



Code: 1386
Family: Human Resources
Service: Administrative
Group: Statistical, Technical, and Analytical
Series: Personnel

CLASS TITLE: SENIOR LABOR RELATIONS SPECIALIST

CHARACTERISTICS OF THE CLASS

Under general supervision, performs and oversees the conduct of professional labor relations work, and performs related duties as required

ESSENTIAL DUTIES

- Coordinates labor relations projects to ensure their completion in a timely and efficient manner
- Advises and assists managers and labor relations liaisons in resolving labor relations concerns and issues
- Assists lower level staff in the interpretation and administration of labor contracts
- Advises labor relations liaisons and department managers on the proper interpretation and intent of collective bargaining agreements
- Monitors labor relations activities in City departments to ensure that collective bargaining agreements are properly administered
- Attends bargaining negotiations and researches issues arising out of the collective bargaining process for use by the City's negotiation team
- Surveys operating departments regarding changes to union agreements for contract negotiations
- Works with other divisions of the Department of Human Resources, Budget Office, Law Department, and Finance Comptroller's Office to ensure compliance with collective bargaining agreement provisions
- Makes presentations and conducts training seminars explaining collective bargaining agreements and contract provisions to management or new employees
- Evaluates the results of surveys of wages, fringe benefits and work practices for the purpose of developing negotiation strategy alternatives
- Assists in the coordination of City-wide reduction-in-force activities to ensure that contract provisions regarding personnel actions are strictly followed
- Maintains files (e.g., awards, arbitrations, grievance outcomes) for future reference

NOTE: *The list of essential duties is not intended to be inclusive; there may be other duties that are essential to particular positions within the class.*

MINIMUM QUALIFICATIONS

Education, Training, and Experience

- Graduation from an accredited college or university with a Bachelor's degree in Business Administration, Human Resource Management or a directly related field, plus three (3) years of employee relations, labor relations, industrial relations or professional personnel administration experience, **OR**
- Graduation from an accredited college or university with a Master's degree or higher in Business Administration, Human Resource Management or a directly related field, plus two (2) years of employee relations, labor relations, industrial relations or professional personnel administration experience

Licensure, Certification, or Other Qualifications

- None

WORKING CONDITIONS

- General office environment

EQUIPMENT

- Standard office equipment (e.g., telephone, printer, photocopier, fax machine, calculator)
- Computers and peripheral equipment (e.g., personal computer, computer terminals, hand-held computer, modems, scanner)

PHYSICAL REQUIREMENTS

- No specific requirements

KNOWLEDGE, SKILLS, ABILITIES, AND OTHER WORK REQUIREMENTS**Knowledge**

Some knowledge of:

- applicable federal (e.g., EEOC, FLSA, ADA) and state laws, regulations, and guidelines
- *collective bargaining principles, practices, and contract administration
- personnel administration principles, policies, practices, and techniques
- applicable employee benefits policies and procedures
- applicable writing techniques
- applicable computer software packages and applications

Knowledge of applicable City and department policies, procedures, rules, regulations, and ordinances

Other knowledge as required for successful performance in the Labor Relations Specialist class

Skills

- *ACTIVE LEARNING - Understand the implications of new information for both current and future problem-solving and decision-making
- *ACTIVE ENGAGEMENT - Give full attention to what other people are communicating, take time to understand the points being made, ask questions as appropriate, and not interrupt at inappropriate times
- *CRITICAL THINKING - Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems
- INSTRUCTING - Teach others how to do something
- NEGOTIATION – Bring others together and trying to reconcile differences
- *JUDGEMENT AND DECISION MAKING - Consider the relative costs and benefits of potential actions to choose the most appropriate one

Other skills as required for successful performance in the Labor Relations Specialist class

Abilities

- *COMPREHEND ORAL INFORMATION - Listen to and understand information and ideas presented through spoken words and sentences
- *SPEAK - Communicate information and ideas in speaking so others will understand
- *COMPREHEND WRITTEN INFORMATION - Read and understand information and ideas presented in writing
- *WRITE - Communicate information and ideas in writing so others will understand
- REASON TO SOLVE PROBLEMS - Apply general rules to specific problems to produce answers that make sense
- MAKE SENSE OF INFORMATION - Quickly make sense of, combine, and organize information into meaningful patterns

Other abilities as required for successful performance in the Labor Relations Specialist class

Other Work Requirements

- INITIATIVE – Demonstrate willingness to take on job challenges
- ADAPTABILITY/FLEXIBILITY - Be open to change (positive or negative) and to considerable variety in the workplace
- DEPENDABILITY - Demonstrate reliability, responsibility, and dependability and fulfill obligations
- ATTENTION TO DETAIL - Pay careful attention to detail and thoroughness in completing work tasks

Other characteristics as required for successful performance in the Labor Relations Specialist class

All employees of the City of Chicago must demonstrate commitment to and compliance with applicable state and federal laws, and City ordinances and rules; the City's Ethics standards; and other City policies and procedures.

The City of Chicago will consider equivalent foreign degrees, accreditations, and credentials in evaluating qualifications.

* May be required at entry.

City of Chicago
Department of Human Resources
July, 2010; May, 2025