

Permelia Hoile

Labor Relations Specialist

Profile

Details

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Results-oriented Labor Relations Specialist with 2 years of experience in managing employee relations and facilitating effective communication between staff and management. Proficient in interpreting labor laws, contract negotiation, and conflict resolution. Adept at fostering a positive workplace culture and maintaining compliance with employment regulations, ensuring a productive and mutually beneficial work environment.

Employment History

Labor Relations Specialist at Wyoming Department of Workforce Services, WY

Feb 2023 - Present

- Successfully negotiated a new labor contract for over 2,000 state employees, resulting in a 5% salary increase and improved benefits, contributing to a 15% reduction in employee turnover within one year.
- Investigated and resolved 50+ labor disputes and grievances, maintaining a 90% success rate in favor of the department, saving an estimated \$1 million in potential legal fees and settlements.
- Developed and implemented comprehensive labor relations training programs that reached over 500 managers and supervisors, leading to a 25% decrease in labor-related complaints within two years.
- Conducted an extensive review of the department's labor policies and procedures, identifying 20 areas for improvement and successfully implementing changes that increased compliance with state and federal regulations by 30%.

Associate Labor Relations Specialist at Union Pacific Railroad Company, WY

Aug 2021 - Dec 2022

- Successfully negotiated a 5% wage increase for over 2,000 union employees, resulting in improved employee satisfaction and retention.
 - Streamlined the grievance resolution process, reducing the average case resolution time by 30%, leading to a more efficient and effective labor relations department.
 - Implemented a comprehensive training program for new hires, decreasing the onboarding time by 25% and increasing the overall productivity of the labor relations team.
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Education

Master of Science in Labor Relations at University of Wyoming, Laramie, WY

Sep 2017 - May 2021