



Ronan Chandler

Labor Relations Manager

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STRENGTHS



Bargaining analysis

Built proposal costing models for Finance and Human Resources. A clear comparison often made difficult bargaining choices easier to discuss.



Grievance management

Created visible case tracking for deadlines and corrective actions. Colleagues gained a dependable place to check status and next steps.



Contract interpretation

Applied agreement language and past practice to real employee matters. Supervisors sought practical guidance before issues became disputes.



Sensitive advising

Prepared leaders for controversial labor decisions with balanced facts and options. Calm preparation helped keep conversations productive.



Dispute resolution

Organized mediation and arbitration materials with clear timelines and positions. Counsel and leadership received focused records when pressure increased.

SKILLS

Labor Relations

Collective Bargaining

Contract Administration

Grievance Resolution Negotiation

Mediation Arbitration Preparation

SUMMARY

Labor relations manager with seven years of progressively responsible experience supporting unionized public service operations, **multiple bargaining units, collective bargaining, contract administration**, grievance resolution, mediation, arbitration preparation, and employee relations. Builds practical bargaining strategies, develops proposals and counterproposals, evaluates financial and operational impacts, and prepares agreements for leadership approval. Advises Human Resources, Legal, Finance, department leaders, supervisors, and executives on labor law, contract interpretation, compliance, corrective action, and sensitive employee matters. Establishes disciplined case management for grievances, investigations, contract questions, and dispute resolution deadlines. Creates clear reports, executive presentations, costing models, shared records, and policy recommendations using Microsoft Office and **virtual collaboration platforms**. Brings sound judgment, calm relationship management, and public sector labor expertise to deadline driven, politically sensitive environments, with a clear focus on fair processes and defensible organizational decisions.

EXPERIENCE

Labor Relations Manager

Blue Ridge Public Services Authority 📅 January 2024 - Present 📍 Arlington, VA

Leads labor relations for multiple bargaining units serving public facing and operational employees. Owns bargaining preparation, contract administration, grievance oversight, **case management**, management consultation, and dispute resolution support. Partners with **Human Resources**, Legal, Finance, and department leaders on sensitive decisions, financial impacts, compliance, and approval strategy.

- Built Excel costing models for wage, premium, leave, and scheduling proposals, giving leaders consistent bargaining analysis
- Developed employer proposals with Legal and department leaders, documenting impacts, alternatives, and approval parameters
- Established grievance and **employee relations** case tracking, improving visibility into deadlines, corrective actions, and unresolved matters
- Interpreted **collective bargaining** agreements for supervisors and executives, identifying compliance risks and defensible corrective approaches
- Prepared **mediation** and **arbitration** records, issue summaries, timelines, contract language, and management positions for counsel
- Advised leadership on sensitive labor matters, balancing operational needs, employee relations, and organizational risk

Senior Labor Relations Specialist

Capital Region Transit Cooperative 📅 May 2021 - December 2023 📍 Fairfax, VA

Supported **labor relations** for unionized transportation operations with complex scheduling, attendance, overtime, discipline, and contract provisions. Prepared negotiation materials, managed grievance fact development, and partnered with Human Resources and Legal on investigations, due process, disciplinary standards, reporting, and executive communication.

- Prepared bargaining proposals and counterproposals, linking operational costs and workforce effects with **negotiation** recommendations
- Managed grievance intake and fact development, applying contract language and past practice to settlement recommendations
- Maintained constructive union relationships through clear documentation, regular issue resolution, and consistent follow through
- Partnered with **Human Resources** and **Legal** on investigations involving due process, discipline, and bargaining obligations
- Prepared labor trend reports and executive presentations using **Microsoft Office** and shared collaboration platforms

Labor Law Case Management

Financial Costing Impact Analysis

Employee Relations

Policy Interpretation Compliance

Conflict Resolution

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Labor Relations Manager at Blue Ridge Public Services Authority (2.8 Years)

● Senior Labor Relations Specialist at Capital Region Transit Cooperative (2.6 Years)

● Labor Relations Specialist at Commonwealth Community Operations (1.8 Years)

- Briefed bargaining teams on scheduling, attendance, overtime, discipline, and agreement administration issues

Labor Relations Specialist

Commonwealth Community Operations 📅 July 2019 - April 2021 📍 Richmond, VA

Administered **collective bargaining** agreement provisions for a unionized public service workforce. Researched federal and state labor requirements, prepared grievance records, analyzed pay and working condition proposals, coordinated labor management meetings, and created practical tools for consistent case and **contract administration**.

- Answered **contract interpretation** questions and documented recurring agreement issues for supervisors and senior specialists
- Prepared grievance files with meeting notes, timelines, correspondence, evidence, and labor management discussion records
- Analyzed pay and working condition proposals, summarizing cost, **employee relations**, and **compliance** considerations
- Coordinated labor management meetings and tracked commitments in **shared documents** for visible follow up
- Researched federal and state labor requirements, supporting consistent recommendations on employee and labor relations matters
- Created case templates and reporting tools, improving organization of grievance and bargaining records

PROJECTS

Municipal Bargaining Costing Model 📅 2024

Created a structured Excel model for comparing wage, premium, leave, scheduling, and personnel proposal impacts. The model supported clear Finance and Human Resources discussions during bargaining preparation.

Labor Relations Case Management Framework 📅 2023

Built a shared tracking framework for grievances, investigations, contract questions, mediation matters, and arbitration preparation. The approach gave leaders clearer deadlines, ownership, and corrective action visibility.

LEADERSHIP & AWARDS

- Selected by labor relations leaders to facilitate a peer negotiation practice group beginning in 2024.
- Recognized by management partners for clear bargaining analysis and disciplined preparation of sensitive labor matters.

EDUCATION

Bachelor's Degree in Human Resource Management

Virginia Commonwealth University 🎓 GPA: 3.5 📅 2019 📍 Richmond, VA

Coursework: *Labor Relations, Employment Law, Human Resource Management, Organizational Behavior*

CERTIFICATIONS

- SHRM Certified Professional 📅 2022
- Cornell ILR Collective Bargaining Certificate 📅 2025

TECHNICAL SKILLS

- **Labor Relations:** Collective bargaining, labor law, employee relations
- **Agreement Administration:** Contract interpretation, contract drafting, enforcement
- **Dispute Resolution:** Mediation, arbitration, grievance resolution
- **Negotiation Analysis:** Bargaining strategy, proposal development, counterproposals
- **Financial Analysis:** Financial costing, impact analysis, Excel
- **Case Management:** Grievance tracking, investigations, deadline monitoring
- **Human Resources:** Policy interpretation, discipline, due process

- **Legal Compliance:** Federal labor law, Virginia labor law, compliance
- **Microsoft Office:** Microsoft Excel, Microsoft Word, Microsoft PowerPoint
- **Collaboration Platforms:** Shared documents, virtual meetings, team communications
- **Public Sector Relations:** Municipal labor relations, multiple unions, public service
- **Leadership Communication:** Executive presentations, written communication, verbal communication

PROFESSIONAL AFFILIATIONS

- Virginia Public Sector Labor Relations Roundtable, Member, 2022 - Present
- HR Negotiation Practice Group, Peer Facilitator, 2024 - Present

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST