1. **Sr. Specialist, Employee Relations (Hybrid)**  
   Integra LifeSciences (Princeton, NJ)  
   [Apply Here](#)

2. **Employee Engagement & Experience Analyst (On-Site)**  
   North Highland (Trenton, NJ)  
   [Apply Here](#)

3. **Labor Arbitration Specialist (On-Site)**  
   NJ Transit (Newark, NJ)  
   [Apply Here](#)

4. **Sr. Director, HR Business Partner - GiS - CS&T HR (On-Site)**  
   TIAA (Iselin, NJ)  
   [Apply Here](#)

5. **Director of Organizing (Remote)**  
   On-Ramps (Remote)  
   [Apply Here](#)

6. **Labor Relations Specialist - Full Time, Days HR (On-Site)**  
   Long Island Community Hospital (Patchogue, NY)  
   [Apply Here](#)

7. **Labor & Employee Relations Associate Director (Hybrid)**  
   Lincoln Center for the Performing Arts (New York, NY)  
   [Apply Here](#)

8. **Employment Investigator - AMS - New York (On-Site)**  
   TikTok (New York, NY)  
   [Apply Here](#)

9. **Employee and Labor Relations (On-Site)**  
   IBM (Armonk, NY)  
   [Apply Here](#)

10. **Senior Director, Labor Relations, Field Operations (On-Site)**  
    MTA (New York, NY)  
    [Apply Here](#)
1. Sr. Specialist, Employee Relations (Hybrid)
Integra LifeSciences


Joining us is a chance for you to do important work that creates change and shapes the future of healthcare. Thinking differently is what we do best. To us, change equals opportunity. Every day, more than 4,000 of us are challenging what’s possible and making headway to help improve outcomes.

- Respond and manage employee complaints presented through various avenues, in a timely manner
- Act as the first point of contact for human resources business partners and managers by providing guidance and counseling on personnel concerns, performance improvement and policy violations. Conduct, plan, organize, and lead timely investigations, which includes, scheduling and conducting interviews and engaging in fact-finding to deliver an accurate investigation report
- Act as a neutral, unbiased party to ensure that the process yields a balanced perspective and outcome
- Research and development of new policies related to changes in labor laws and U.S. legislation
- Assist with implementing Company-wide employee relations programs, policies, and procedures
- Source required data for and manage AAP and EEO annual reporting
- Provide counsel and guidance to manager and employees regarding HR policies, procedures, and practices
- Ensure fair and equitable employment practices are followed in the areas of recruitment, performance management, employee relations and benefits & compensation
- Maintaining a range of metrics to strategically inform and measure employee relations efforts

Qualifications:

- 8-10 years direct employee relations experience
- Bachelor’s degree in Human Resources or Labor Relations preferred
- Demonstrated sound judgement
- Experience conducting employee investigations and managing employee complaints

Additional details:

This role is hybrid between Princeton, NJ and remote

In an effort to minimize the spread of the coronavirus and to protect our employees, all new hires in the US and Puerto Rico will need to be fully vaccinated for COVID-19 in order to be considered for employment with Integra LifeSciences, unless eligible for an accommodation as provided by law.

Integra LifeSciences is an equal opportunity employer, and is committed to providing equal employment opportunities to all qualified applicants and employees regardless of race, marital status, color, religion, sex, age, national origin, sexual orientation, physical or mental disability, or protected veteran status.

This site is governed solely by applicable U.S. laws and governmental regulations. If you'd like more information on your rights under the law, please see the following notices:

EEO Is the Law | EOE including Disability/Protected Veterans

Integra LifeSciences is committed to provide qualified applicants and employees who are disabled veterans or individuals with disabilities with needed reasonable accommodations in accordance with the ADA. If you have difficulty using our online system due to a disability and need an accommodation, please email us at careers@integralife.com or call us at 855-936-2666.

Intega - Employer Branding from Integra LifeSciences on Vimeo
2. Employee Engagement & Experience Analyst (On-Site)
North Highland

REACH YOUR POTENTIAL | COLLABORATE WITH AMAZING PEOPLE | MAKE CHANGE HAPPEN

Do you have the skills, passion, and commitment to transform our clients for the better? Are you ready to be a changemaker? If so, join us.

North Highland is the world’s leading change and transformation consultancy. Simply put, we make change happen like no one else. And we’re on the hunt for a new Business Analyst/Project Coordinator -2023 Employee Engagement & Experience- Analyst.

HOW WILL YOU MAKE CHANGE HAPPEN?

