

Elizabeth Fuss Arnott

Senior Human Resources Leader

<http://www.linkedin.com/in/elizabeth-arnott-sphr/>

Professional Experience

Human Resources Consultant, Elizabeth Arnott Consulting, Portland OR 3/2018 to Present
HR Consulting using compassionate accountability and trauma-informed HR Practices

- Advocate for and coach Neurodivergent individuals in successful job seeking and day to day issues in the workplace. Coach managers on successful management tactics, workplace situations and employee engagement strategy to improve their support of Neurodivergent employees.
- Wrote articles and blogs about the art of managing people, inclusion, leadership and Human Resources.
- Advised clients in OR, CA and WA on human resources, employee, management and union issues.
- Attended Chief Heart Officer workshop in NYC to learn strategic, people-centered approaches to HR and business.

Labor and Employee Relations Supervisor, Metro, Portland OR 12/2020 to 2/2023
Regional Government Agency representing three counties in the Portland, Oregon metropolitan area.

- Successfully built out the Human Resources Business Partner model at Metro to create partnerships and collaborative relationships with managers, employees and Unions, greatly improving management's access to HR guidance.
- Oversaw successor bargaining, interim bargaining and Labor Relations for six Unions and eight Union contracts, as well as implementation of bargained policies. Created and presented management training to ensure efficiency, accuracy and consistency in messaging to managers.
- Built collaborative relationships with Unions in accordance with direction from Metro Council and executive leadership. Presented to and engaged with Metro Council, the MERC Commission, executive leadership in discussion around Union contracts, bargaining information and strategy.
- Implemented workplace investigation process, as well as a robust tracking system for employee relations, workplace misconduct and protected class investigations, in accordance with strategic plans of the organization to increase trust with employees, Unions and managers.
- Developed plans and created workgroup to implement Career Mobility in the HR department, to then scale throughout the agency, in accordance with feedback from staff and leadership to address professional growth for all employees.

Program Manager – Labor and Employee Relations, Metro, Portland OR 4/2020 to 12/2020
Regional Government Agency representing three counties in the Portland, Oregon metropolitan area.

- Resolved backlog of employee and labor relations issues; Bargained letters of agreement regarding COVID-19 and other various interim bargaining projects, served as lead negotiator in successor bargaining. Conducted investigations into workplace misconduct, policy violations and complaints.

Human Resources Director, Outside In, Portland OR 6/2019 to 4/2020
Non-profit medical clinic and social services for marginalized communities.

- Developed and implemented manager training program, customized to the unique environment for maximum effectiveness. Created and implemented equitable, transparent HR practices to address equity issues across the agency and to rebuild trust with staff and managers. Advocated for, instigated and exemplified change to compassion-centered culture.
- Acted as Lead Negotiator at union negotiations for first contract with AFSCME, seeing contract through to completion. Transformed HR processes and systems to address gaps, efficiencies and redundancies, including implementing a new HRIS system.

Director of Human Resources, Five Keys Schools & Programs, San Francisco, CA 5/2013 to 2/2018
The first charter school in the country to operate inside county jails, Five Keys Schools and Programs operates High School, GED and Career Technical Education programs throughout the jails in California, as well as underserved communities throughout the state. Company grew from 75 employees in 20 locations to almost 500 employees in 75 locations. \$20 million payroll. \$5 million benefit budget.

- Increased diversity of staff by targeting employee referrals for industry experts, using diversity-focused websites, participating in job fairs, and maximizing the effectiveness of job ads. Compiled and analyzed data regarding the jail clearance for staff, showing clear discrimination against people of color; created presentation for Sheriff's Department to encourage change in protocol. Taught workplace respect classes organization-wide to increase empathy, compassion, kindness and respect, while working in the toxic environments of county jails.
- Facilitated growth from 75 employees in 15 locations to 500 employees in 75 locations in California, including unionized employees; increased staffing and strategically built up HR department to support additional managers and employees.
- Modernized HR department with HRIS system, ATS and implemented over 100 HR documents, processes, procedures and trainings related to: payroll, benefits, leaves, workers' compensation.
- Led Union negotiations, resolved grievances, information requests and led labor/management meetings with United Educators of San Francisco for 300+ teachers.
- Spearheaded 50+ fair, accurate and objective investigations into discrimination, retaliation and employee misconduct. Initiated and implemented a Statement of Workplace Culture, infusing the statement and cultural ideals into all HR and leadership practices and processes through

change management and training, creating a kind, equitable, diverse, non-judgmental and inclusive work environment that encouraged vulnerability, innovation and honesty.

- Created and presented 20+ trainings on protected activity, ethics in a jail environment, discipline and documentation, wage and hour laws. Implemented Learning Management System for organization-wide consistency. Developed and led management retreats and trainings.

Human Resources Consultant, Cascade Employers Association, Salem, OR 8/2010 to 5/2013
Member-based employer association with 500+ members, providing HR consulting throughout a wide variety of industries including: manufacturing, food services, health clinics and assisted living centers, professional services and education.

- Advised key leaders in the 500+ company membership regarding: human resources strategies, staffing issues, investigations, best practices, policies, benefits, Affirmative Action plans and audits, FMLA/OFLA, ADA accommodations and compliance, performance management, compensation and pay issues, employee relations, state and federal employment laws, handbooks and job descriptions.

Previous Human Resources Experience

Human Resources Consultant, Michael Fuss, CPA, West Linn, OR
Private accounting practice serving 100+ small businesses.

Human Resources Manager, Cleanpak International, Clackamas, OR
Manufacturing plant with 200+ employees.

Human Resources Manager, MEC NW, Canby, OR
Manufacturing plant with 100+ employees.

Human Resources Consultant, Xenium HR, Tualatin, OR
Professional Employer Organization.

Education and Certifications

Master of Jurisprudence in Labor and Employment Law, Tulane University Law School, 4.0 GPA, 2019

Bachelor of Arts, English, Portland State University

Senior Professional in Human Resources (SPHR), HRCI, 2011 – Current

Volunteer Work

Volunteer – HR Projects , Transition Projects	Portland, OR	2019
Chair, Hiring Returning Veterans Committee , PHRMA	Portland, OR	2012
Volunteer Workshop Facilitator , Write Around Portland	Portland, OR	2005 – 2012