IBEW #2295 (total of approximately 250 employees) and advises all levels of management (from front line leaders to business leadership in multiple functions and mission areas) in the interpretation of labor law and the collective bargaining agreement. In addition, this role provides support in the investigation of all Tier II ER matters, and partners with the SAS HR Community and business leaders to ensure timely resolution of ER issues.

QUALIFICATIONS: Bachelors or Masters degree. Minimum of eight years of HR related experience to include any combination of labor relations, employee relations, training, HRM, compensation, and talent acquisition. Experience communicating with all levels of the organization and establishing relationships. Experience conducting investigations. Demonstrated negotiation skills. Experience collaborating and partnering with HR Generalist. Experience translating legal/labor law, contract, policies in order to coach managers.

SALARY: \$110K+

CONTACT: Visit www.raytheon.com/careers and search for Job ID 65279BR and/or submit a resume directly to Michael Hernandez at michael.a.hernandez@raytheon.com.

011764 (First Posted: 7/17/2015)

POSITION: Labor Relations Manager/Associate Counsel

EMPLOYER: National Fire Sprinkler Association

LOCATION: Patterson, NY

DUTIES: National Fire Sprinkler Association (NFSA) is a nation-wide trade association that has represented the fire sprinkler industry since 1905. NFSA has a great opportunity for a Labor Relations Manager/Associate Counsel to serve on the team that negotiates collective bargaining agreements on behalf of unionized fire sprinkler contractors around the country. Other responsibilities include: assisting in the development of bargaining strategies; developing strong working relationships with members and union officials; conducting research and drafting materials in preparation for negotiations; serving as a trustee on benefit funds; drafting provisions for CBAs; assisting member contractors with contract administration, grievance, and NLRB issues; and aiding in the drafting of Association policies.

QUALIFICATIONS: Bachelors degree in Labor or Industrial Relations, HR, or related field. J.D. preferred, but will consider candidates with other relevant education/experience. Three to seven years of experience in labor relations or labor law. Ability to travel as required.

SALARY: Commensurate with experience

CONTACT: Please email resume, cover letter, and list of references to careers@nfsa.org. Please reference the "Labor Relations Manager/Associate Counsel" position in the subject line.

011765 (First Posted: 7/17/2015)

POSITION: Senior Labor Relations Representative

EMPLOYER: Lockheed Martin Corporation

LOCATION: Marietta, GA

DUTIES: The Marietta Team at the Marietta, GA site of Lockheed Martin Aeronautics has an opening for a Labor Relations Representative Senior. Marietta is located approximately 15 minutes northwest of Atlanta, GA. Our site is home to the work renowned C-130 and C-5 production and modification lines, as well as the P-3 wing and F-35 center wing production lines. This position will report to the Labor Relations Manager and is part of a Labor team supporting approximately 3,500 represented employees located in Marietta, GA., Meridian, MS., Clarksburg, W.VA., and Corpus Christi, TX.

QUALIFICATIONS: Bachelors degree. Negotiations experience. Familiar with grievance procedure administration including settlement negotiations and contribution toward preparation of arbitration presentations. Effective investigative techniques. Ability to interact effectively in a conflict environment. Proficient with Microsoft Office tools.

SALARY: Commensurate with experience

CONTACT: Requisition# 322512 <http://jobs.lmt.co/1TA2U>.

011766 (First Posted: 07/24/2015)

POSITION: Human Resources Business Partner - Corporate Groups

EMPLOYER: Analog Devices

LOCATION: Norwood, MA

DUTIES: Provides a full range of HR leadership to the Corporate Groups (Finance, IS, Legal). Position is responsible for developing HR strategy and managing the development and delivery of a full complement of strategic and tactical HR plans, programs and services. Develops and implements HR strategy, plans and programs that support business strategy, plans and objectives. Provide HR Business Partner support to multiple HR initiatives. Ensure overall organization effectiveness to achieve desired business results. Provide consultation to executives on organization design/structure. Ensure that organizational structure and refinement of the structure is tied to strategic objectives. Coach the senior leaders, providing feedback on personal and leadership effectiveness.

QUALIFICATIONS: Bachelors degree and seven-plus years of experience as an HR Generalist/Business Partner.

SALARY: \$115K - \$142K

CONTACT: To be considered for the position please click on the link below to apply:

<https://analog.taleo.net/careersection/jobdetail.ftl?job=150507&lang=en#.VaQaU-e2FTQ.link>.

