|  |  |
| --- | --- |
| Rose, Stacey |  |
| 1352 Maple Knoll ct, lawrenceburg, IN 47025 |
| 812.655.2444 ▪ Staceydrose@yahoo.com |  |

Objectives

Successful Human Resources & Labor Relations professional with over 16 years of progressive HR and Operations experience in the food and beverage industry supporting plant leadership teams and the Corporate MFG Leadership Team. Instrumental in development of the Manufacturing Registered Apprenticeship Program, in partnership with the DOL/Office of Apprenticeship (federal and state) and Kroger Manufacturing plants.

Experience

Senior Manager of Human Resources & Labor Relations

▪ 11/1/12 - Present

The Kroger Co. ▪ 1014 Vine St., Cincinnati OH 45202

* Performed as chief Company representative and lead negotiator during contract negotiations (approximately 22 labor contracts total)
* Successfully defended several non-union plants during contentious union campaigns, winning two elections (BCTGM in Greensburg, IN and UFCW in Denver, CO)
* Successfully implemented a Last, Best & Final Offer (LBFO) after reaching impasse in bargaining with BCTGM
* Negotiate mid-term Letters of Agreement and interpretation of collective bargaining agreement, as needed
* Advised and counseled division (35 manufacturing plants, and 400 corporate support department managers/associates) on collective bargaining agreement, management and hourly compensation, leadership development and other associate relations issues
* Reviewed and responded to National Labor Relations Board and other related administrative charges for handling labor relations matters
* Reviewed and responded to EEOC complaints and charges for division, in conference with legal
* Established and maintained effective communication with Union and bargaining partners
* Partnered with Corporate Labor Relations to assure consistency
* Ensured compliance with all federal, state and local labor and employment laws and regulations
* Used all available HR technology to efficiently and effectively provide support to HR/people processes
* Provided relevant compensation data to division, and maintained non-union hourly compensation schedules based on prevailing local market conditions
* Coached division management in the effective, strategic use of the company’s compensation programs, including salary offers and pay level determination, stock option allocation, and management of merit budget
* Advised senior staff/team leaders on Human Resources, leadership development, associate relations and legal issues

Human Resources Manager

▪ 6/1/07 – 10/18/12

The Kroger Co. – Crossroad Farms Dairy/Springdale Ice Cream & Beverages

* Managed Human Resources function of complex multi-union dairy and beverage manufacturing facilities.
* Acted as Lead Plant Consultant in all activities related to the IAM, RWDSU, OPEIU, NCFO and Teamsters Unions.
* Collaborated with Union representatives to explore areas of opportunity and agree on mutually beneficial solutions.
* Prepared documents and acted as the primary Plant Consultant during union negotiations and educated management on all contracts to ensure contract compliance.
* Investigated and prepared defense of all grievances and arbitrations.
* Led the safety process, owned and facilitated the Key Element Assessment, and the Safety First Team, Behavior Safety Team, and Physical Safety Team.
* Administered Worker’s Compensation claims against the Company, and worked with 3rd party administrators as a liaison with Worker’s Comp Bureau of Ohio.
* Prepared budget reconciliation and other forecasting/planning activities for the Human Resources Department for all Company events.
* Facilitated/monitored New Employee Orientation training and all new employee activities and sessions, which provide continuity in all company and safety information and OSHA regulatory compliance programs presented verbally and in writing.
* Responsible for staffing management, ASP and hourly positions (screening, interviews, offer, etc.).
* Responsible for administering all Company benefit plans for both automated and non-automated groups.
* Cooperated with Federal, State and Local agencies pertaining to employment law, unemployment and Worker’s Compensation.

Skills

* Registered Apprenticeship Program – Champion and Company Representative with DOL
* Arbitrations and Negotiations Strategy and Facilitation
* Labor Relations, State and Federal Labor Law Compliance
* Senior Leadership Counsel and Guidance
* HRIS Administration and Design
* Employee/Associate Relations and Engagement
* Policy Design and Administration
* Harassment/EEO Compliance
* Succession Planning
* Training and Development
* Compensation/Benefit Design
* Operations Management

Education & Certifications

Indiana Wesleyan University

April, 2014 ▪ Masters of Science (MSM), Management, with Human Resources Specialization

Purdue University

May, 2001 ▪ Bachelors of Science (BS), Organizational Leadership & Supervision

PHR/HRCI

Certification (since 2007)

References

Brian Dwyer, MFG VP, Team Leader, The Kroger Co.

Steve Kuebbing, Sr. Manager of Human Resources & Labor Relations (ret.)

Pat McNall, HR Leader, Central Division, The Kroger Co.

Joe Lestingi, Site Leader, Crossroad Farms Dairy (ret.)