

F. JACK WITT

CAREER SUMMARY

An Attorney and Human Resources Professional with extensive experience in Labor and Employee Relations, Employment Law, Benefits, Compensation, and Training/Development.

EXPERIENCE

OWENS COMMUNITY COLLEGE, Toledo, Ohio

(2012 – Present)

VICE PRESIDENT OF HUMAN RESOURCES AND ADMINISTRATION

Overall leadership of human resources, labor relations, and legal services for this educational organization (annual enrollment – 20,000), involving 1,700 faculty and staff employees.

Design and implementation of talent management policies and procedures – including recruitment and selection, training and organizational development, performance management, and career/succession programs; review and administration of information technology, job analysis, compensation, and benefit programs, including health and welfare, health care reform, defined benefit pension, and defined contribution and deferred compensation arrangements (involving code sections 401(a), 403(b), and 457 (b)); coordination of vendor relations and open enrollment; management of FLSA, EEO, Diversity/Inclusion, FMLA, workers' compensation, safety/security, HIPAA, Section 125, dependent audit, Title IX, and other compliance matters.

Negotiation and drafting of collective bargaining agreements; management of grievances, arbitration, mediation, fact finding, and ULP cases; contract review and litigation management.

MACOMB COMMUNITY COLLEGE, Warren, Michigan

(2009 – 2012)

VICE PRESIDENT FOR HUMAN RESOURCES

Leadership of human resources and labor relations (2,100 employees).

Review and implementation of policies and procedures concerning recruitment, selection, and placement, on-boarding/orientation, training and development, organization re-design, and talent/succession practices; design and administration of compensation, classification, and human resource information programs and benefit plans, including health and welfare (with CDHP/HSA health plan option), pension, and defined contribution and deferred compensation plans; handling of benefit document drafting and vendor negotiations; management of EEO, Diversity, FMLA and disability leave, HIPAA, OCR (Section 504), Section 125, and related compliance.

Negotiation of collective bargaining agreements covering nine bargaining units and 2,000 employees; coordination of labor contract administration, including grievances and arbitrations.

GENESEE COUNTY, Flint, Michigan**(2005 – 2009)****DIRECTOR OF HUMAN RESOURCES**

Overall direction of human resource and labor law functions for the government and public service operations of this county (population – 450,000), involving 2,500 employees.

Management of recruitment and selection, orientation/on-boarding, training and development, performance management, and other talent initiatives; design and administration of compensation and human resource information policies and benefit plans, including health and welfare, retiree medical, deferred compensation, and pension/retirement (with a total of 3,700 participants in County DB and DC – 401(a) plans); trustee and secretary on VEBA plan board; coordination of open enrollment, benefit plan communications, and vendor negotiations; management of EEO, ADA, FMLA, wage and hour (FLSA), HIPAA, COBRA, and IRS plan qualification matters.

Negotiation and drafting of collective bargaining agreements (nineteen bargaining units); handling of labor contract administration and of unfair labor practice charge, mediation, and interest arbitration (Act 312) cases.

A&P COMPANY, Detroit, Michigan and Montvale, New Jersey**(2003 – 2005)****VICE PRESIDENT OF LABOR RELATIONS & BENEFITS**

Management of Labor Relations, Benefits, and Labor/Employment Law for this \$7 billion supermarket company (**A&P, Farmer Jack, Super Fresh, Waldbaum's, The Food Emporium, Food Basics** and other divisions), with 45,000 employees in 400 operating locations.

Development and review of human resource policies and communications; counsel regarding plant closing/reduction-in-force, EEO, wage and hour, HIPAA, ERISA, and DOL matters.

Planning and conducting of labor agreement negotiations and contract drafting (38,000 union-represented employees); handling of grievance/arbitration procedures and NLRB cases; training of managers concerning discipline and labor contract administration.

Overall coordination of Company participation in multiemployer (Taft-Hartley) benefit plans and trustee on plan Boards; design, administration, and funding of benefit plans, including health and welfare (medical, pharmacy, dental, vision, retiree health care, disability, life insurance, and pre-paid legal), pension, and 401(k); drafting of plan communications and documents; analysis and monitoring of pension withdrawal liability; compliance and reporting concerning company-sponsored plans; secretary on corporate retirement committee; handling of ERISA appeals; management of employment and benefits litigation.

KMART CORPORATION (now SEARS HOLDINGS), Troy, Michigan (2000 -2003)

DIRECTOR – LABOR & EMPLOYEE RELATIONS

Management of Labor Relations, Employee Relations, and Employment Law (corporation with revenue of \$35 billion, involving 250,000 employees in 2,100 stores and distribution centers).

Review of human resource policies and practices, and of compensation and benefit programs (trustee for multiemployer benefit plan); design and implementation of policies and procedures, including employee handbook and dispute resolution.

Legal counsel and representation in EEO, FMLA, HIPAA, wage and hour, occupational safety and health, immigration, and other employment matters; management of labor/employment litigation.

Development and administration of training and other programs designed to maintain positive employee relations and legal compliance; planning and management of NLRB representation election campaigns; counsel in NLRB proceedings.

