

# Pin-Point Solutions: Labor Relations / Human Resources Practice Area



**Christine Hall**

Executive Search Consultant

Labor Relations/  
Human Resource  
Practice Leader

**We have seen an influx of HR roles requiring Labor Relations/Union experience in the past year.** More and more companies are seeing their HR Leaders with negotiation experience starting to retire. That being said, succession planning for these roles has not been a top priority.

“Negotiating a collective bargaining agreement with a single union representing 300 to 400 employees financially commits a company to millions of dollars during the course of the agreement,” notes Andrea Terrillion, Director of Labor Relations Programs at Cornell University’s Industrial and Labor Relations School. “Nobody, not even the CEO, has the discretion to write that check on his or her own,” she adds. “When HR folks talk about a seat at the table, there is nothing more ‘seat at the table’ than being intimately involved in these negotiations... It’s a high-risk, high states role.”

The concept of Labor Relations to a large majority of HR professionals is limited to union avoidance; finding those professionals with the depth of knowledge in union environments to take on a Plant HR role is becoming harder. The overlap of HR departments with Labor Relations departments is slim - but this should change.

With new laws emerging, succession planning for these roles should be a top priority.

## PinPoint Solutions

### Recently Completed Searches

**Division HR Director** - \$14 Billion Diversified Manufacturer - PA

**Vice President, Human Resources** - Industrial Manufacturer - FL

**Division HR Director** - \$2 Billion Chemical Manufacturer - NJ

**HR Manager** - \$3.5 Billion Aerospace Manufacturer - FL

## PinPoint Solutions

### Active Searches

**Learning and Development Senior Manager** - Confidential Search - MidWest

**Employee Training Specialist** - Fortune 350 Industrial Equipment Manufacturer - MN

**Plant HR Manager** - \$6 Billion Industrial Manufacturer - NC

**SR. HR Manager** - Building Materials - FL (Bilingual preferred)

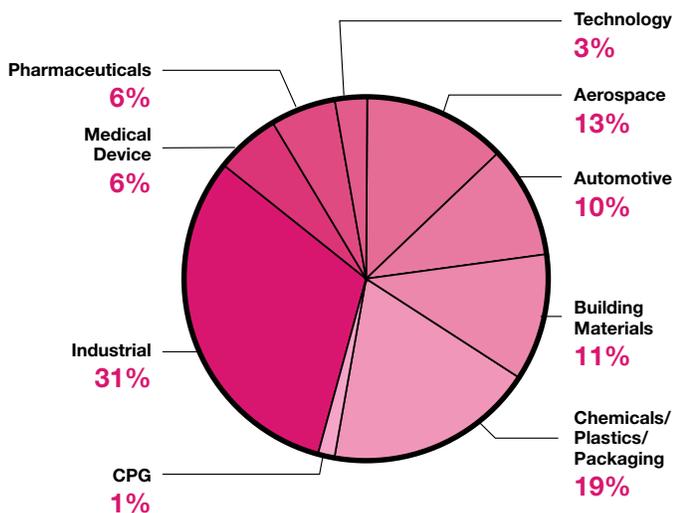
**Large Plant HRM** - \$3+ Billion Aerospace - Union experience required - Greater Greensboro, NC

**Director of HR (multi-site)** - Confidential - Greater NYC Area

**Director of HR** - \$3 Billion Aerospace - Arizona

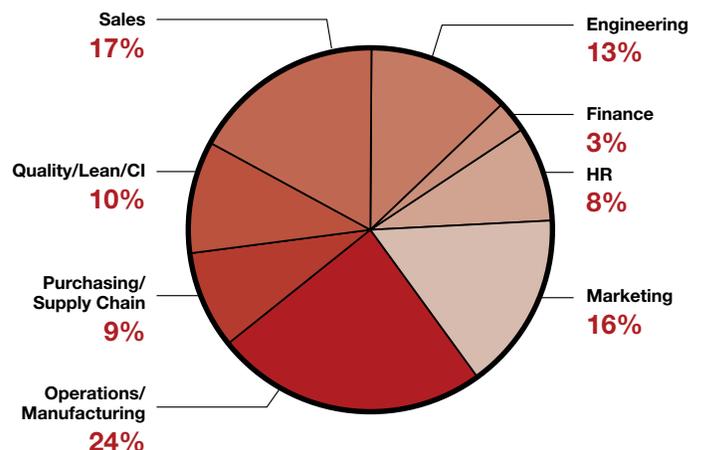
## 2015-2016

### PLACEMENTS BY INDUSTRY



## 2015-2016

### PLACEMENTS BY FUNCTION



# Leadership: Christine Collins-Hall



## **Christine started her career with PinPoint Solutions in 2012 as part of the Recruiter Development Program.**

Originally from small town USA (Due West, SC), Christine excelled in leadership at an early age, being named Class President, attending SC Girls State and being accepted into the South Carolina Governors School program. From high school, Christine attended the University of South Carolina (Go Gamecocks!) on an academic scholarship where she double majored in Journalism and Communications. From college, Christine worked at Allstate Insurance as a Licensed P&C producer. Christine doubled the size of the office in sales in two years and developed lasting relationships with her clients.

After joining PinPoint Solutions, Christine partnered with BE Aerospace where she learned the ins and outs of recruiting and finding top notch talent. Under the guidance of mentors and as part of the Recruiter Development program Christine fine tuned her recruiting skills and quickly rose to project management. In 2013 Christine led the recruiting efforts of a new engineering center for BE Aerospace in Wichita, KS.

After successfully working with BE Aerospace, Christine was promoted within PinPoint Solutions to contingency recruiting. As one of the fastest growing recruiters, Christine excelled at client management, developing new clients in various industries, as well as recruiting. Christine differentiates herself by becoming a valued partner for businesses. She prides herself in understanding the true needs of a client and taking the time to do targeted research, resulting in successful fills.

With a focus in Human Resources and Operations, Christine has an extensive network which proves helpful with hard to fill jobs.

 **Connect with Christine on LinkedIn**

 **Connect with Christine on [pin-pointolutions.com](http://pin-pointolutions.com)**



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