We are looking for a Business Analyst/Project Coordinator who has advanced MS Excel.
This job will require a superuser with Excel, tons of review in Excel and summarizing the data and reported results back in presentation format (PowerPoint)
This resource will report directly the Director of Workforce Engagement and also support in a limited capacity the Sr. Director of Employee Experience and Engagement. This role won't be involved to help define strategy, but need someone to help get things done. (PROACTIVE)

YOU WILL:
● Create presentations from analyzing data in MS Excel into PowerPoint
● Help draft email messages, coordinate meetings, take notes at the meetings.
● Analyze MyVoice (employee survey) Data.
● The work supports Digital onboarding and transition services.
● Can be virtual

TRANSFORMING CLIENTS. TRANSFORMING CAREERS.
Success—for both our clients and our colleagues—is all about putting people first and doing great things together. We believe that when we work as one team, we can take action today to build lasting capability for tomorrow.

We strive to have the most enviable culture on the planet, inspiring people to reach their full potential. Here’s how we make it happen:

Intentional, flexible growth. We never want you to settle. Leading your own growth and transformation is your prerogative—one which we’ll help you nurture and develop every step of the way. We’ll inspire you to learn, teach, and ultimately carve your own path. That means you grow, we grow, and so do our clients.

People-first, and then some. It goes without saying that people come first, but what comes next? Our people are always at the heart; your wellbeing and success is built on a collective understanding that every one of us can be a coach, a friend, and a fantastic listener—regardless of job title. We think of it as a celebration of individuality, difference, and diversity.

Make your own change happen. With us, your curiosity and creativity know no bounds. The reins are off. All we ask is that you have the courage to transform yourself and those around you—colleagues and clients alike. If you’ve got the drive to become a changemaker, we’ll do the rest.

Enviable Total Rewards. We inspire our employees to do their best work. North Highland’s Total Rewards Program encompasses PTO, Medical, Dental, Vision, STD/LTD, Life Insurance, FSA/HSA, 401(k), and a variety of other perks like a dedicated Health Advocate, commuter benefits, and legal assistance.

READY TO MAKE CHANGE HAPPEN?

North Highland makes change happen, helping businesses transform by placing people at the heart of every decision. It’s how lasting progress is made. With our blend of workforce, customer, and operational expertise, we’re recognized as the world’s leading transformation consultancy. We break new ground today, so tomorrow is easier to navigate.

Founded in 1992, North Highland is regularly named one of the best places to work. We are a proud member of Cordence Worldwide, a global
network of truly connected consultancy firms with the ability to think and deliver together.

This means North Highland has more than 3,500 experts in 50+ offices around the globe on hand to partner with you.

Please note that applicants must be authorized to work in the United States without the need for visa sponsorship by North Highland. Work visa sponsorship will not be provided, either now or in the future, for this position.

North Highland is an Equal Employment Opportunity (EEO)/Affirmative Action employer. All qualified applicants will receive fair and impartial consideration without regard to race, color, sex, gender identity, religion, national origin, age, sexual orientation, disability, veteran status, or any other characteristic protected by law.

3. Labor Arbitration Specialist (On-Site)
   NJ Transit

   Forbes List of America's Best Employers 2022

   Move forward with us! At NJ TRANSIT, you'll join us in transforming the third-largest transportation agency in North America. We are committed to delivering safe, reliable service that gets customers to their destinations on time—and we're looking to hire talented folks with a commitment to excellence to make it all possible.

Roles and Responsibilities:
Main Functions:

- Prosecutes and defends arbitration cases on behalf of Bus Operations involving disciplinary and contract issues arising out of labor agreements in forums including AAA and the New Jersey Board of Mediation.
- Thoroughly prepares cases for arbitration including interviewing and preparing relevant witnesses, obtaining and reviewing all
relevant documents and other evidence, and issuing necessary subpoenas.

- Prepare arbitration briefs and dissent opinions.
- Prosecutes and defends matters before NJ PERC on behalf of Bus Operations when designated to do so.
- Conducts Third Step grievance hearings in accordance with applicable labor agreements. Determines agreement employees’ responsibility for alleged violations of the labor agreements, operating rules and regulations, and NJ TRANSIT policies and procedures in disciplinary hearings and the appropriateness of management actions in contract grievance hearings.
- Properly investigates issues, rendering appropriate decisions and remedies. Articulates in writing the positions of the parties and the decision rationale.
- Performs legal research and writing.
- Works with the in-house counsel and/or senior management to develop regulations, procedures, policies, guidance documents and legal agreements.
- Provides ongoing guidance to ensure proper implementation and enforcement of the labor agreements and consistent practices across Bus Operations.
- Handles assignments, as may be required from time to time, by the DGM and/or the Director.

Education, Experience, and Qualifications:
- Juris Doctor from a US Department of Education accredited college or university.
- Three (3) years of litigation and/or arbitration experience required.
- Must be a New Jersey-licensed attorney in good standing.
- Experience handling labor related grievances strongly preferred.
- Must have superior verbal and written communication skills.

