

# Labour Relations Manager

## 工作职责

### Job Responsibilities:

- LR responsibility for employee relations, labor relations and support for COE - LR & Compliances.
- Provides advice and support to locations pertaining to HR activities including but not limited to labor Relations, employee Relations, benefits, retention initiatives, etc.
- Supports responsible location HR Managers and Site Management regarding LR topic in coordination with COE-LR.
- Supports COE-LR in deploying Country HR policies throughout the organization to ensure adherence to current practice and new developments.
- Supports COE-LR implementation of programs and policies to ensure compliance with all applicable (e.g. Country, State, and/or local governmental) employment regulations.
- Supports COE-LR in deployment of LR strategy in all locations.
- Supports labor management strategies to ensure HR global, HR country, HR local and Business Unit objectives are met.
- Participation in local labor negotiations as a representative of the organization in collective bargaining contract negotiations, contract administration and union relations.
- Participates in periodical conference calls with responsible LR Country Coordinator. Collects and presents relevant location information to the LR Country Coordinator and (if necessary) Corporate Labor Relations.
- Responsible for advising, coordinating and communicating from corporate/country strategy derived local labor strategy, initiatives and bargaining results to location management.
- Supports building up and perpetuating a country LR Network together with the other LR local experts to exchange experiences and knowledge, share best practices, apply corporate and country strategies etc.
- Supports in establishing and maintaining a Contingency management-plan.
- Responds together with HR and (if applicable) external Lawyers to legal issues such as employee complaints, harassment allegations, civil rights, complaints, discrimination charges etc.
- Supports LR Country Coordinator on current country and local labor laws (incl. trends, court decisions), union initiatives or issues which may be of interest to the management.

## 你的档案

Experience : 8 to 10 years

Qualification : Degree in Law (LLB / PGD in Law)



职位号码

**REF35716U**

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