



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

ILR Alumni Bulletin  
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CORPORATE

011706 (First Posted: 2/27/2015)

POSITION: Plant Human Resource Manager

EMPLOYER: Lear Corporation

LOCATION: Hammond, IN

DUTIES: Oversee administration of hiring, retention, termination, personnel records, legal compliance, compensation, benefits, and long-term staffing strategies. Develop and administer personnel rules and regulations, pay and job classification structure and programs for employee training, safety, health, team building and morale.

QUALIFICATIONS: Bachelors degree in Human Resources or related field is required, Masters degree is preferred. SRHP certification preferred. Five to seven years' experience in human resources with increasing supervisory responsibilities. Experience working in a union environment in manufacturing. Demonstrated management and organizational skills. Previous experience managing a large manufacturing site.

SALARY: \$100K Commensurate with experience

CONTACT: Go to [lear.com/careers](http://lear.com/careers). Click on Job Opportunities - US. Click on Search Current Openings. Under Current Listings click Human Resources. Select Plant HR Manager (236935).

011708 (First Posted: 2/27/2015)

POSITION: Director of Human Resources

EMPLOYER: Ithaca Beer Company

LOCATION: Ithaca, NY

DUTIES: Payroll management, benefits management/tracking/enrollment, records/documentation/discipline, onboarding and orientation, company communication, workers compensation/unemployment case management, policy compliance and helping to steer and develop company culture.

QUALIFICATIONS: Bachelors degree in Human Resources or related field is required, Masters degree preferred. Minimum of five years' experience in Human Resources. Impeccable organizational, problem-solving, performance management and interpersonal communication skills is required. Familiarity with local, state and federal employment law. Working knowledge of ADP payroll services preferred.

SALARY: Commensurate with experience

CONTACT: Please send resume and cover letter to [employment@ithacabeer.com](mailto:employment@ithacabeer.com).

011709 (First Posted: 2/27/2015)

POSITION: Labor Relations Manager

EMPLOYER: The Walt Disney Company

LOCATION: Anaheim, CA; Lake Buena Vista, FL

DUTIES: Provide guidance to team members and management with regard to company policy/practices/collective bargaining agreements and employment law. Administering collective bargaining agreements including assisting in negotiations, processing grievances and fostering positive labor/management relations. Effectively create summaries and other documents related to the labor relations function.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Previous Disney leadership experience preferred. Demonstrated skills and abilities in Labor Negotiations; Experience establishing professional working relationships while working under adverse conditions; Administration of Collective Bargaining Agreements; Understanding of all aspects of labor and human resources related laws, regulations, policies, principles, concepts and practices, including but not limited to Title VII, ADA, FMLA and the NLRB; Supporting a client system on the overall labor relations function including education, continuous performance improvement and trend analysis.

SALARY: Commensurate with experience

CONTACT: For the FL position, please apply online at <https://xjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=25348&siteid=5039&jobid=250548>. For the CA position, please apply online at <https://xjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=25348&siteid=5039&jobid=244250>.

011711 (First Posted: 03/13/2015)

POSITION: Director, Human Resources

EMPLOYER: Superior Uniform Group

LOCATION: Seminole, FL

DUTIES: Manage all aspects of the Human Resources function within the corporation and certain of its subsidiaries. Oversee HR staff and be directly responsible for hiring, training, evaluating, disciplining and terminating. Oversee and enhance the payroll and HRIS functions. Serve as primary liaison with departments and agencies that provide regulations and guidelines for HR practices.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Minimum of ten years of progressive Human Resources Generalist experience. Proven ability to maintain an effective HR function, including involving labor relations. Proficient in MS Office Suite and HRIS systems. PHR, SPHR, or GPHR certification preferred. Prior experience as a Director/VP of Human Resources of a company with annual revenues in excess of \$100 million and 400+ employees.

SALARY: \$100K+ Commensurate with experience

CONTACT: Email your resume to Don Schuler at [dschuler@sug.biz](mailto:dschuler@sug.biz).

