

Marni Llorente

Labor Relations Manager

Profile

A dedicated and strategic Labor Relations Manager with 5 years of experience in fostering collaborative relationships between employees and management. Demonstrates expertise in interpreting and implementing labor laws, negotiating collective bargaining agreements, and resolving workplace conflicts. Proficient in analyzing workforce trends and developing employee engagement initiatives, while ensuring compliance with labor policies and regulations. Adept at managing grievance procedures and collaborating with cross-functional teams to drive organizational success.

Employment History

Labor Relations Manager at South Carolina Department of Labor, Licensing and Regulation, SC

Apr 2023 - Present

- Successfully negotiated a 3-year collective bargaining agreement for over 2,000 state employees, resulting in a 5% salary increase and improved working conditions, while maintaining fiscal responsibility for the department.
- Led a team in resolving 95% of labor disputes and grievances within a 12-month period, reducing the need for costly arbitration and maintaining positive relationships between management and employees.
- Implemented an employee training program on labor relations topics, resulting in a 30% reduction in labor-related complaints and increased awareness of rights and responsibilities among the workforce.

Assistant Labor Relations Manager at BMW Manufacturing Co., SC

Jul 2018 - Feb 2023

- Successfully negotiated a 3-year labor contract with the workers' union, resulting in a 15% reduction in labor costs and a 10% increase in productivity for BMW Manufacturing Co., SC.
- Implemented a comprehensive employee training program that increased workforce skill levels by 25%, leading to a 5% reduction in production errors and a 7% increase in overall efficiency.
- Streamlined the grievance resolution process, reducing the average time spent on resolving disputes by 30% and improving employee satisfaction by 20%.
- Developed and executed a proactive employee engagement strategy that led to a 15% reduction in staff turnover and a 10% increase in employee morale.

Certificates

Senior Professional in Human Resources (SPHR)

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Education

Master of Science in Labor Relations at University of South Carolina, Columbia, SC

Sep 2014 - May 2018

Relevant Coursework: Labor Law, Collective Bargaining, Employment Relations, Human Resources Management, Labor Economics, Labor and Employment Policy, Organizational Behavior and Conflict Resolution, and Research Methods in Labor Relations.

Links

[linkedin.com/in/marnillorete](https://www.linkedin.com/in/marnillorete)

Skills

Negotiation

Mediation

Conflict Resolution

Employee Engagement

Collective Bargaining

Legal Compliance

Organizational Development

Languages

English

Hindi