Knowledge and Skills:
- Strong Trial or Arbitration experience.
- Experience handling labor related grievances strongly preferred.
- Strong communication in writing and verbal.
- Must be proficient using Microsoft Office.

Certificates, Licenses, Registrations:
- Must be a current member of NJ Bar Association.
- At NJ Transit you will enjoy a competitive salary, TOP NOTCH benefit packages and MUCH MORE:
4. Sr. Director, HR Business Partner - GIS - CS&T HR (On-Site)
TIAA

HR Business Partner
The HR Business Partner job oversees a specialized type of HR work focused on HR consulting to the business. While managing large projects or processes with minimal oversight, this job consults with senior business leaders to solve significant people and cultural issues, oversees the talent aspects of organization structure changes and communicates the business value of HR initiatives. This job is considered a subject matter expert in the Human Resources field.

Key Responsibilities and Duties
Acts as a HR solutions partner to business and functional leaders delivering consistent advice and coaching to support and enable local business strategy.
Liaises with functional or operational managers to implement local human resources programs that are appropriate for their business needs, consistent with the organization's overall human resources strategy.
Partners with the business and talent management/staffing and recruiting colleagues on key talent initiatives (e.g., workforce planning, hi-potential employee development, succession planning, etc.).
Guides managers on employee relations and performance management issues, actively participating in and leading meetings as required.
Implements rewards program coordination and/or administration and HR related training.
Makes input to relocation services (domestic and international) and immigration services.

Manages timely investigations, prepares documentation and makes appropriate recommendations for complex human resources issues to ensure human resources management is conducted effectively.

Educational Requirements
University (Degree) Preferred

Work Experience
8+ years Required
10+ years Preferred

Physical Requirements
Physical Requirements: Sedentary Work

Career Level
9IC
Sr Director, HR Business Partner – GIS – CS&T HR

This position has the primary responsibility for leading the development and execution of the Human Capital strategy for Global Infrastructure Solutions (GIS) within Client Services & Technology. As a key advisor, this leader will have a close working relationship with the management team of GIS to ensure that HR programs fully support the business objectives to assist the GIS team responsible for transforming TIAA’s infrastructure to improve stability and scalability, cloud-first platforms, automation of industry products and hybrid workplace solutions. S/he will work across a complex set of business units to design HR solutions that will help to optimize the business model. The position requires cross organization communication and transformational change management and is responsible for the oversight, deployment and management of human resources strategies to drive business success with a focus not only on today, but also positioning the organization for the future, where IT is an increasingly important driver within the financial services industry.

KEY RESPONSIBILITIES AND DUTIES:

- Serve as trusted advisor to the CS&T executive and management team by developing and implementing overall HR strategy that reflects the business plans and incorporates understanding of important industry and workforce trends to ensure readiness of the current and future workforce.
• Translate human capital strategy into action plans specific to business area(s) and drive execution to outcomes, working with key partners across the organization
• Participate in business planning; champion a culture of continuous improvement, ensure that the appropriate talent structure, engagement model, performance management and recognition systems are applied to support business objectives.
• Lead talent management, workforce planning & headcount management, succession planning, performance management, and change management initiatives.
• Lead annual HR initiatives such as performance rating calibration, compensation, goal setting and development planning
• Work closely with GIS leadership team to refine organizational structure, operations and culture.
• Skillfully lead and influence using appropriate human capital data for improved decision making and align multi-dimensional change management efforts, working closely with Finance and other partners.
• Lead HR resources to consistently deliver high impact solutions to GIS leadership team, including targeted training, facilitation, off sites, development, etc.
• Leverage expertise and COE experts to design and implement HR programs that drive business results; support the development of key measures and metrics that tie to these HR programs.
• Deliver broad based and complex HR messages or concepts to leaders, present HR strategies and initiatives in a way that provides clarity around integration and business relevance.
• Offer objective and balanced advice to leaders on business challenges and people implications, leadership effectiveness, culture and alignment of enterprise HR programs
• Demonstrates the importance of business continuity and organizational alignment by working across business channels to resolve issues and implement new processes
• Anticipates future HR resource requirements of senior clients based on business, industry and market conditions
• Understand meaning and implications of key financial indicators

Required:
8+ years’ experience in human resources or related functions, e.g.,
generalist responsibilities, employee relations, compensation, talent acquisition,
D&I, training and development, talent management.

