

## CHRISTOPHER W. LEWIS

### EDUCATION:

Thomas M. Cooley Law School  
Degree: Juris Doctor  
Awards: Three Merit Awards for Academic Excellence  
Dean's List – 3  
Honor Roll – 2  
Associate Editor – Thomas M. Cooley Law Review  
Published: *Disabled Athletes and the Americans with Disabilities Act* –  
Trinity 1998 edition of the Thomas M. Cooley Law Review.

Grand Valley State University  
Degree: Bachelor of Science  
Major: Criminal Justice  
Political Science Internship – Grand Rapids City Commission  
Student Government – Executive Board

### PROFESSIONAL EXPERIENCE:

February 22, 2018 – May 31, 2019

#### **HUMAN RESOURCES MANAGER – MULTI-PACKAGING SOLUTIONS – A BUSINESS OF WESTROCK**

Supported three printing and packaging operations in Michigan;  
Lansing, Holland and Allegan with more than 900 non-union  
employees.

Oversaw five Human Resources professionals including one HR  
Manager

- Provided Monthly Dashboards with Operations Data including;
  - Overtime
  - FMLA
  - Sick Time,
  - Tardiness,
  - Leave Early Hours
- Data in Administered Payroll and Attendance
- Delivered Benefits “Open Enrollment,” Informational Meetings
- Led Talent Management and Succession Planning with  
Operations Leadership - 9 Box Rating Process
- Facilitator - “Employee Engagement” Action Team
- Facilitated and Supported Employee Services Association
- Conducted Internal Investigations – WestRock Ethics Line
- Led Kaizen to Develop and Implement “New Employee On-  
Boarding Process”

- Administered “Employee of the Quarter” and “Employee Roundtable” programs
- Delivered “Code of Conduct” and WestRock “Behavior and Values” training.

July 1, 2014 – June 2, 2017

**SENIOR MANAGER – HUMAN RESOURCES – RYDER LOGISTICS -  
AUTOMOTIVE, AEROSPACE, INDUSTRIAL (AAI)**

Responsible for all human resource functions at multi-state locations with approximately 2,400 employees. Accounts include General Motors, Honda, Carrier and Otis.

- Oversaw three HR Managers at large unionized locations:
  - Lansing, MI – 1,000 employees supporting two GM plants
  - Springhill, TN. – 1,400 employees supporting GM operations
  - Trenton, MI. – 240 employees supporting Chrysler Engine Plant
- Talent Management – 9 Box Rating System. Oversaw and administered development of “Independent Development Plans” for high performing / high potential employees along with one-page personnel biographies of all management employees. Lead quarterly reviews of talent with directors.
- Payroll / Compensation – Fair Labor Standards Act issues. Prepared to implement new salary thresholds for Salary non-exempt employees and worked on changing overtime rates for salary non-exempt employees. Conducted overview of compensation to identify employees below eighty-percent of mid-point salary range
- Implemented new time accounting system – “Timeco” and on-line talent management system, “TalentMap”
- Labor Relations - negotiated and administered UAW labor contracts for more than 2,000 employees, including discipline and grievance procedure up to and including arbitration
- Employee Relations – Reward and Recognition – Oversaw administration of Warehouseman of the Month / Year awards

- Represent and advocate for employer at Unemployment Hearings
- Oversaw location action plans to respond to “Ryder Voice” employee engagement survey
- Internal Investigations – Ryder Ethics / Alert-Line – Successfully conducted hundreds of internal investigations
- Assist in written responses to EEO and NLRB charges
- Oversaw rapid expansion of Ryder operations at the GM facility in Springhill, Tennessee to from 140 employees to 1,400 employees
- Oversaw the closure of Ryder operations at Chrysler Engine Plant in Trenton, Michigan impacting approximately 240 employees in compliance with the WARN Act.
- Developed “Business Closure,” How-to-Guide for the Automotive, Aerospace and Industrial vertical.
- Developed Human Resources Playbook for new managers
- Developed and delivered supervisor training – “What Every Supervisor Should Know”

August, 2010 -  
July 1, 2014

**HUMAN RESOURCES MANAGER - RYDER LOGISTICS**

Human Resources Manager at Lansing Logistics Optimization Center (LOC) supporting two General Motors plants with “just-in-time” delivery of automotive parts. 24-hour, unionized operation with 900 employees.

