



**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](mailto:ilrab@cornell.edu)

CORPORATE

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](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](mailto: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](mailto:inquire@Koenig-Associates.com) with the subject line "Executive Recruiter."

011778 (First Posted: 8/14/2015)

POSITION: HR Business Partner  
EMPLOYER: Sutter Health - California Pacific Medical Center  
LOCATION: San Francisco, CA

DUTIES: Sutter Health - CPMC is one of the largest private, not-for-profit, academic medical centers in California. Located in desirable San Francisco, home of the world champions SF Giants and SF 49ers. Great restaurants, culture, night life, outdoor activities and wine country! HR Business Partner works closely with senior operators to achieve people-related objectives for employee engagement, labor and employee relations, workforce planning and talent management. Provides advice and counsel to management regarding: effectiveness of staff, application of HR practices, policies and procedures, and administration and interpretation of collective bargaining agreements. Partners with Talent Management during succession planning, including coaching of management clients on individual development plans and on-boarding support for new managers.

QUALIFICATIONS: Bachelors degree in HR or Business required. Masters degree preferred. Healthcare or hospital experience strongly preferred. PHR/SPHR-CA is desired. Requires experience in advising/educating managers with respect to employee and labor relations and employment-related laws, preferably in California. Must have demonstrated expertise in conducting investigations and consulting with managers and employees regarding issues that arise through all stages of the employment relationship. Requires proven experience in delivering training. Demonstrated success in conflict resolution and risk assessment desired. Proven success building strategic partnerships, influencing stakeholders and achieving business results.

SALARY: Commensurate with experience.

CONTACT: Please apply online at <http://www.cpmc.org/> for Requisition Number 1516898. Mention referral source "ILR Bulletin."

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.

011775 (First Posted: 8/7/2015)

POSITION: Manager - Teammate (Employee) Labor Relations

EMPLOYER: Virgin America

LOCATION: Burlingame, California

DUTIES: Develop labor relations function for the Pilot group, who voted in favor of representation by the Airline Pilots Association earlier this year. Develop the Company's relationship with ALPA on the international and local level, support the Flight Operations Department as they transition to a new, represented relationship with the Pilot group, and prepare for and participate in first contract negotiations.

QUALIFICATIONS: Bachelor degree with focus in labor relations, human resources or related fields required. Law degree a bonus. Five or more years of experience in labor and/or employee relations management. Proven track record in leading and implementing innovative teammate programs and supporting both represented and non-represented work groups. Skilled facilitator of conflict resolution and change management techniques. Engaged trainer capable of developing and implementing new training programs.

SALARY: \$100K+

CONTACT: For confidential consideration please contact:

Anne.taylor@virginamerica.com or apply:

<https://www.virginamerica.apply2jobs.com/ProfExt/index.cfm?fuseaction=mExternal.showJob&RID=1900>

011776 (First Posted: 8/7/2015)

POSITION: Paralegal, Employment

EMPLOYER: Orrick, Herrington & Sutcliffe LLP

LOCATION: New York, NY

DUTIES: Orrick currently has an excellent opportunity for an Employment Paralegal in the New York office.

Responsibilities include research and investigation; organize and compile relevant data and materials; review, analyze and summarize documents; draft memos, correspondence and legal documents; cite-checking and fact-checking legal documents; assist with court filings and e-filings; and communicate with attorneys and clients regarding factual and organizational issues. Provide assistance to others in all aspects of employment litigation matters, focusing primarily on the organization and indexing of case materials.

QUALIFICATIONS: Bachelor's degree required. Paralegal certificate from an ABA-approved training program preferable but not required. Demonstrated knowledge of the procedures, terminology and documents relating to complex employment matters particularly in the area of State and Federal Court filings. Proficiency in the use of Microsoft Office software, LEXIS, Westlaw, database retrieval systems and litigation support tools. Prior experience in business or law office is desirable.

SALARY: Commensurate with experience.

CONTACT: For a more detailed description of the position and to apply please visit [www.orrick.com/careers/](http://www.orrick.com/careers/).

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.

NON-PROFIT/GOVERNMENT
-----------------------

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](mailto:hr1@nyhistory.org). In the subject line please reference the job title. N-YHS is an Equal Opportunity Employer.

011777 (First Posted: 8/7/2015)

POSITION: Director of Labor Relations

EMPLOYER: Beverly Hospital, a member of Lahey Health

LOCATION: Beverly, MA

DUTIES: The Labor Relations Director is responsible for managing a range of activities related to employee and labor relations. She/He administers and interprets the Hospital's collective bargaining agreement, administers grievance procedures; provides labor relations support during contract negotiations and oversees the labor arbitration process. Reporting to the Vice President of Human Resources, the Labor Relations Director provides day to day consulting, mediation, facilitation and guidance regarding bargaining unit employment and labor issues with both Hospital leadership and the union.

QUALIFICATIONS: Bachelors degree required, Masters degree preferred. Content expert in areas of collaborative bargaining, alternative dispute resolutions, contract administration, grievance, arbitration. Demonstrated project management skills and strong investigative skills. Ability to understand complex financial and workforce data. Demonstrated track record of creative leadership in the development and articulation of labor policy and strategy. Critical thinking and problem solving skills; conflict resolution, and de-escalation skills, and ability to analyze sensitive issues. Effective interpersonal skills to interact with all levels of employees. Health care experience preferred. Knowledge of laws governing employment and organized labor.

SALARY: Commensurate with experience.

CONTACT: Please contact Judy Sullivan in strictest confidence at [jsulliva@nhs-healthlink.org](mailto:jsulliva@nhs-healthlink.org).