011768 (First Posted: 07/31/2015)

POSITION: Employee Relations Specialist

EMPLOYER: The Boeing Company

LOCATION: Ridley Park, PA

DUTIES: Administer collective bargaining agreements, including grievance investigation and hearings, for a represented workforce of approximately 1,500 employees. Participate in union negotiations. Provide knowledge, guidance and interpretation on collective bargaining agreements and labor relations policy and labor law. Provide advice on appropriate discipline of union-represented employees. Execute employee engagement, positive employee relations and containment processes for multiple locations. Provide operational advice, counsel, and interpretation to management, Human Resources (HR), and employees on a broad range of Employee Relations issues, including increasing the effectiveness of Boeing leaders. Develop strong partnerships with HR Generalists, Managers, and Union Officials to create integrated solutions that will foster a culture based on relationships, trust and engagement. Develop and execute plans to carry out the objectives of the Employee Relations organization and businesses supported to improve productivity and business results. Develop and provide education on Employee Relations strategies and processes. Participate in work environment and work area assessments, conduct focus groups and one-on-one sessions to develop and execute action plans to address issues. Assist management and HRGs in developing strategies related to employee survey feedback. Provide best practice resources to enhance employee engagement and increase business competitiveness.

QUALIFICATIONS: Bachelors or Masters degree. Experience hearing and responding to grievances as the primary company representative. Experience in developing and executing employee engagement strategies.

SALARY: \$68K - \$120K

CONTACT: Please visit the Careers@Boeing website (<http://www.boeing.com/careers/>) and apply to Req - 1500021967.

The link to the requisition is below:

http://jobs-boeing.com/pennsylvania/human-resources/jobid7822843-employee-relations-spec-3_4-jobs.

011772 (First Posted: 07/31/2015)

POSITION: Senior Director, Human Resources

EMPLOYER: Language Access Network

LOCATION: Columbus, OH

DUTIES: Responsible for providing leadership in developing and executing human resources strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of organizational and performance management, training and development, benefits administration, community relations and compensation.

QUALIFICATIONS: Bachelors degree required, Masters degree is preferred. Minimum of ten years of human resources management experience with at least five years of leadership experience. Must have proven leadership, interpersonal skills and technical knowledge, strong organization and planning skills. Ability to implement new processes and be a strategic partner to senior leadership.

SALARY: Commensurate with experience

CONTACT: Please email resume to apanos@lan.us with Cornell | Senior Director, Human Resources in the subject line.

011773 (First Posted: 07/31/2015)

POSITION: Senior Labor Relations Specialist

EMPLOYER: UTC - Building & Industrial Systems

LOCATION: Indianapolis, IN

DUTIES: This role is responsible for leading or assisting with various human resource initiatives and promoting a high performance environment, including: employee/labor relations, policy compliance, staffing and sourcing, leadership and supervisory effectiveness, talent development, and communications for the Carrier Residential Systems site in Indianapolis, IN. In addition, the incumbent will assist in defining and executing HR strategies and action plans to facilitate the achievement of business results, organizational effectiveness and individual development.

QUALIFICATIONS: Bachelors degree in Human Resource Management, Business Management or an applicable field. Five-plus years of exempt-level Human Resources experience with role progression which includes labor relations responsibility. A demonstrated desire and potential for advancement. Advanced level skills with Microsoft Office (Excel, Word and PowerPoint). Strong analytical skills.

SALARY: \$90K - \$120K

CONTACT: Qualified applicants should apply through the online job posting system: <https://sjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=26078&siteid=5540&jobid=246315>.

011774 (First Posted: 7/31/2015)

POSITION: Executive Recruiter

EMPLOYER: Koenig & Associates, LLC

LOCATION: Flexible; Virtual home office position (preference for eastern half of the country)

DUTIES: Autonomously manage candidate development for mid- to senior-level exclusive searches. S/he will be a self-starter and thrive in a fast-paced, high volume environment as a talent identifier, developing relationships with key industry leaders to generate qualified candidates for multiple search assignments. Will manage the full candidate lifecycle including identifying, qualifying, interviewing and managing targeted talent to rapidly produce a best-in-class slate of candidates which meets /exceeds client expectations. Koenig & Associates prides itself on building lasting relationships with clients and candidates by providing a high level of personal attention. The approach is a highly focused and collaborative firmwide effort emphasizing responsiveness, accessibility, swift attention to detail, consistent follow up and proactive follow-through. Geographic location is flexible as this is a virtual home-office position (preference for eastern half of the country).

QUALIFICATIONS: Bachelor's degree required. Advanced degree a plus. Recruiting experience in executive search industry including managing multiple search assignments and recruiting for senior executive level positions a plus. Excellent interviewing skills with understanding of competency-based candidate evaluation methodologies. Knowledge of Life Sciences industries a plus. Track record of establishing credibility and building relationships with senior level executives. Excellent follow up skills, attention to detail and a willingness to work in a fast-paced and demanding business. Strong desire to learn and excel.

SALARY: Commensurate with experience

CONTACT: Send a confidential resume to inquire@Koenig-Associates.com with the subject line "Executive Recruiter."

SEARCH

011767 (First Posted: 07/24/2015)

POSITION: Group Human Resources Director (Global)

EMPLOYER: Confidential

LOCATION: Northeast

DUTIES: Our client, a technology manufacturer, is seeking a senior-level human resources executive for one of eight operating groups in the Company. As a strategic business partner and member of the Group management team, the Group Human Resources Director (GHRD) aligns business objectives with employees and management in designated global business units, and ensures that the Human Resource plans and programs support the organization's operating goals.