- Supervise four Human Resources Generalists plus Payroll Administrator and Office Clerk II
- Responsible for employee and labor relations including administering UAW labor contract
- Administer employee grievance process
- Investigating employee misconduct and imposing discipline, up to termination

June, 2009 –  
August, 2010

**CITY OF JACKSON – DIRECTOR OF PERSONNEL AND LABOR RELATIONS.**

**INTERIM CITY MANAGER** - October, 2009 – May 2010.

Oversaw Personnel and Labor Relations Department for a municipality with 260 employees. Administered labor agreements with four separate bargaining units, including Michigan Association of Public Employees, Police Officers Labor Council (Supervisory and Non-Supervisory) and International Association of Fire Fighters.

- Oversaw consolidation of fire operations and closure of fire-fighting facilities to reduce budget
- Addressed budget deficit exceeding one million dollars through reduction in force and consolidation of operations
- Administered Cafeteria Healthcare Plan
- Recruit and select employees - including the hiring of new Fire Chief and appointing Parks Director
- Serve as lead negotiator in collective bargaining
- Administer job classification and compensation process
- Administer drug and alcohol testing program – including Reasonable Suspicion
- Resolve employee grievances
- Serve as city's advocate in Arbitrations
- Conduct internal investigations into employee misconduct and determine appropriate discipline
- Deliver employee in-service training programs

November 2007 –  
June 2009

### **CITY OF BAY CITY – DIRECTOR OF HUMAN RESOURCES/PAYROLL**

Managed Human Resources/Payroll Department in a municipality with approximately 360 employees. Administered labor agreements with eight different bargaining units, including Teamsters, Utility Workers Union of America, Fraternal Order of Police, Police Officers Labor Council and International Association of Fire Fighters.

- Supervised Payroll/Benefits Manager - Payroll and HR staff
- Served as Acting City Manager during City Manager's absences
- Lead negotiator in collective bargaining
- Administered job classification and compensation process
- Administered drug and alcohol testing program

- Resolved employee grievances
- Served as City's advocate in Arbitrations
- Conducted internal investigations into employee misconduct and determined appropriate discipline
- Delivered employee in-service training programs
- Safety Coordinator

1979 – 2007  
Retired

## **MICHIGAN DEPARTMENT OF STATE POLICE**

October, 2003 –  
November, 2007

### **MICHIGAN STATE POLICE DIRECTOR OF HUMAN RESOURCES/TRAINING DIVISION**

Served as Human Resources Director for department of approximately 2,700 employees

Supervised 23 human resource staff members structured organizationally into five sections including, Compensation and Benefits, Disability Management, Recruiting and Selection, Classification and Selection, and Labor Relations.

- Administered labor agreements with five different bargaining units
- Responsible for Equal Employment Opportunity plan
- Employee drug and alcohol testing
- Monitored and managed civil litigation against the department
- Administered Performance Management Program
- Represented the department in contract negotiations with Michigan State Police Troopers Association (MSPTA)
- Supervised Chaplain Corp with twenty-two participating chaplains
- State Police Retirement Board and Human Resources Council
- Secretary/Treasurer for the Michigan State Police Association (Hardship Fund) and provided day-to-day oversight of the fund (\$500,000) including the investment portfolio
- Administrator for 360 Leadership Evaluation Program

**Director of State Police Training Academy** – The State Police Training Division was organized into four sections including, Trooper Development, Career Development, Academy and Support Services and Prevention Services.

Responsible for the operation of the state police training academy which is equipped with 104 dormitory rooms, complete food service facilities capable of seating 275 persons, eight classrooms of varying sizes to accommodate 30-70 people, a computer skills training center, an auditorium with seating capacity for 250 people, and a training scenario house. The academy also has indoor firearms range and training pool.

#### **ORGANIZATIONS/BOARDS/COMMITTEES**

- Vevay Township – Chairperson - Planning Commission (2017 – 2021). Serve as commissioner to review planning and zoning ordinances.
- Vevay Township – Chairperson - Compensation Commission 2017
- Grand Valley State University –
  - Past Third Vice President - Alumni Association Board of Directors
  - Alumni Champions Committee
  - 2009 Football Alumni Award
  - 2013 Alumni Service Award
- Michigan Bar Association – Labor and Employment Law Section
- Admitted to Practice – United States District Court – Eastern District

