



Patricia Vanelli, CHRL

Pragmatic and results-driven business partner experienced in national and multinational retail, consumer package goods, healthcare and logistics industries, in both union and non union environments. Pat is recognized as a business partner with high business acumen who will focus on business needs and optimize human capital in the achievement of business objectives.

SELECTED ACHIEVEMENTS

- Developed salaried compensation program for a privately held educational institution to guide the business in compensation decisions to enhance talent attraction, retention, and internal and external equity.
- Initiated and executed the redesign and RFP of Canadian Health Care Plans, improving overall claims turnaround time by two days and reducing overall costs by 3.5%.
- Designed and implemented gain-sharing program for non-union Canadian manufacturing plants to support and drive strategic KPI's resulting in improved retention rates by 3%. Program subsequently adopted by US plants.
- Implementation of National Payroll, HRIS, and Time and Attendance technology conversions within timeline and budget.
- Led the merger and reorganization of a US multi-national consumer package goods organization from four operating units to a single business unit improving selling and general administrative costs (SG&A) by 20%.
- Led the divestiture of business units within Ontario, Quebec and Alberta maintaining the highest level of respect and support for departing employees resulting in no litigation.
- Successfully negotiated more than twelve collective agreements as chief spokesperson with SEIU, OPSEU, UNIFOR, HSA and Teamsters.
- Reduced external legal expense across various businesses by more than 56%.
- Prepared business unit for WSIB Workwell Audit covering more than 100 locations and 700 employees in Ontario within seven months, achieving successful audit.

PRIOR EXPERIENCE

- **The Osborne Group**
 - Child and Family Services – Guelph/Wellington
 - DHL Express Canada – Senior Director Human Resources
 - CML Healthcare Inc – Director Human Resources
 - Newell Rubbermaid Canada – Senior Director Human Resources
 - Cashway Building Centres – Director Human Resources
 - Home Depot Canada – Director Human Resources; Employee Relations Manager; Talent Acquisition Lead

QUALIFICATIONS

- Industrial Relations Certificate – Queens University
- Mediation in Workplace – Osgoode Hall Law School
- CHRL– Certified Human Resource Leader
- Business Degree (Human Resources Major) – Durham College