QUALIFICATIONS: Masters degree preferred. The successful candidate will have a minimum of 8 - 10 years of global human resources experience (preferably in a manufacturing environment) and demonstrated success in resolution of complex employee relations issues. Working knowledge of multiple human resource disciplines including: compensation practices, organizational diagnosis, employee and union relations, diversity, performance management, and federal and state respective employment laws is critical.

SALARY: \$125K - \$200K

CONTACT: Expressions of interest should be sent with resume to Search Engagement Lead, Hans Dalmolen at Valletta Ritson & Company: Hans@vallettaritson.com.

LEGAL

011771 (First Posted: 07/31/2015)

POSITION: Associate Attorney

EMPLOYER: Guercio & Guercio, LLP

LOCATION: Latham, NY

DUTIES: Capital region education law firm seeks an associate attorney with strong research and writing skills.

QUALIFICATIONS: JD required and two-plus years experience. Labor and employment law, education law, and/or municipal experience a plus.

SALARY: Commensurate with experience

CONTACT: Send resume including salary requirements to: Kathy A. Ahearn, Esquire; Guercio & Guercio LLP; 24 Century Hill Drive, Suite 101; Latham, NY 12110.

EDUCATION

011769 (First Posted: 07/31/2015)

POSITION: Design, Develop and Recruit for Labor Extension Programs

EMPLOYER: Rutgers University

LOCATION: New Brunswick, NJ

DUTIES: Successful candidate will have experience designing, developing, and recruiting for labor education programs, especially programs targeted at a leadership level. We are interested in someone who can work with faculty and labor leaders to develop a mix of leadership programs; reshape and recruit for our Union Leadership Academy, certificate programs and other New Jersey-based offerings. This position is also expected to contribute to work of our new Center for Innovation in Worker Organization. Qualified applicants will be considered for employment without regard to race, creed, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, genetic information, protected veteran status, military service or any other category protected by law. As an institution, we value diversity of background and opinion, and prohibit discrimination or harassment on the basis of any legally protected class in the areas of hiring, recruitment, promotion, transfer, demotion, training, compensation, pay, fringe benefits, layoff, termination or any other terms and conditions of employment.

QUALIFICATIONS: Master's degree in a related field, (or some college along with equivalent experience equal to a Master's degree in a related field), although a terminal degree is preferred.

SALARY: Commensurate with experience

CONTACT: Submit applications by August 6 to Professor Marilyn Sneiderman, Director of Labor and Community Education, Rutgers University; SMLR; 50 Labor Center Way; New Brunswick, NJ 08901.

011761 (First Posted: 7/10/2015)

POSITION: Executive Fellowship in Civic Innovation

EMPLOYER: FUSE Corps

LOCATION: San Francisco, Los Angeles, Sacramento, CA

DUTIES: For 12 months, FUSE Fellows work within local government to bring innovative approaches and unique solutions to a specific project. Each fellowship is designed to leverage private sector experience to deliver results that have lasting impact. FUSE Fellows are placed at the executive level of local government working with senior leaders of departments and agencies. Prospective responsibilities may include: thorough data analytics and research, developing enhanced operations and financial models, building change management and strategic planning processes, and/or building broad coalitions to support project implementation efforts.

QUALIFICATIONS: Bachelors degree minimum. 10-15 years of professional experience, particularly in the private sector. Progressive success in challenging roles with substantial management responsibilities. Track record of collaboration, team-building and facilitative leadership. Excellent stakeholder management skills. Superior critical thinking and analytical skills. Ability to synthesize information into clear and concise recommendations.

SALARY: \$90K

CONTACT: We encourage candidates to apply for a specific project by clicking on the link to that project on the job board (<http://fuse.force.com/Careers>). If you are interested in multiple projects, you will have the opportunity to indicate that in the application. You only need to submit one application.

011770 (First Posted: 07/31/2015)

POSITION: Director of Human Resources

EMPLOYER: The New-York Historical Society Museum and Library

LOCATION: New York, NY

DUTIES: The HR Director supports our staff and continues to make N-YHS a great place to work. This person will be able to provide strategic leadership as it relates to HR. The right person will be proactive and resourceful and have strong knowledge and experience in HR. This person will direct all areas of HR 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 very 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: Bachelors degree required. Minimum of 10 years of progressive HR experience. Proven leadership and managerial skills. Demonstrated ability to serve as a knowledgeable resource for the senior management team. Experience in all areas of HR. Clear understanding of the laws and regulations that impact the HR function. Strong background in HRIS, ADP preferred. Experience working in a union environment preferred. Excellent written and verbal communication skills.

SALARY: Commensurate with experience

CONTACT: Please send cover letter, resume and salary requirements to hr1@nyhistory.org. In the subject line please reference the job title. N-YHS is an Equal Opportunity Employer.