



WAYNE STATE UNIVERSITY

Title: Director, Labor Relations

JOB PURPOSE

Reporting to the Associate Vice President for Human Resources, the Director of Labor Relations is responsible for the development and implementation of a comprehensive and effective non-academic labor strategy for Wayne State University. In partnership with the Associate Vice President for Human Resources, lead the charge in transforming the labor relations function by fostering positive change, building collaborative partnerships, emboldening mutual respect, and spearheading joint problem solving between management and union leaders. Direct the negotiation and management of eight non-academic collective bargaining agreements, and union and labor relations-related training. The Director also advises and collaborates with senior leadership and members of the Human Resources team on applicable labor law, and labor environment and legislative trends. Manage a team of labor relations professionals.

ESSENTIAL FUNCTIONS

- Responsible for the strategic development, planning, management, and implementation of a progressive, comprehensive, and effective non-academic labor strategy in support of the University's initiatives and goals. Proactively monitor employee and union relations to facilitate early issue identification, intervention, and positive labor/management initiatives, as appropriate.
- Ensure proper preparation occurs related to grievances, arbitrations, mediations, contract negotiations and litigation matters. Partner with legal counsel as necessary. Serve as the University representative during interactions with union representatives in meetings, investigations, grievance hearings, arbitrations, and lead collective bargaining negotiations for all non-academic union-related matters. Develop proactive negotiation timelines and action plans.
- Develop and provide training to Human Resources and leadership aimed at building internal capabilities on a wide range of labor/union-related subjects. Ensure compliance with federal and state laws regarding employment and labor-related matters. Promote a positive employee relations environment and collaborate with business leaders and HR teams to create and sustain positive labor relations programs and best practices.



WAYNE STATE UNIVERSITY

- Serve as a Center of Excellence within the Office of Human Resources, providing deep subject-matter labor relations expertise to HR Directors, HR Consultants, and leadership.
- Build an efficient and effective labor relations' function, establishing service delivery standards. Manage, coach and develop labor relations staff.
- Research the latest environmental and legislative trends and decisions to forecast impact, develop, and lead organizational response. Other duties as assigned.

MINIMUM QUALIFICATIONS

Education: Master's Degree

Master's degree in industrial relations, human resources, business or related from an accredited college or university. An equivalent combination of education and/or experience may be accepted. Juris Doctor preferred.

Experience: Expert (established subject matter expert, 7+ years experience)

Minimum of seven (7) years management experience in a labor relations leadership role within a unionized work environment. Prior experience negotiating in a Union environment, to include, but not limited to; collective bargaining agreements, grievances, and arbitrations. Prior successful experience employing various labor relations tactics, particularly those related to mutual interest bargaining.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of best in class labor relations programs. Highly organized with the ability to handle multiple projects simultaneously while exceeding established goals and objectives. Strong leadership skills with the ability to set clear expectations, coach, develop and motivate staff. Ability to partner with leadership teams in support of a highly diverse workforce to drive change such as transitioning cultures, reorganization, etc. Solid understanding of federal and state employment & labor laws. Technically proficient in MS Word, Excel, Access, & PowerPoint. Demonstrated ability to think innovatively and strategically, as well as the ability to initiate and manage change. Strong conflict resolution, facilitation, interpersonal and persuasion skills. Ability to establish partnerships working with senior leaders and across organizational lines.

How to Apply:

All applicants must apply online at jobs.wayne.edu – posting number 043381



WAYNE STATE UNIVERSITY

For more information, email Jennifer Bidlingmaier at jennifer.bidlingmaier@wayne.edu