Negotiation of collective bargaining agreements (twelve bargaining units); coordination of union strike contingency plans; handling of grievances, labor contract interpretation, and other labor contract administration matters.

CALDOR CORPORATION, Norwalk, Connecticut

(1988 – 2000)

VICE PRESIDENT – LABOR & EMPLOYEE RELATIONS AND BENEFITS

Direction of Labor and Employee Relations, Benefits, Compensation, and Employment Law for this \$3 billion retailer, with 170 store locations and 24,000 employees.

Implementation and review of human resource policies and compensation programs; design, administration, and funding of benefit plans, including health and welfare, pension, cash balance, profit sharing, stock option, nonqualified deferred compensation, and SERP and related executive compensation; document and communications drafting and carrier/vendor negotiations concerning plans; management of open enrollment, benefit reporting and compliance (COBRA, HIPAA, and ERISA); coordination of qualified plan discrimination testing; handling of QDROs and participant appeals; representation in DOL and IRS audits and in connection with PBGC trusteeship of pension plans; trustee on multiemployer plan Boards.

Negotiation, drafting, and administration of collective bargaining agreements covering 16,000 employees (seventeen bargaining units); representation and counsel in NLRB cases (elections and ULP charges) and in EEO, wage and hour/FLSA, OSHA, independent contractor, plant closing/reduction-in-force, immigration, ADA, FMLA, sexual harassment, discipline, and other employment matters; management of litigation; drafting of employment agreements.

MAY DEPT. STORES CO. (now MACY'S, INC.), St. Louis, Missouri (1982 – 1988)

LABOR & EMPLOYMENT COUNSEL

Review of human resource policies and practices of twenty divisions having a total of 120,000 employees; legal counsel and representation in NLRB (elections and ULP cases), EEO, wage and hour, and other matters; negotiation of labor agreements and management of grievances, arbitrations, and litigation; development of Affirmative Action Programs; training of managers.

PARKER HANNIFIN CORPORATION, Cleveland, Ohio (1980 – 1982)

EMPLOYEE RELATIONS ATTORNEY

FORD MOTOR COMPANY, Cleveland, Ohio (1979 – 1980)

LABOR RELATIONS REPRESENTATIVE

CASE WESTERN RESERVE UNIVERSITY, Cleveland, Ohio (1978 – 1979)

RESEARCH ASSISTANT (INDUSTRIAL & LABOR RELATIONS)

EDUCATION

CASE WESTERN RESERVE UNIVERSITY

M.B.A., 1981; concentration in Labor Relations and Human Resource Management.
J.D., 1978; concentration in Business Law and Public Policy.

KENT STATE UNIVERSITY

M.P.A., 1975; field of study: Political Science and Public Administration.

TULANE UNIVERSITY

B.A., 1972; major in Political Science.

PROFESSIONAL CERTIFICATIONS AND ASSOCIATIONS

Admitted to the Ohio Bar (1978)
American Bar Association
Certificate in Benefits and Compensation Management (International Foundation of Employee Benefit Plans)
Certified Professional in Human Resources (International Public Management Assoc. for HR) Society for Human Resource Management
Publications Board, *Public Personnel Management* (2009 – 2011)
Editorial Board, *Journal of College and University Law* – Univ. of Notre Dame (2010 – 2011)
Labor and Employment Relations Association (President – Detroit Area Chapter, 2013 – 2014)
Member, Human Resources Advisory Forum, ICMA Retirement Corporation (2006 – 2008)
Michigan Public Employer Labor Relations Association (2005 – 2012)
Aetna Ohio Public Sector Health Care Advisory Council
Member, Personnel Board, City of Troy (Michigan) (2009 – 2012)
Board Member, Labor Relations Center, Wayne State University (2010 – 2015)
Research Advisory Group, Center for Human Resources, Wharton School, University of Pennsylvania (2000 – 2003)

TEACHING

Faculty Member: New York University Management Institute, 1995 – 1998; Cornell University School of Industrial and Labor Relations, 1999 - 2000; and Wayne State University School of Business Administration and College of Liberal Arts and Sciences, 2004 – present.

Courses taught: Labor Relations and Collective Bargaining; Human Resource Management; Employee Benefits; Legal Studies; Business Ethics and Policy (Business, Government, and Society).

PUBLICATIONS

“Hospitals of Excellence and Geography: An Update,” *Physician Executive Journal* (July-August 2014).

“Hospital Centers of Excellence Defy Geographic Trends,” *Physician Executive Journal* (May-June 2012).

“Moving from a Defined Benefit to a Defined Contribution Retirement Plan in the Case of a Highly Unionized Public Entity: The Experience of Genesee County, Michigan,” *Human Resource Center Series on Collective Bargaining* (Alexandria, Virginia: International Public Management Association for Human Resources, 2009).

“Initiatives to Reduce Health Care Costs (While Maintaining Benefit Levels): The Case of Genesee County, Michigan,” *Human Resource Center Series on Health Care Cost Management* (Alexandria, Virginia: International Public Management Association for Human Resources, 2008).