



VICE PRESIDENT, LABOR RELATIONS

NYC Transit Authority

MTA New York City Transit (NYCT) is the largest public transportation agency in North America and one of the largest in the world. NYC Transit operates 24/7 bus and subway service to transport an average weekday ridership of 8 Million passengers. We manage the largest subway car fleet in the world, the greatest number of subway stations (469), and more buses than any other public transit agency in North America.

The NYC Transit Office of Labor Relations is seeking a Vice President to head the department. This position reports directly to the President of the NYC Transit Authority. As a member of senior management, the VP, Labor Relations participates in all key policy-making decisions, to contribute to the achievement of short and long-term MTA NYC Transit and MTA Bus Company goals.

The Office of Labor Relations provides consistent leadership, guidance, and support to enable the New York City Transit Authority, Manhattan and Bronx Surface Operating Authority, and Staten Island Rapid Transit Operating Authority to effectively utilize the workforce to achieve their respective goals. This is accomplished by carefully defining the duties and responsibilities of the parties involved in various aspects of the employer-employee relationship through the negotiation of collective bargaining agreements and the interpretation, administration, and enforcement of those agreements as well as of any promulgated rules, regulations, policies and practices of the Authorities relevant to the workforce.

Responsibilities:

This key executive position is accountable for developing and implementing negotiation and disputes resolution strategies for MTA NYC Transit and MTA Bus Company to attain control of labor costs and increased productivity. The VP, Labor Relations is responsible for overseeing multiple collective bargaining agreements, covering a total represented population of over 40,000 employees, ensuring the consistent administration of negotiated contracts and providing expert guidance and advice to executive staff.

This position will collaborate with the General Counsels and executive staff on implementation of contracts and development of labor strategies, as well as to advance the agency's position concerning claims, prevailing laws, rules and regulations.

The incumbent will ensure the accuracy of costing activities for all contract demands, including all budget data for the implementation of agreements, develop position strategies for staff attorneys appearing at arbitrations, and provide guidance to management staff for disciplinary cases heard at the NYC Office of Administrative Trials and Hearings.

The position also directs the agency's Employee Availability Program and monitors results, manages staff activities associated with the managerial disciplinary process, pre-disciplinary suspensions and

probationary reviews. The executive will provide guidance and leadership to field directors and senior labor management in negotiations methods and strategies, effective dispute resolution techniques, contract grievance resolution and the consistent application of progressive discipline.

Education and Experience:

A Juris Doctorate or a Baccalaureate degree in Business Administration, Industrial Labor Relations, Public Administration or a satisfactory equivalent and fifteen (15) years of Labor Relations or Litigation full-time professional work experience, ten (10) of which must have been in a managerial/ supervisory capacity.

Desired Skills:

Knowledge of Civil Service and other relevant labor relations laws; negotiation skills; Federal and State law involving various labor relations issues;

Knowledge of Collective Bargaining Agreements, NYC Transit Policies, Rules/ Regulations, and MTA All-Agency Policies;

Excellent oral, written and interpersonal communication skills;

Excellent analytical, research and problem solving skills;

NYC Transit offers competitive compensation and a robust benefit package that includes:

- Pension Plans
- Medical, dental, vision and prescription coverage
- Flexible Spending Accounts
- Paid vacation, holidays and leave programs
- New York's 529 College Saving Plan
- Municipal Credit Union

To Apply, Visit our website:

<http://web.mta.info/mta/employment/> - Select NYC Transit. Select Job Postings. Search by Job Vacancy Number: JVN 86227. You may also use the following link: <http://tinyurl.com/hsjguqr> to view the full position description and to apply.

MTA NYC Transit is an Equal Opportunity Employer