**URSULA E. SALAMONE, SPHR**

**718-908-5015 urssal@yahoo.com**

**SENIOR HUMAN RESOURCES PROFESSIONAL** known for team approach, department efficiency, solid business perspective, developing others, influence management, and integrity. Expertise in all key areas of Human Resources including Talent Acquisition/Retention, Management Support/Compliance, Employee/Labor Relations, Organizational Development/Training, Compensation/Benefits, Policy/Procedure Development and Safety/Security.

**CAREER EXPERIENCE**

HUMAN RESOURCES CONSULTING, based in New York City, NY 2014 to present

Provide support for organizations needing interim Human Resources services.

CONAGRA FOODS 2005 - 2013

Manager, Human Resources, Oakdale, CA. Manage the HR Function for a unionized plant, warehouse, and agricultural operations department.

INDEPENDENT HUMAN RESOURCES CONTRACTOR 2003 - 2005

Acting as Interim Human Resources Manager for Con Agra Foods’ Oakdale California Plant, employing 650 unionized and 36 salaried employees. Re-establishing credibility with employees and union at the plant. Conducting special investigations addressing FMLA, ADA and Diversity issues. Reorganizing the Human Resources Function. Acted as Interim Human Resources Manager for ConAgra Foods’ Trenton Missouri Plant, employing 450 unionized and 50 salaried employees in a USDA Food plant. Settled grievances, arbitrations, and maintained continuity in Labor Relations. Responded to EEO lawsuits and an I-9 audit. Championed a reorganization of salaried employees requiring reduction of staff, targeted recruiting and hiring new employees.

# CONAGRA GROCERY FOODS GROUP, Division of ConAgra Foods 1995 – 2003

**Director, Human Resources, San Diego, CA, Omaha, NE and Schaumburg, IL.** In San Diego, directed HR function for a division with eight locations worldwide and 4,000 non-union employees. In Omaha directed the HR function for a division’s customer and financial services center and logistics, and in Schaumburg directed the HR function for the Consolidated Retail Logistics Organization.

**Senior Human Resources Manager**, **Omaha, NE.** Led the HR functions for Customer and Financial Service Center for a Division. Employment range of 250 in Omaha and 400 in 10 separate Unionized Distribution Centers.

**Human Resources Manager**, **Rossford, OH.** Managed the HR Function for a unionized plant of 525 employees.

# BROWN JORDAN CO., Division of Ladd Furniture 1989 – 1995

**Human Resources Manager, Suffolk, VA and Newport, AR** Managed HR function for union plant and non-union plants manufacturing high quality leisure furniture. Employment range of 150 to 300.

**NEWPORT NEWS SHIPBUILDING and DRY DOCK COMPANY, Division of Tenneco Inc. 1984 - 1989**

**Senior Benefits Analyst, Recruiter, Senior Interviewer, Newport News, VA.**

A specialist in several areas for 30,000 union and non-union employees building nuclear aircraft carriers and submarines.

**CAREER HIGHLIGHTS**

**Talent Acquisition and Retention**

* Initiated and administered contracts with contingency and retained search firms.
* Provided talent acquisition support through the employment cycle, including strategizing, interviewing, assessments, and offers.
* Recruited, negotiated compensation and relocation packages for all levels of employment in each position held.
* Implemented feedback tools to assess recruiting options, orientation, and retention.
* Re-designed orientation programs and ensured that new employees were assimilated into the organization.
* Developed and led college relations programs and cooperative education programs to generate a ready source of talent
* Assisted line management in determining credentials of candidates needed for openings.

**Management Support and Compliance**

* Partnered with management to contribute to strategic HR initiatives, drive change and empower both managers and employees.
* Developed action plans for response to EEO complaints, lawsuits, and audits. Wrote Affirmative Action Plans and annual updates.
* Provided clear and meaningful data to senior management for quantification of HR related data, and analysis of organizational situation.
* Managed HR related business activities associated with company sale and closing process including due diligence, asset transfers, benefits plan conversions and key retention/recruiting initiatives.

**Employee and Labor Relations**

* Provided expertise for Union avoidance campaigns.
* Successfully negotiated Union contracts and closing agreements for multiple plants and distribution centers.
* Bridged gaps between management and labor, restoring working relationships and achieving favorable union negotiations in eight stand-alone distribution centers.
* Coached, mentored and consulted managers of client groups to assist in satisfactory resolution of employee relations issues.
* Improved HR function’s credibility and utilization by insisting on high standards of fairness and equity.
* Managed grievance process up through arbitration.
* Designed and implemented programs and policies to perpetuate agreed upon site culture.

**Organizational Development/Training**

* Introduced improved policies and procedures, enhanced competencies of first-line and middle management teams and guided organization through series of internal changes and reorganization initiatives.
* Closed Suffolk, Virginia plant and reorganized Mexican and domestic plants adding to manufacturing capacity.
* Contributed to research and development of performance expectations for key salaried personnel.
* Assessed training needs and identified vendors to design training model and materials for employees, both salaried and union eligible.
* Developed and conducted training including illegal harassment, safety compliance, and performance management for plants at multiple sites.
* Led plant-wide effort implementing programs for continuous learning and improvement, information sharing and employee participation.
* Led human resources planning initiatives at all facilities.

**Compensation and Benefits**

* Participated on corporate Exempt Performance Appraisal Committee defining critical management performance elements in key positions.
* Developed highly successful self-insured primary care network significantly containing health care costs.
* Researched and interpreted labor trends, compensation and benefits for costing and negotiating collective bargaining agreements.

**Safety and Security**

* Established Safety and Workers’ Compensation strategy promoting key safety concepts and reducing safety incidents and costs.
* Led Security assessments of facilities, and developed strategies to lessen exposure to the employee, product, and physical facility.

**EDUCATION**

MS, Library Sciences—Long Island University, Greenvale, NY

BA, Secondary Education—University of Pittsburgh, Pittsburgh, PA