10-20% travel required

Desired:

- HR experience with supporting large scale IT systems in a financial services environment
- Bachelor’s degree
- Master’s degree
- 5 plus years of experience as an HR Business Partner/Generalist, Talent Management or similar preferred
- Preferred experiencing working with an IT organization or function within an organization
- Demonstrated expertise influencing the business strategy and shaping HR strategic direction, including creating, developing, influencing and leading human capital strategies
- Proven leadership experience leading HR centers of excellence and key partners to meet all human capital goals/strategies.
- Must be able to be flexible and adaptable to meet the demands of a changing business environment
- Must be self-motivated and self-directed and have the ability to work with limited direction.
- Ability to work in a highly matrix organization across multiple lines of business
- Must have professional experience in organizational design, development, and effectiveness
- Must have proven change management experience to include development of change management plans, communication plans and connectivity between related HR and business processes.
- Demonstrated ability influencing employee engagement and shaping leadership and organizational strategies
- Anticipates future HR resource requirements of client based on business, industry and market conditions and builds and scales the team appropriately
- Proven organizational and prioritization skills
- Strong analytic mindset with the ability to learn quickly
- Project experience and the ability to execute flawlessly and meet all deadlines
**6.01.2023 LISTSERV**

- Excellent verbal and written communication skills – can communicate complex concepts and recommendations into simple and compelling presentations
- Experience with HRIS tools and preferably Workday
- Strong skills in MS suite of office products including; Outlook, Word, Excel and Power Point

**Base Pay Range:** $132,600/yr. - $221,000/yr.

Actual base salary may vary based upon, but not limited to, relevant experience, time in role, base salary of internal peers, prior performance, business sector, and geographic location. In addition to base salary, the competitive compensation package may include, depending on the role, participation in an incentive program linked to performance (for example, annual discretionary incentive programs, non-annual sales incentive plans, or other non-annual incentive plans).

---

**5. Director of Organizing (Remote)**

On-Ramps

**ABOUT THE ORGANIZATION**

Public Rights Project (PRP) is a public interest legal nonprofit, headquartered in Oakland, with a remote team based throughout the United States. Its mission is to close the gap between the promise of our laws and the lived reality of our most vulnerable communities. Since 2017, PRP has been working at the intersection of community organizing and state and local government enforcement to build a scalable, equitable community-based enforcement model to protect civil rights and advance economic justice. PRP supports progressive state and local governments, including Attorneys General, District Attorneys, and City Attorneys' Offices with legal strategy, research, fellowships, and community partnerships to help offices develop high-impact legal cases. The PRP team is a fully-remote staff of 23 and counting in cities including Oakland, LA, New York, Boston, Washington DC, Durham, and Seattle (among others), and have a regular rotation of legal fellows, interns, and law school clerks.

Learn more about Public Rights Project at https://www.publicrightsproject.org/.
ABOUT THE POSITION
The Director of Organizing (DO) will develop a national, multi-issue organizing strategy that builds relationships and supports individuals impacted by harms from the under enforcement of laws designed to protect them. The DO will play a critical role in identifying national and local partners across a range of issue areas that advance progressive values and policies. These mutually beneficial partnerships will help PRP’s legal team identify, amplify the voice of, and protect individuals while placing pressure on local governments to take action. PRP’s organizing strategy will be simultaneously national in scope and hyper local in focus, balancing its long-term issue priorities with urgent and emerging advocacy needs.

This is an ideal opportunity for a veteran organizer to impact a range of national issues. They will leverage PRP's strong existing organizing framework and current network to build an effective strategy that advances justice. The DO reports to the Chief Program Officer and will hire, manage, and support a team of organizers in the next year. As a manager, the DO will sit on PRP's leadership team and help execute and refine PRP's strategic plan, while serving as an external voice of PRP's work, particularly with partner organizations.

Responsibilities include, but are not limited to:

Organizing Strategy

- Develop a long-term partnership strategy with a range of community partners and institutions in each of PRP's core issue areas (e.g. reproductive rights, workers rights, voting rights, and criminal justice reform) equipped and motivated to spur action by government partners
- Create a strategy to identify individuals that are impacted by active cases PRP's team is litigating, ensuring coordination between its work and others on the ground throughout the duration of the case/initiative
- Build momentum through coalition building to bolster PRP-led legal work and other advocacy efforts (e.g., calls to action, partner brief sign-ons, mobilizing FOIA requests) and occasionally convene (in-person and/or virtually) coalitions of CBOs, unions, governments, and academic leadership
- Build a digital outreach strategy to activate partners (e.g. ads, field surveys, virtual interviews) to vet potential individuals who can supply quantitative/qualitative data to support cases
• Codify an approach to convert individuals from various engagement platforms into witnesses and spokespersons for cases and identify longer-term how to engage these individuals with PRP’s network of partners
• Ensure PRP’s organizing strategy is both national in scope but also hyper local, engaging and learning from community partners and individuals in a way that is mutually beneficial, engaging, and supportive
• Team Leadership and Management

