



Director of Labor Relations - \$150,870 - \$175,340

Westchester County Government is seeking a highly experienced and strategic professional to serve as **Director of Labor Relations**. This leadership role is critical in shaping and maintaining effective labor-management relations across the County. In consult with the County Executive's Office and Department of Human Resources, the Director will collaborate on labor relations strategy, collective bargaining efforts, and ensure compliance with applicable labor laws while fostering a collaborative and productive work environment.

Westchester County has over four thousand dedicated employees in titles that are represented for collective bargaining purposes. This representation is by provided by nine labor organizations:

- The Civil Service Employees Association (CSEA)
- The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees Union, AFL-CIO, Westchester County Local 860, Westchester H.O.U.R. Unit
- The Local 456, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of American, AFL-CIO (Teamsters)
- The Westchester County Correction Officers Benevolent Association (COBA) & Superiors Officers Association (SOA)
- The Westchester County Police Officers Benevolent Association (PBA) & Superiors Officers Unit (SOU)
- The District Attorney Investigators PBA of Westchester County (DA Investigators)
- The New York State Nurses Association (NYSNA)

Key Responsibilities

- Lead the development and implementation of the County's labor relations strategy, in alignment with the County Executive and subject to approval by the Board of Legislators.
- Interpret and administer collective bargaining agreements, ensuring consistent application across all departments.
- Advise and counsel department leaders, managers, and supervisors on labor relations matters, including contract interpretation, disciplinary actions, and performance management.
- Manage and resolve complex labor disputes, including overseeing grievance procedures, conducting hearings, and determining final outcomes.
- Represent the County in arbitration proceedings, hearings, and other labor-related matters as needed.
- Participate in collective bargaining negotiations, working to establish fair compensation structures, define working conditions, and clarify union-management rights and obligations.

- Promote and maintain positive, collaborative relationships between management and labor organizations.
 - Monitor and analyze labor relations trends to inform strategy and protect the County's interests.
 - Maintain accurate records and prepare reports related to union activity and labor relations matters.
 - Collaborate with state and local labor relations groups, as well as counterparts in other municipalities and counties.
 - Assist in preparing briefs and documentation for arbitration and labor-related litigation.
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Required Knowledge, Skills, and Abilities

- Extensive knowledge of modern public sector labor relations principles and practices, including contract negotiation, mediation, arbitration, and contract administration.
 - Strong understanding of labor laws and current trends in the labor field.
 - Demonstrated ability to negotiate effectively and manage high-stakes discussions.
 - Excellent interpersonal and communication skills, with the ability to build relationships across all levels of management and union representation.
 - Strong analytical, problem-solving, and decision-making abilities.
 - High level of integrity, professionalism, tact, and sound judgment.
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Minimum Qualifications

- Juris Doctor (JD) degree from an accredited institution recognized by the New York State Education Department preferred.
 - A minimum of five (5) years of experience in public employee labor relations, including substantial involvement in contract negotiations, grievances and dispute resolution.
 - *Special Note: Education beyond the secondary level must be from an institution accredited or recognized by the Board of Regents of the New York State Education Department as a post-secondary, degree-granting institution.
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Why Work for Westchester County?

Westchester County Government is committed to public service excellence and fostering a diverse, inclusive, and supportive workplace. This position offers the opportunity to play a key leadership role in shaping labor relations policy and contributing to the effective operation of County government.

Come join our growing team. Besides a competitive salary, our generous compensation package includes comprehensive benefits, including medical, dental, vision, deferred compensation, paid leave and retirement plan.

How to Apply

Interested candidates should submit their application, including a resume and cover letter to jobs@westchestercountyny.gov

Important: In The Subject Line of your email, please include “Director of Labor Relations”.

Westchester County Government is an Equal Opportunity Employer.