

Vacancy Notice

OCMBOCES

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Notice of vacancy within the Onondaga-Cortland-Madison BOCES

Position: *Labor Relations Specialist*

Division: Administration

Location: Main Campus, 110 Elwood Davis Road, Syracuse, NY

Duties: Are you a strategic negotiator who thrives at the intersection of contracts, business, and education? OCM BOCES is seeking a **Labor Relations Specialist** to work with local school districts for labor relations matters, including negotiations, grievances, investigations, and other personnel matters.

Key Responsibilities:

- **Negotiator:** Lead/assist school districts at the bargaining table. Act as the primary spokesperson for school districts and/or assist with navigating contract negotiations from proposal to ratification.
- **Advocacy & Representation:** Protect school district interests in contract grievances, arbitrations, and related proceedings.
- **Strategic Consultant:** Provide high-level advice on complex federal and state laws and regulations, including ADA, FLSA, FMLA, and Workers' Compensation.
- **Conflict Resolution:** Lead sensitive investigations into employee conduct, harassment claims, and disciplinary matters, ensuring fairness and legal compliance.
- **Civil Service Liaison:** Liaison between districts and local civil service commissions to ensure all personnel actions meet regulatory standards.

Qualifications: We are looking for a professional with a sharp legal and/or business mind and the "people skills" to bridge gaps between management and labor.

- **JD, MBA, or Masters or Advanced Degree in Labor Relations** preferred.
- **Bachelor's Degree** in Human Resources, Labor Relations, or a related field with at least **2 years** of work experience in contract negotiation and grievance handling.

Alternative: Candidates with **6 years** of significant experience in labor-management relations or those meeting specific Civil Service qualifications are encouraged to apply.

Salary: \$100,000 - \$110,000 - Commensurate with experience.

Starting Date: To be determined

Closing Date: OPEN

Applications accepted online only. Register and apply at:
www.olasjobs.org/central

For questions regarding this Vacancy Notice, please contact:

Personnel Department/Recruitment Office
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**Visa sponsorship is not provided*

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