011712 (First Posted: 03/13/2015)

POSITION: Director, Labor Relations

EMPLOYER: Delaware North

LOCATION: Buffalo, NY

DUTIES: Serve as a key member of HR-Labor Relations teams by providing leadership in developing, achieving and maintaining high quality LR support and service in collaboration with senior leadership, field leadership and Human Resources Vice Presidents. Provides expert consultation on CBA administration, multi-employer funds, LR procedures as well as corrective counseling. Serve as chief negotiator of CBA's as assigned. Provides overall Labor Relations support throughout the collective bargaining process. Some travel required (50%).

QUALIFICATIONS: Bachelors degree in a relevant field of study required, Juris Doctor preferred. Minimum ten years' experience in industrial relations in a union represented environment. Demonstrated ability in labor negotiations. Working and interpretation knowledge of the NLRA.

SALARY: \$95K - \$130K

CONTACT: Please apply online at <http://jobs.dncinc.com/>.

011713 (First Posted: 03/13/2015)

POSITION: HR Manager

EMPLOYER: KMK Consulting, Inc.

LOCATION: Morristown, NJ

DUTIES: Create alignment between the company and employees by selecting, retaining and growing the right individuals; onboard new hires; set expectations; build employee relationships; oversee training materials; communicate to all employees information security & IP policy.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Minimum three years of experience in human resources or similar role. Knowledge of basic HR terminology, policies and best practices. Interact effectively with a variety of people and remain neutral in conflict situations. Computer savvy with MS Office Suite.

SALARY: Commensurate with experience

CONTACT: Please email your resume and salary requirements to [michael@kmkconsultinginc.com](mailto:michael@kmkconsultinginc.com).

011714 (First Posted: 3/20/2015)

POSITION: Human Resources Associate, Compensation and Benefits

EMPLOYER: Taconic Capital Advisors

LOCATION: New York, NY

DUTIES: Oversee benefits administration and annual process for all health and welfare benefit plans globally. Maintain relationships with benefits brokers and providers globally. Assist employees with issues related to benefits and compensation. Manage the payroll process and relationship with our payroll vendor. Participate in the oversight of the company's 401(k) plan including maintaining a relationship with our plan record keeper, Fidelity Investments, and advisor, Bank of America Merrill Lynch. Maintain a database of compensation information to support the year end bonus process and provide analytics related to compensation; provide compensation and benefits budget updates to finance and liaison closely with finance on all issues related to payroll, compensation and benefits. Prepare year end benefits and compensation statements. Submit data for compensation and benefits surveys as well as other surveys related to human capital. Maintain a database of human resources data to support human resource analytics to drive the business. Maintain the HRIS system, keeping all records current and up to date at all times. Manage regulatory filing and compliance check lists for human resources for the firm globally.

QUALIFICATIONS: Bachelors degree is required. The ideal candidate will have three or more years of experience in compensation, benefits and/or payroll administration in a hedge fund, private investment firm, or financial services firm. The candidate should also have strong modeling and analytical skills and an interest in a career in human resources specifically in the areas of compensation and benefits.

We seek excellence in our candidates at every level. We want individuals who are driven to be the best at what they do and who continually seek to improve. The ideal candidate will have a demonstrated track record of success in his or her prior endeavors, an entrepreneurial, self-driven nature, a low ego, team-oriented style, unimpeachable integrity and values that align with our principles.

SALARY: Commensurate with experience

CONTACT: Please send resumes to Eleanor Shephard at [eshephard@taconiccap.com](mailto:eshephard@taconiccap.com).

LEGAL
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011710 (First Posted: 3/6/2015)

POSITION: Associate (1-3)

EMPLOYER: Shepherd Finkelman Miller & Shah, LLP

LOCATION: Chester, CT or Media, PA

DUTIES: Serve as associates in a growing complex litigation practice. Significant travel (principally domestically but some international) required.

QUALIFICATIONS: Juris Doctor or equivalent from a competitive law school. Federal court clerkship preferred.

