# Dennis G. Weislo, SPHR

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**CAREER SUMMARY:**

- Seasoned Human Resource Management Professional with a generalist background in both union and non-union manufacturing, corporate, and operational-level technical support-services and metals recycling environments.

- Innovative Recruiting and Staffing Manager; results include over $1 million in cost savings over a ten-year period.

- Member of Union Contract Negotiations Team resulting in a ratified Collective Bargaining Agreement that reduced labor costs and realized corporate profitability objectives.

- Holder of Master’s Degree in Industrial Relations; Senior Professional in Human Resources (SPHR) Certified.

- Experienced with manufacturing plant start-ups, mergers and acquisitions, training and development, and management succession planning.

- Answer, defend and resolve all grievances and EEOC and Unfair Labor Practice Charges in accordance with the objectives of the current Corporate Policies and Collective Bargaining Agreements.

- Over 15 years of experience with Affirmative Action Plan (AAP) Development, Management, and Compliance.

- Certified ISO 9001 and TS 16949 Internal Auditor.

- Successfully developed and implemented Employee Appraisal and Pay-For-Performance Programs.

- Certified OSHA General Industry Outreach Trainer.

**PROFESSIONAL EXPERIENCE:**

#### HUMAN RESOURCES MANAGER

Huron Valley Steel Corporation

Trenton, MI **03/2011 - Present**

Human Resources Manager supporting four steel/metals recycling plant locations (250 employees) in payroll management and administration, compensation, recruiting and staffing, benefits administration, employee relations, training, on-boarding and new employee orientation, HR Management consulting, performance management, and Safety/OSHA management, training, and compliance.

**HUMAN RESOURCES CONSULTANT/STAFFING SPECIALIST**

Devon Facility Management LLC (Contracted by Allegiance Maintenance Services)

  **04/2010 – 12/2010**

Responsible for sourcing, prescreening, and interviewing Skilled Trades, Management, and Professional Launch candidates for all staffing needs at two Chrysler Engine Manufacturing Plants. Also provided various Human Resources Management Support relative to compensation and staffing plans.

**HUMAN RESOURCES MANAGER**

Premier Manufacturing Support Services **05/2008 – 03/2010**

Dundee/Trenton, MI

- Responsible for all Human Resources and Labor Relations management support for UAW skilled trades and salaried management professionals at two Chrysler Engine Manufacturing Plants.

- Active member of labor contract negotiations team, and responsible for all labor relations, grievance resolution, employee relations/disciplinary actions, and disposition of all legal actions (EEOC Charges, ULPs, etc.)

**-** Staff all positions (salaried and hourly) using the Targeted Selection Interviewing method within Company and Customer time frames, including conducting new hire orientation, and coordinating on-the-job and developmental training.

**-** Coordinate all employee benefit issues (FMLA, Annual Enrollment, resolution of benefit and pay-related issues).

- Designated as Backup Site Safety Manager.

**-** Conduct human resources policy training to all salaried and represented associates.

**-** Active participant of all Corporate-related Risk Assessment Audits.

**-** Process all contractual salary increases, and ensure all salaried performance reviews are completed and up-to-date.

**-** Ensure positive customer and employee relations with both customer and corporate management and representatives.

- Active member of a cross-functional Corporate Project Team (People Processes Project) that is reviewing all human resources/people-related processes in order to identify inefficiencies and recommend process improvements Company-wide.

**HUMAN RESOURCES MANAGER**

TK Holdings, Inc. (A Global Automotive Supplier) **04/2007 – 03/2008**

Farmington Hills, MI

**-** Responsible for managing the entire Human Resources function for a 150 Associate Engineering Research and Development Organization supplying the global auto manufacturers. Duties included recruiting and staffing, salary administration, employee relations, OSHA Compliance, management training, succession planning, and oversight of global overseas Human Resource functions

**CORPORATE ASSISTANT HUMAN RESOURCES MANAGER 11/2000-9/2006**

### Midway Products Group, Inc. Monroe, MI

* Affirmative Action Plan/EEO Compliance Officer for the Corporate Office and seven manufacturing plant locations; develop and manage AAP Programs for the Corporate

Facility and seven manufacturing plants.

* Main point of contact relative to coaching, training, and supporting plant HR staff with their

respective AAP Programs.

* Responsible for all management and professional staffing activities at the corporate level in support of a 1300 employee Tier-One automotive parts manufacturing supplier; assist seven plant locations with recruiting and staffing plant management and professional positions.
* Develop and Implement Human Resources policies, procedures, and employee communications; significant contributor towards the development and publication of the Corporate Employee Handbook.
* Conduct internal Quality System audits: Certified Internal ISO/TS 16949 Auditor.
* Develop and conduct training programs on interviewing skills and performance review writing, administration, and implementation.
* Editor of Quarterly Employee Newsletter.
* Chair of Employee Recognition and Activities Committee

**HUMAN RESOURCES MANAGER 8/1993-11/2000**

Integrated Systems Analysts (ISA) (formerly Loral/Lockheed Martin; sold to ISA in 11/99)

Dearborn, MI

* Manage the Human Resources function for the Dearborn, MI based technical support group consisting of 240 technical professionals and staff personnel.
* Develop policies, programs, and procedures and administer corporate programs in management development, compensation, recruiting and placement, AAP, TQM, job training, communications, and employee benefit/training programs in addition to being the Human Resources legal expert.
* Designated as site Safety Manager.
* Active member of the steering committee to become ISO 9001 Certified.
* Active Member of ISO 9001 Quality Council.
* Developed and implemented plans/activities to ensure a smooth transition with three corporate acquisitions from 1990-1999.
* Affirmative Action Program/EEO Compliance Officer.
* Successfully passed an On-Site OFCCP AAP Program Compliance Audit

**ADJUNCT PROFESSOR OF MANAGEMENT:**

University of Phoenix **8/1999-12/2006**

Wayne State University **6/2000-Present**

University of Detroit-Mercy **1/2012 - Present**

* Instruct graduate and undergraduate courses in Labor Relations and Collective Bargaining, Human Resources Management, Designing Compensation and Reward Systems, Organizational Theory, and Organizational Behavior.

Recipient of the Outstanding Teaching Award from the Wayne State University Department of Educational Accessibility, June 2004.

**EDUCATION:**

**Master of Arts in Industrial Relations**, Wayne State University

**Bachelor of Arts,** Psychology and Business, The University of Michigan

**PROFESSIONAL CERTIFICATIONS:**

**Senior Professional in Human Resources (SPHR) Certified through the Society for Human Resource Management**

**Certified Labor Relations Specialist (CLRS) Certified through the Michigan State University School of Labor and Industrial Relations**

**Lean Six Sigma Yellow Belt**

**PROFESSIONAL MEMBERSHIPS AND ACTIVITIES:**

**Society for Human Resources Management (SHRM) - 1999-Present**

**Labor and Employee Relations Association (LERA) of Greater Detroit - 1999-Present**

**President, Meadows Homeowners Association, Inkster, MI - 2006-Present**

**COMPUTER APPLICATIONS AND SOFTWARE SKILLS:**

**- Microsoft Word, Excel, Powerpoint, and Visio**

**- Ultimate Software HRIS, DM Payroll Application**