• Hire and develop a team of full time employees in 2024 that can effectively support PRP's organizing strategy and grow the team over time in coordination with PRP's strategic plan
• Design a departmental structure, corresponding job descriptions, and accountability charts that map back to PRP’s national and local approach to community organizing and engagement
• Ensure that the organizing team's culture and methodology align to PRP's core values and commitments to racial equity, belonging, and inclusion
• Provide coaching, inspiration, support, and professional development as a direct manager to this growing team in addition to conducting annual and mid year reviews of the team
• Determine strategy for engaging consultants and part time support to lead dive into specific cases and issues as priorities shift in response to national events

Organizational Leadership and Collaboration

• Serve as a member of PRP’s leadership team, effectively coordinating across departments to ensure needed collaboration with the legal, marketing and communications, and development teams
• Working with the legal and communication team, generate joint and cross-shared media, storytelling, and communications content with partners to effectuate outside pressure for government action
• Serve as an external face of PRP's organizing work, representing the organization in a wide variety of forums, including before city councils, with key actors and partners across a range of issues
• Advise and support PRP’s leadership in implementing and adapting its strategic plan to reflect community voice and the needs of the department
CANDIDATE REQUIREMENTS:

- A proven track record of designing and building effective organizing strategies at the national and local level that result in positive and tangible wins
- Expertise in developing organizing strategies related to core issue areas (e.g. reproductive rights, workers rights, voting rights, and criminal justice reform)
- Experiencing collaborating across departments and functions to advance departmental and organizing needs
- Strong relationship building skills with national and local organizations, and a diverse spectrum of actors from community leaders to vulnerable / adversely impacted individuals
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of individuals and build genuine, long-term relationships based on a passion for our mission
- Commitment to supporting and providing opportunity for the professional and skill development and refinement of the organizing team
- A demonstrated commitment to working cross-functionally across an organization with a desire to learn the work that others do and to find new and innovative ways to partner in an integrated workplace
- Commitment to building a culture of diversity, equity, and inclusion at PRP and in our programs
- A deep sense of commitment to yield results that benefit the organization, fellow team members and the communities PRP serves
- A belief in the power of state and local government to make positive, progressive change in the world
- A passionate commitment to economic, racial, gender, and environmental justice

Location:
Remote, US

COMPENSATION AND BENEFITS:
The determined salary range for this role is set at $120,000-145,000 (for internal equity, PRP can not engage in salary negotiations outside of this range)
6. Labor Relations Specialist - Full Time, Days HR (On-Site)
Long Island Community Hospital

Overview
Long Island Community Hospital has served this richly diverse region as a patient-first community hospital for more than 60 years. As Long Island’s only independent community hospital, we are 100% committed to becoming the community’s healthcare provider of choice with our greatly enhanced services including the Knapp Cardiac Care Center, our highly-advanced heart disease diagnosis and treatment facility, our new modern surgical pavilion, our unique ER approach, and our high-touch services including women’s imaging, sleep laboratory and orthopedics and more. These services are delivered with the highest level of compassion by our LI Community Hospital staff – Long Islanders with an unmistakable mix of courage and heart who care about the people right here in our community and whose sole purpose is to provide personalized comfort.

Long Island Community Hospital is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

The Labor Relations Specialist will assist with labor relations and human resources matters, gathering, collecting, and maintaining documents and records required for contract and policy development, investigations, and negotiations.

Responsibilities
- Handles routine labor relations and human resource inquiries related to policies, procedures, and bargaining agreements; refers complex matters to appropriate management staff.
- Serves as the initial contact and liaison for intake and assessment of employee complaints.
- Conducts initial interviews and gathers information for employee relations matters such as harassment allegations, work complaints, or other concerns; informs appropriate HR staff when additional investigation is required.
- Assists with recordkeeping related to hiring, termination, leave, transfer, and promotion particularly as related to Equal Employment Opportunity (EEO), affirmative action, and diversity initiatives.
- Collects information and data to assess cost and policy implications of negotiations and disputes. This may include management and union proposals, pay scales and wages, benefits, working conditions, and other mitigating circumstances.
- Conducts surveys, interviews, and other research related to human resource policies, compensation, and other labor negotiations; collects information and reports results to Labor Relations Manager or Human Resources Director.
- Maintains knowledge and understanding of laws and regulations related to EEO, affirmative action, collective bargaining, unions, labor relations, and human resources.
- Assists with preparation of plans, policies, documents, and reports including EEO-1, affirmative action plans, organizational charts, labor agreements, and employee handbooks.
- Assists with preparation of documents and records required for contract negotiations, meetings, and negotiations with employee and labor organizations.
- Performs other duties as assigned.

