



Cornell University
ILR School

ILR Alumni Bulletin
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CORPORATE

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.

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.

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.

011722 (First Posted: 3/27/2015)

POSITION: Team Member Labor Relations

EMPLOYER: Virgin America

LOCATION: Burlingame, CA

DUTIES: The Teammate Relations Department is responsible for ensuring that the teammate advisory team (committee) process is properly supported and functional, and identify areas to improve the process and expand advisory teams where appropriate. This role reports to the Director-Teammate Relations. The Manager-Teammate Relations' first area of focus involves supporting and growing the teammate advisory team function. The airline's advisory teams allow for dynamic collaboration with out work groups, and provides a structured environment for teammates to provide input and influence decisions about policies and procedures that impact their day-to-day work lives. The goal is to provide teammates with an avenue to have a genuine voice on matters of importance to them. This Manager-Teammate Relations will also join in developing the airline's labor relations function for our InFlight teammates, who voted in favor of representation by the Transport Workers Union ("TWU") in August 2014. This aspect of this role will include preparation for and participation in first contract negotiations, development of the relationship with the TWU, and supporting the InFlight Department. Provide oversight and support for existing Advisory Teams. Review the existing Advisory Team structure and make recommendation to improve the effectiveness of existing teams. Develop and coordinate communications between department leadership, Advisory Teams, and frontline teammates. Coordinate efforts between Advisory Teams and in line with VX missions, values and annual company-wide and departmental goals. Partner with department leadership to develop plans for Advisory Teams initiatives. Establish metrics to evaluate Advisory Team effectiveness. Support implementation of teammate witness assistance program company-wide. Evaluate and provide recommendations to improve the effectiveness of existing dispute resolution programs. Partner with operations team to develop sound contract proposals for negotiations. Serve as core member of negotiations team. Coordinate closely with department leadership and employee relations team to ensure consistency and collaborative decision making. Support InFlight teammate witness assistance program. This role reports to the Director-Teammate Relations. (Note, post-contract this role will support the successful administration of the collective bargaining agreement.)

QUALIFICATIONS: Bachelors degree with focus in labor relations, human resources or related fields desired; Masters degree or Juris Doctor degree preferred.

SALARY: Commensurate with experience

CONTACT: Please submit CV to: <https://www.virginamerica.apply2jobs.com/ProfExt/index.cfm?fuseaction=mExternal>.

~~Job ID: 011714 & Compensation: \$70,000 - \$80,000~~

LEGAL

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 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.

011719 (First Posted: 3/27/2015)

POSITION: Research Analyst

EMPLOYER: Directors Guild of America

LOCATION: Los Angeles, CA

DUTIES: Interpret data, evaluate trends, and assess the economic performance of companies in the entertainment sector and its impact on the labor market. Conduct fundamental analysis of the labor market. Identify and evaluate entertainment industry and general economic trends. Construct models to assess the economic impact of potential changes to DGA collective bargaining agreements. Develop and maintain an entertainment industry forecast. Work as a team member on diverse, cross-department projects. Prepare written reports for senior staff. This is a new position reporting to the Assistant Executive Director.

QUALIFICATIONS: Bachelors degree is required, Masters degree in Business Administration is preferred. Minimum of five years' analytical experience in strategic research. Deep understanding of fundamental company analysis. Strong comprehension of microeconomics, industry competitive dynamics, and labor markets. Strong modeling and Excel skills. Strong written and verbal communication skills. Knowledge of labor unions and/or the entertainment industry a plus. Team-oriented, proactive, and resourceful.

SALARY: Commensurate with experience

CONTACT: Please submit a cover letter, resume, and salary history via email to jobs@dga.org with subject "Research Analyst".

EDUCATION

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 (Job ID:10756).

NON-PROFIT/GOVERNMENT

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. Only applicants under consideration will be contacted.

011720 (First Posted: 3/27/2015)

POSITION: Commissioner of Personnel

EMPLOYER: Tompkins County

LOCATION: Ithaca, NY

DUTIES: Lead and manage the County's personnel, human resources, civil service, and labor relations programs and activities. Report to the County Administrator and respond to the policy direction of a 14-person County Legislature. Supervise and provide consultation to management on strategic staffing plans, benefits, compensation, training and development, budget, and labor relations. Operate within a civil service and union environment to lead the County's labor relations activities. Serve as the County's chief labor negotiator. Maintain positive labor relationships, handle disciplinary actions, and work with management and staff to foster a positive, productive, fulfilling workplace environment. Interact with department heads and staff to identify opportunities to avoid or address personnel issues. Administer the New York State Civil Service Law for most local governments and school districts within the County. Assist local governments and school districts in complying with Civil Service laws and regulations. The Personnel Department administers the County's employee benefit programs, including health insurance, workers' compensation, disability, flexible benefits, deferred compensation, and retirement programs.

QUALIFICATIONS: There are four qualification options: a) Masters degree in public or Business Administration, Industrial and Labor Relations or a related field with minimum five years' full time administrative experience either in a governmental agency or in a non-governmental agency, which must be personnel management experience; b) Bachelors degree in Business or Public Administration, Industrial and Labor Relations or a related field, with minimum seven years' of full time paid administrative experience either in a governmental agency, which must include significant responsibility for the recruitment, hiring and discipline of employees, or a non-governmental agency, in which case the experience must be personnel management experience; c) Have completed minimum sixty credit hours of college level study in Business or Public Administration, Industrial and Labor Relations or a related field, with minimum ten years' of full time paid experience in a governmental agency, which must include significant responsibility for the recruitment, hiring and discipline of employees or non-governmental agency, in which case the experience must be personnel management experience; d) Have any combination of training and experience equal to or greater than that listed in prior options. For each option, all governmental and non-governmental experience must have included minimum of five years' of supervisory experience.

SALARY: \$90,542 - \$98,363

CONTACT: Please apply online at www.tompkinscountyny.gov/. Choose the County Employment link; click the Vacancy

List button; Select Appointment to title of position; create username and password; and complete the application. Contact

011721 (First Posted: 3/27/2015)

POSITION: Labor Relations Officer

EMPLOYER: NYC Office of the Comptroller

LOCATION: New York, NY

DUTIES: The New York City Comptroller, an independently elected official, is the Chief Financial Officer of the City of New York. The mission of the office is to ensure the financial health of New York City by advising the Mayor, the City Council, and the public of the City's financial condition. In addition, the Comptroller manages assets of the five New York City Pension Funds, performs budgetary analysis, audits city agencies, registers proposed contracts, etc. The Labor Relations Analyst will support Labor and Human Resources related activities for the Office's full-time and part-time staff of over 760 employees. Perform technical work in the conduct of labor relations activities pertaining to and impacted by collective bargaining agreements and associated contractual requirements; including investigation and research of labor matters/grievances and related issues; serves as a liaison to labor unions. May attend/undertake "Step 2" grievances consistent with collective bargaining agreement requirements; and supports other Labor Relations activities and initiatives as may be required. Interprets civil service rules and regulations that govern Comptroller's Office employees, interprets Comptroller's Office internal guidelines and procedures, User Services guides issued by the Office of Payroll Administration, as well as directives from the Office of Labor Relations, and various Collective Bargaining Agreements; Reviews position classifications for updates, additions or changes as may be required by the agency's operational needs. Undertakes workforce planning studies on a myriad of personnel issues; prepares, and creates ad-hoc reports and compiles data related to labor relations and HR activities, conditions or initiatives.

QUALIFICATIONS: A Masters degree in Business or Public Administration, Economics, Labor or Industrial Relations, Operations Research, or a closely related field; or a Juris Doctor degree and two or more years of satisfactory full-time professional experience in labor relations, research and analysis, position classification, employee benefit design and evaluation, compensation analysis, labor economics, economic planning, or a closely related area; or a Bachelors degree and four years of satisfactory full-time professional experience in the areas mentioned above. Strongest candidates will display knowledge of city-wide policies and procedures issued by the Department of Citywide Administrative Services, and the Office of Labor Relations including the knowledge of Collective Bargaining Agreements. The ideal candidate must demonstrate sound judgment when dealing with complex and sensitive organizational issues. Previous experience regularly handling and maintaining confidential data is expected. Excellent organizational and communication skills (particularly writing skills) including knowledge of Microsoft Office Suite products is expected.

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