

# EDMOND BRADY

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## HUMAN RESOURCES EXECUTIVE

Organizational Development • Best Practices • Strategic Planning

An accomplished Human Resources Executive with proven expertise in policy and procedure, recruiting and hiring practices, personnel development, retention approaches, legal compliance issues, managerial support, union avoidance, labor relations and negotiations. Background includes A 13% turnover reduction, award of a six year compensation package and a reduction in worker's compensation expenses. Willing to travel and relocate. Senior Professional in Human Resources Certification, SHRM.

- Policy Development • Policy Administration • Employee Relations
- Benefit Programs • Contract Negotiations • Arbitration
- Worker's Compensation • Peer Review • Complaint Resolution

## CAREER ACCOMPLISHMENTS

### PETERS MATERIALS CORPORATION, 1999-Present

- Designed and implemented a region-wide recruitment, behaviors-based interviewing and skill matching procedure designed to reduce new employee turnover, which resulted in a decrease in turnover of 23% throughout the organization.
- Negotiated contract language and benefits adjustments at 13% under the amount authorized.

### THE CATALYST COMPANY, LP, 1992-1999

- Served as the organization's chief negotiator; awarded a six year package, remaining under the amount authorized and without any industrial action.
- Successfully administered the substance abuse and attendance policies; managed grievances and participated in organizational arbitrations.

### RICHMOND BAKING COMPANY, 1989-1991

- Reduced worker's compensation costs by 40% from prior year.
- Provided hiring, compensation and benefits services for 550 employees.

## PROFESSIONAL EXPERIENCE

### PETERS MATERIALS CORPORATION, Fountain, AZ, 1999-Present

The nation's largest roofing manufacturer with 29 plants and annual sales in excess of \$1.5 billion.

#### *Regional Human Resources Manager (2000-Present)*

- Direct the human resources functions at seven locations, including union prevention/training programs at 11 plants and collaborate with the legal department, manage grievance, arbitration and agency issues and manage the peer review program.