Qualifications
Required Skills/Abilities:
- Excellent verbal and written communication skills.
- Excellent interpersonal, negotiation, and conflict resolution skills.
- Excellent time management skills with the proven ability to meet deadlines.
- Strong analytical and problem-solving skills.
- Thorough understanding of laws, regulations, and guidelines related to HR and contract negotiations.
- Proficient with Microsoft Office Suite or related software.
- Education and Experience:
  - Bachelor’s degree in Human Resources, Labor Relations, or related field required.
  - At least three years of professional human resource administration required with experience in employee relations preferred.
7. Labor & Employee Relations Associate Director (Hybrid)
   Lincoln Center for the Performing Arts

   **Salary Range:** $110,000.00 To 132,000.00 Annually

**Position:** Labor and Employee Relations Associate Director

**Department:** People Team

**Role Overview:** As the Labor and Employee Relations Associate Director, you will support labor relations (unionized employees), employee relations (non-union employees) and the human resources processes that facilitate both these areas. In addition, you will focus on evaluating and resolving personnel and performance matters and work-related situations that may affect morale, policies, and productivity. You will report to the Senior Director, Human Resources, and collaborate on a variety of workstreams and projects that will be leveraged to advance the objectives and mission of the People Team.

The ideal candidate is outcome and process-oriented, brings a commercial-minded approach to achieving outcomes, and approaches matters with curiosity, creativity, attention to detail, diligence, and effective interpersonal skills. The Labor and Employee Relations Associate Director will also act as a liaison between different internal and external stakeholders, including various levels of management, employees, union partners, constituent organizations, and other external affiliates of LCPA.

**What you’ll get to do here:**

- Guide employees on the rules and regulations of LCPA and procedures to ensure compliance
- Administer progressive discipline policy, procedures and collective bargaining agreements
- Investigate complaints of non-acceptable actions and behaviors development and implementation of effective organizational policies, and procedures
- Research and recommend best practices related to LCPA’s collective bargaining agreements and updates of federal, state, and local employment laws
● Represent LCPA management in grievance and disciplinary proceedings
● Support onboarding and offboarding processes with a lens on risk management, retention of intellectual property, DEI+, and effective people management
● Develop and advance LCPA’s DEI+ principles as related to union partnerships, relationships, and strategies
● Develop performance improvement plan processes, materials, trainings, corrective action templates, feedback methods, and related materials
● Play a supporting role in collective bargaining negotiations
● Perform related tasks as assigned

You’ll be a fit if you bring:

● 5+ years’ experience directly supporting Labor Relations
● Ability to apply strategies and practices in compliance with employment regulations
● Ability to advance a culture of diversity, inclusivity, collaboration and teamwork
● Strong communication skills
● Excellent problem-solving abilities
● Business acumen and ability to deliver commercial-minded human resources, employee and labor relations advice to support organizational priorities and innovation.
● Thorough knowledge of employment-related laws and regulations.
● A bachelor’s degree from an accredited college/university is required; a master’s or other graduate degree in law, labor relations, human resources or a related field is preferred

You’ll be a great fit if you bring:

● PHR/SHRM certification
● Certifications in Labor/Employee Relations, Human Resources or Industrial and Organizational Psychology
8. Employment Investigator - AMS - New York (On-Site)
   TikTok

   Responsibilities
   About Us:
   TikTok is the leading destination for short-form mobile video. Our mission is to inspire creativity and bring joy. TikTok has global offices including Los Angeles, Mountain View, New York, Austin, London, Paris, Berlin, Dubai, Singapore, Jakarta, São Paulo, Seoul and Tokyo.

   Why Join Us:
   At TikTok, our people are humble, intelligent, compassionate and creative. We create to inspire - for you, for us, and for more than 1 billion users on our platform. We lead with curiosity and aim for the highest, never shying away from taking calculated risks and embracing ambiguity as it comes. Here, the opportunities are limitless for those who dare to pursue bold ideas that exist just beyond the boundary of possibility. Join us and make impact happen with a career at TikTok.

   About the Team:
   The HR Operations team endeavors to continuously build and deliver a seamless and positive employee experience across the whole employee lifecycle. We are dedicated to leading with care and have empathy in mind. We strive to develop efficient and simple people processes, systems, policies, and programs. We aspire to ensure employees feel heard and that they are given the appropriate resources and support needed to be effective and efficient during their careers.

   We are looking for an individual with a strong HR investigation background with a focus on bullying, discrimination, harassment and retaliation cases for Employee Relations in the AMS region. The main responsibilities include conducting prompt, thorough, and fair investigations consisting of background research, investigative interviews, and debrief meetings in partnership with Employment Legal, HR and the business.

