

DAVID J. DOIRON, SPHR

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HR leader who positions organizations to attract, develop, retain and energize people

- Generalist with Labor Relations Experience
- Employee Relations and Engagement
- Learning and Organizational Development
- Policies & Procedures
- Talent Acquisition & Management
- Comp & Benefits Administration
- Performance Management
- Legal Compliance

EXPERIENCE

Consulting & Project Management

MERIS CONSULTING, LLC / INTERMARINE, LLC (4-month assignment) 2014 - Current

Provide Human Resources and general management best-practices consulting; Create process improvements, develop and deliver targeted training needs; Develop efficient workplace strategies; Write white papers

- Prepared process flow maps for Salesforce CRM implementation project and wrote work instructions for providing quotes and making cargo bookings
- Created a training & development initiative for Customer Service Representatives, reducing initial training time and dependence on colleague mentoring by 30%
- Instituted Mark V email program reducing daily team emails from 3,500 to 700

Regional Human Resources Manager

WATCO COMPANIES, LLC – Houston, TX 2011 - 2014

International Railroad, Port/Terminal service provider with 3,500 employees

Provided regional training & development, organizational development and generalist support across 6 southern states for 22 locations, including Houston Greens Port Industrial Park, Port Birmingham Terminal, 2 short-line railroads, and various railcar-switching sites

- Coached & mentored managers on soft skills and maintained 100% training target
- Achieved 97% Leadership & Management Survey rating
- Certified - Railroad Conductor / Switchman, TWIC & Houston Area Safety Council
- Learned FRA/GCOR rules to better understand industry and more effectively address human factor incidents
- Trained with SAP HRIS, and HRsmart & Halogen for recruiting & talent management

Teacher

CYPRESS FAIRBANKS INDEPENDENT SCHOOL DISTRICT – Houston, TX 2009 – 2011

3rd largest Texas school district serving 110,000 students

Taught Business & Technology Education courses during soft economy to “give back” to community

- Completed initial certification as first year teacher of record and attained 3 certifications within 2 years

Human Resources Manager

TEX-TUBE COMPANY (Division of Grupo Villacera) – Houston, TX 2005 – 2009

Manufacturer of API and ASTM ERW tubular steel pipe products; 400 mill employees

HR Generalist duties w/ 5 subordinates, labor relations with USW Local 13-1, health, safety, environmental compliance, risk management, workers compensation & security.

- Represented Company - grievances, arbitrations, OFCCP and unemployment cases
- Obtained & maintained annual ISO 14001 Environmental Certification
- Renegotiated annual slate of employee benefits
- Realized 2-year decline in workers comp modifier with reduction in premiums
- Assisted with ADP EZ Labor program implementation and HRIS upgrade

Labor Relations Manager

CONOCOPHILLIPS – Houston, TX

2001 – 2005

World's largest independent E&P company; 1,450 Sweeny Refinery/Petrochemical Complex employees
Industrial Relations oversight w/ 5 direct reports, crisis/public relations representative & medical clinic responsibilities

- Administered seven craft collective bargaining agreements and served on corporate Labor Relations Network
- Maintained “union-free” status of operators through IUOE campaign
- Represented company in labor negotiations, grievances, arbitrations, EEO, unemployment and workers comp claims
- Published in IBEW Local 716 vs. ConocoPhillips, FMCS Grievance 03-02199
- Assisted with development and presentation of 2-day Supervisor Training Course that included modules on EEO, Fair Labor Standards Act, an employee assistance program, employee records management, fair & legal discipline, drug and alcohol testing, behavioral interviewing, sexual harassment, and company benefits
- Created Network-based TRAQS modules, and Prepared online Labor Policies & Practices Manual and Salaried Employee Handbook
- Managed \$1.4 million dollar annual budget
- Served as Document Control Unit Leader for worldwide NIMS/Homeland Security Emergency Response Team

Human Resources Director

STUPP CORPORATION (Division of Stupp Bros., Inc.) – Baton Rouge, LA

1997 – 2000

Manufacturer of API and ASTM ERW tubular steel pipe products; 400 mill employees

HR Generalist responsibilities w/ 4 subordinates, plus labor, medical, safety, security, and environmental

- Assisted with “green field” startup of Stupp Bridge Company in Bowling Green, KY
- Rewrote and simplified a 40-year-old U.S.W. labor contract
- Implemented hourly 401(k) plan, salaried compensation plan, service award program, and HRIS
- Ad hoc support to holding and sister companies

Human Resources – 8 years foundational generalist & labor relations experience

VULCAN CHEMICALS (Division of Vulcan Materials Company) – Geismar, LA

1990 - 1997

EDUCATION & CERTIFICATIONS

Loyola University School of Law, Juris Doctor

University of Louisiana at Lafayette – B.S. General Studies/Business & A.S. Industrial Technology

Senior Professional in Human Resources (lifetime SPHR status)

Greater Baton Rouge SHRM Chapter Past President with Chapter Merit Award

“Employee Discipline & Grievance Handling”, The University of Michigan

“Labor Arbitration Advocacy” training program, Labor Arbitration Services, Inc.

“The Ammerman Experience” crisis management public relations training

ISO 9001/9002 Lead Auditor and Quality Facilitator (QMI & API)