SALARY: Commensurate with experience

CONTACT: Submit resume to James E. Miller at [jmiller@sfmslaw.com](mailto:jmiller@sfmslaw.com) or contact James Miller by email or toll-free at (866) 540-5505 with any questions.

## UNION

011718 (First Posted: 3/20/2015)

POSITION: Business Representative, Field Services

EMPLOYER: SAG-AFTRA

LOCATION: New York, NY

DUTIES: Monitor and enforce all SAG-AFTRA agreements on sets covering primarily the five (5) boroughs of New York City, Westchester, Long Island and New Jersey. Monitor and enforce contract terms and working conditions on set for the SAG-AFTRA Theatrical, Television, News Media, and Commercials Agreements. Initiate and resolve claims on behalf of performers on set (for example: upgrades and hazards adjustments). Monitor contractual safety requirements in performance of stunts and ensure potentially hazardous work adheres to necessary guidelines. Monitor work rules for minor, including work hours and tutoring. Coordinate open calls for extra performers. Communicate with Business Representatives and Claims Managers regarding on-set problems and conditions. Maintain and file written daily reports for each set covered. Attend weekly department staff meetings. Promote SAG-AFTRA and its members in all communications with the industry.

QUALIFICATIONS: Bachelors degree with emphasis in labor relations preferred or equivalent level work experience. Experience with administration of collective bargaining agreements. Must be able to handle confrontational, volatile and stressful situations in a calm manner with patience, diplomacy and tact. Maintain good working relations with production counterparts. Ability to communicate persuasively and effectively with performers and production personnel. Able to prioritize tasks, coordinate multiple tasks under daily deadlines and expedite heavy workload efficiently. Have an understanding and awareness of worker rights impacting SAG-AFTRA members. Must be available and willing to work extended hours per day or per week (and/or overtime for applicable non-exempt positions), including weekends and holidays, as SAG-AFTRA determines is necessary to meet its business needs. Must be available and willing to travel to such locations and with such frequency as SAG-AFTRA determines is necessary or desirable to meet its business needs. Must have a current driver license, automobile (in reliable working condition), and current automobile insurance that meets the state minimum requirements.

SALARY: Commensurate with experience

CONTACT: Please apply online at [http://sagaftra/acquiretm.com/job\\_details\\_clean.aspx?ID=357&source=SAG-AFTRA+Career+Page](http://sagaftra/acquiretm.com/job_details_clean.aspx?ID=357&source=SAG-AFTRA+Career+Page).

## EDUCATION

011707 (First Posted: 2/27/2015)

POSITION: Talent Management and Retention Manager

EMPLOYER: Long Island University

LOCATION: Brookville, NY

DUTIES: Develop and execute recruiting strategies to deliver the best possible job candidates for positions, recruit talented passive candidates for positions across multiple levels of the University, proactively create talent pipeline strategies while managing multiple projects simultaneously, support the design and implementation of professional development programs to improve the depth of the University.

QUALIFICATIONS: Bachelors degree required, Masters degree in Business, Human Resources or Public Administration is preferred. Strong written and oral communication skills; ability to work with teams and independently; good negotiation and interpersonal skills; strong detail-orientation and organizational skills; exceptional time management skills; PHR or SHRP certifications preferred; and demonstrated skills in all aspects of recruiting, including networking, sourcing, qualifying, screening, negotiating and relationship management.

SALARY: \$45K - \$55K

CONTACT: Please send cover letter, resume and three references to [hr@liu.edu](mailto:hr@liu.edu).

011716 (First Posted: 3/20/2015)

POSITION: HR Manager - Employee and Labor Relations

EMPLOYER: Medgar Evers College - The City University of New York

LOCATION: Brooklyn, New York

DUTIES: Assist in managing classified staff matters campus wide and take a proactive approach to providing guidance to the campus community in an effort to minimize potential complaints and/or grievances. Oversee HR related matters affecting campus staff and manage employees in HR that deal with labor relations and classified staff services. In the absence of the Director, the Manager may be responsible for managing day-to-day operations of the HR office.