   The successful candidate should exhibit strong competency to articulate complex issues to the business and also ensure all such matters are dealt with in line with policy, best practice and legislative requirements to mitigate any risk.
Responsibilities:
- Develop and optimize robust investigation standards and disciplinary matrix to ensure transparency, objectivity and consistency throughout the team;
- Maintain oversight and accountability for investigation case management system, keep improving efficiency and effectiveness;
- Conduct confidential, fair, thorough and timely internal investigations into allegations of violations of internal policies, including but not limited to bullying, discrimination, harassment, retaliation and produce comprehensive and clear investigation reports and/or outcomes;
- Assist with the investigation and resolution of other workplace concerns to determine the appropriate approach and to ensure fair and consistent treatment of all employees;
- Drive the disciplinary procedure in line with the investigation findings, and align with key stakeholders to get to consensus;
- Monitor and implement corrective action plans to enhance controls and processes;
- Identify ethics, compliance, and employee relations matters that require improvement, working with our ER leader & various internal groups to amend policies and drive the training and awareness approach accordingly;
- Participate in the identification and delivery of continuous improvement initiatives to improve the policy framework, increase knowledge within the company;
- Proactively identify trends and themes to develop strategies that will mitigate risks.

Qualifications
- Bachelor’s degree required;
- Minimum of 5+ years of experience (preferably working in a tech company) with solid and traceable experience in workplace investigations, ER, or HR;
- Experience in investigating and advising on employment-related matters is mandatory;
- Working experience in multiple AMS jurisdictions and knowledge in labor law will be highly advantageous;
- Excellent problem-solving, analytical, and writing skills, strong communication skills with the ability to manage various stakeholders/programs concurrently;
- Demonstrated ability to navigate successfully within ambiguity, with multiple priorities in a dynamic, fast-paced, changing environment;
- Must be hands-on with a bias for action and be flexible to meet the needs of our rapid growth.
TikTok is committed to creating an inclusive space where employees are valued for their skills, experiences, and unique perspectives. Our platform connects people from across the globe and so does our workplace. At TikTok, our mission is to inspire creativity and bring joy. To achieve that goal, we are committed to celebrating our diverse voices and to creating an environment that reflects the many communities we reach. We are passionate about this and hope you are too.

TikTok is committed to providing reasonable accommodations in our recruitment processes for candidates with disabilities, pregnancy, sincerely held religious beliefs or other reasons protected by applicable laws. If you need assistance or a reasonable accommodation, please reach out to us at hrbp-hr-accommodation@tiktok.com.

Job Information
【For Pay Transparency】Compensation Description (annually)
The base salary range for this position in the selected city is $112000 - $220000 annually.

Compensation may vary outside of this range depending on a number of factors, including a candidate’s qualifications, skills, competencies and experience, and location. Base pay is one part of the Total Package that is provided to compensate and recognize employees for their work, and this role may be eligible for additional discretionary bonuses/incentives, and restricted stock units.

At ByteDance/TikTok our benefits are designed to convey company culture and values, to create an efficient and inspiring work environment, and to support ByteDancers to give their best in both work and life. We offer the following benefits to eligible employees:

We cover 100% premium coverage for employee medical insurance, approximately 75% premium coverage for dependents and offer a Health Savings Account(HSA) with a company match. As well as Dental, Vision, Short/Long term Disability, Basic Life, Voluntary Life and AD&D insurance plans. In addition to Flexible Spending Account(FSA) Options like Health Care, Limited Purpose and Dependent Care.

Our time off and leave plans are: 10 paid holidays per year plus 17 days of Paid Personal Time Off(PPTO) (prorated upon hire and increased by tenure) and
10 paid sick days per year as well as 12 weeks of paid Parental leave and 8 weeks of paid Supplemental Disability.

We also provide generous benefits like mental and emotional health benefits through our EAP and Lyra. A 401K company match, gym and cellphone service reimbursements. The Company reserves the right to modify or change these benefits programs at any time, with or without notice.

9. Employee and Labor Relations (On-Site)
IBM

Introduction
• At IBM, work is more than a job – it’s a calling: To build. To design. To code. To consult. To think along with clients and sell. To make markets. To invent. To collaborate. Not just to do something better, but to attempt things you’ve never thought possible. Are you ready to lead in this new era of technology and solve some of the world’s most challenging problems? If so, let’s talk.

Your Role and Responsibilities
Preferred work location: Poughkeepsie or Armonk, NY but open to anywhere in US
• The Employee and Labor Relations Leader is an independent contributor role responsible for interpreting local laws as well as applying HR policy as it relates to employees – (this can include a range of HR areas such as wages or salaries, employee welfare, healthcare benefits, pensions, diversity and inclusion, employee concerns, union practices, and other stipulations).
• The Employee and Labor Relations Leader is an integral player in managing all matters across a broad labor agenda advising the human resources professionals, working collaboratively with management and professionals across IBM, ensuring compliance, managing risks, consulting with executive management to get input into aspects of HR policies, and ensuring the business adheres to legal requirements as determined by national and local law.
• This role includes providing advice and counsel concerning the application of corporate policies and practices to complex employee and industrial relations
situations.
Candidates with a strong labor relations background, having experience in dealing with Unions, Union reps and labor-related NGOs will be preferred.

