

## **Labor Relations Manager – County of Morris**

The County of Morris' Department of Employee Resources is seeking a full-time Manager of Labor Relations with experience in the public sector union environment. The County of Morris has 19 collective bargaining units, comprised of both law enforcement and civilian employees. The successful candidate will be a responsive and customer service-oriented labor professional who provides exceptional leadership, expertise, and creative problem-solving skills in the field of Labor Relations. The selected candidate must possess a balance of analytic, critical, and creative thinking skills. The position reports to the Director of Employee Resources and supervises one staff member.

### **Essentials Functions and Responsibilities**

- **Oversees the County's labor relations program**
- **Represents management in labor negotiations as lead negotiator**
- **Develops managerial proposals for negotiations**
- **Analyzes collective bargaining agreements to develop interpretation of intent, spirit, and terms of contract**
- **Trains and advises managers with the interpretation of contractual language**
- **Ensures the implementation and compliance of the terms of the labor contracts**
- **Investigates and responds to grievances**
- **Participates as needed in Arbitration proceedings**
- **Prepares statistical reports, using records of actions taken concerning grievances, arbitration and mediation cases concerning labor relations activities**
- **Works with budget on salary adjustments, promotions, and negotiations and partners with Personnel and Payroll on contractual implementations and rollouts**
- **Establishes and maintains a network of working relationships throughout the County**
- **Able to make clear, decisive, and effective decisions**
- **Monitor PERC and Arbitration rulings and provides feedback on impact for County employees**
- **Comprehensive knowledge of federal and state labor and employment laws**

### **Qualifications**

- **Bachelor's Degree from an accredited university in Labor Relations, Human Resources or Public Administration; a Master's Degree would be beneficial and preferred**
- **At least 10 years of public sector managerial experience in labor relations with a concentration in human resources**
- **Knowledge and experience working with public sector unions**
- **Lead negotiator**
- **Excellent verbal, written and interpersonal skills**
- **Working knowledge of HRIS/payroll systems and MS Office with a concentration of Excel**

**Salary range: \$100,000-\$115,000 per year.**

Qualified applicants can send their resume and cover letter to [jbinkoski@co.morris.nj.us](mailto:jbinkoski@co.morris.nj.us). Only candidates being considered for the position will be contacted. This is a non-union, on-site position located in Morristown, NJ.