QUALIFICATIONS: Bachelors degree and six years' of related experience required.

SALARY: Commensurate with experience

CONTACT: Please apply online at [www.cuny.edu](http://www.cuny.edu) (Job ID:10756).

011715 (First Posted: 3/20/2015)

POSITION: Consumer Program Director

EMPLOYER: U.S. PIRG

LOCATION: Chicago, IL, Boston, MA or Washington, DC

DUTIES: As a Program Director with U.S. PIRG, you'll help develop policy solutions and implement a variety of campaign strategies to mobilize the public and influence insiders. On a day-to-day basis, the Program Director is responsible for:

Program Development: Help develop programs and campaigns, including researching the issue, creating viable policy solutions, and proposing the right political strategy and messaging. Advocacy: Build relationships with players in key regulatory agencies, the statehouse, in Congress or wherever important decisions are made. Campaign Strategy: Develop plans to win on our campaigns through tactics like media events, press releases and op-eds. Fundraising: Write grant proposals, build relationships with foundation staff, and meet with major donors, all to bring more resources to our campaigns. Work with our citizen outreach staff to build and develop our membership base. Staff recruitment and development: Recruit new staff and volunteers. Oversee program staff to develop and implement work plans, provide training and leadership development opportunities.

QUALIFICATIONS: Bachelors degree required, Masters or Juris Doctor degree preferred. Minimum of eight years of relevant professional experience is required. Qualified candidates will have a demonstrated commitment to public or consumer issues and to citizen-based social change, as well as a track record of leadership. We're looking for people who are enthusiastic, goal-driven and results-oriented, who have excellent verbal, written and analytical skills, as well as the ability to speak persuasively in a charged atmosphere.

SALARY: Commensurate with experience

CONTACT: Please apply online: <http://jobs.uspirg.org/apply.html>. Direct your application to Andre Delattre, Executive Director of U.S. PIRG.

011717 (First Posted: 3/20/2015)

POSITION: Chief Negotiator

EMPLOYER: The Port Authority of NY & NJ

LOCATION: Newark, NJ

DUTIES: Assume leadership of negotiations with 12 unions. Negotiate and administer collective bargaining agreements. This includes conducting negotiations as well as setting objectives and developing appropriate strategies and tactics to achieve cost effective and competitive labor agreements. Establish credibility and sound professional working relationships with executives as well as union leadership to achieve Labor Relations/Human Resources and organizational goals. Negotiate collective bargaining agreements between the agency and its various unions within parameters established by the agency. Act as chief spokesperson throughout the negotiation process. In conjunction with Management & Budget and HR, develop an appropriate costing model that meets approval of agency leadership. Analyze financial data to obtain information necessary in negotiation. Draft proposals and keep management apprised of negotiation status. Advise on the impact of contract provisions and proposals on operational flexibility and cost effectiveness. Monitor settlement trends and other public sector labor negotiations that could affect Port Authority labor negotiations. Direct the development of up-to-date data bases on wages, benefits and contract language in comparable labor agreements. Assist in preparation and presentation of fact-finding and interest arbitration proceedings. Develop and implement on-going training for managers and supervisors on "how to manage in a union environment" to improve the quality of labor/management relations, minimize grievances and improve contract administration. Stay current on labor relations trends and developments.

QUALIFICATIONS: Bachelors degree in Industrial and Labor Relations required, Masters degree or Law degree preferred. Demonstrated success in labor negotiations. Progressively responsible experience in all aspects of human resources, employee relations, and labor law in a unionized environment. Demonstrated ability to conduct thorough and factual research and analysis and present findings in a clear, concise and persuasive format. Excellent written, oral communication and listening skills. Experience in performing economic analysis and/or accounting functions. Excellent interpersonal skills and ability to work in a team oriented environment.

SALARY: Commensurate with experience

CONTACT: Please apply online at [www.JoinThePortAuthority.com](http://www.JoinThePortAuthority.com). Only applicants under consideration will be contacted.