- This role also includes collaborating with IBM support staffs to interpret and comply with applicable laws and practices that affect the employment relationship, monitoring outside labor and political developments to effectively advise and influence strategic business decisions, and managing labor organization interactions.
- Diversity and Inclusion are intrinsic values to IBM, which are embedded in our DNA. Candidate must show a strong focus on these areas.
- You will display exceptional judgment with the presence to be able to identify and communicate with influence. You will work through extended teams using good instincts with a blend of practicality and judgment focused on risk management.

Required Technical and Professional Expertise

- At least 10 years of experience in Human Resources
- At least 10 years of experience in HR generalist role applying HR policy
- At least 10 years of experience working with senior leaders in the business
- At least 5 years of experience solving labor and employee relations issues.

Preferred Technical and Professional Expertise

- At least 5 years of employee and/or labor relations experience
SUMMARY:

This position is accountable for promoting a positive labor-management relationship while directing the activities of the Directors of Labor Relations, Field Operations for the Department of Subways and various Operations Support Divisions, including but not limited to Supply Logistics, Human Resources, Occupational Health Services, Material, and the Law Department. This position will provide guidance and direction to Senior Management of the Departments and their Divisions on discipline, contract interpretation and Authority policies and procedures, to assure consistent applications of principles of progressive discipline, as well as Authority rules, contracts, and procedures.

RESPONSIBILITIES:

- Directs and supervises the daily activities of Directors of Labor Relations, Field Operations for the Department of Subways, Operations Support Divisions and Law Department under the direction of the Deputy Chief, Labor Relations.
- Directs the administration of high-volume labor dispute resolution caseload to ensure implementation and proper administration of the progressive discipline system and promote even-handed and equitable treatment of all employees within that system. Supervises the preparation and handling of all disciplinary charges involving alleged violations of Transit policies, rules and regulations. Resolves employee complaints through negotiated grievance procedures.
- Gives direction and guidance to Department and Division Heads as well as field management for the Department of Subways, Operations Support Divisions and Law Department on labor relation issues and applicable negotiated labor agreements to utilize those management rights which contribute to business objectives and avoid serious adverse consequences.
- Directs training and orientation of all Subways, Law and Operations Support management and supervision in contract administration and implementation of negotiated changes in multiple labor union agreements and the administration of the collective bargaining agreements.
- Develops divisional proposals for collective bargaining to achieve optimum settlements.
Serves as management member for Tripartite Arbitration proceedings.
Select, develop, and motivate personnel within the department. Provide career development for subordinates. Provide prompt and effective coaching and counseling. Responsible for discipline/termination of employees when necessary. Review performance of staff. Create a professional environment that respects individual differences and enables all employees to develop and contribute to their full potential.
Other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

- Excellent communication and interpersonal skills.
- Excellent organizational and presentation skills.
- Demonstrated ability to work with all internal levels within a given organization, including the MTA Board.
- Demonstrated ability to communicate and interact well with external agencies. External agencies may include the Governor’s Office for New York State, New York City government, elected and other public officials, as well as any staff located at other federal or state agencies or authorities.
- Demonstrated ability to work in a high-profile, high-pressure environment effectively.
- Demonstrated ability to communicate effectively with key internal and/or external stakeholders.
- Must have strong managerial skills to effectively direct a staff of professional and technical employees in implementing the short- and long-term goals and direction for the area of responsibility.
- Demonstrated ability to complete short- and long-term projects effectively and as efficiently as possible.
- Demonstrated analytical capabilities and quantitative skills.
- Demonstrated proficiency in Microsoft Office Suite or comparable applications, i.e., Word, Excel, PowerPoint, and Outlook.

EDUCATION AND EXPERIENCE:

REQUIRED
- Law Degree with admission to the Bar of the State of New York and in good standing; or
• A Master’s Degree from an accredited college or university with a major in either Labor Relations, Human Resources or Public Administration, or related field and a minimum of ten (10) years of full-time relevant experience, of which a minimum of six (6) years must have been in a managerial/supervisory capacity; or,
• A satisfactory equivalent of education and experience.
• Strong communication and negotiation skills. Proficient in use of contract language.
PREFERRED
• Attainment of or in the process of attaining specific functional licenses or certifications in area of specialty if applicable.
• Must have knowledge of Labor Law and/or Civil Service Laws, extensive knowledge of rules and regulations, working conditions and contracts for NYC transit and MaBSTOA.
• Familiarity with the MTA’s policies, procedures, rules, regulations and working conditions.
• Familiarity with the MTA’s contracts and collective bargaining procedures.
• Knowledge of Labor Law and/or Civil Service Law
• Litigation experience as Labor Attorney
• Experience as a Director Labor Relations, Field Operations.
• Field Operations experience
• Experience in a large complex unionized work environment.

SALARY: $121,479 - $159,442