


JAYE BAILEY
Brunswick, Maine
San Jose, California



Labor Experience

Full-time arbitrator, mediator, facilitator and investigator since 2024 upon transitioning from public service career specializing in labor and employment issues. As a labor and employment lawyer and public agency administrator for more than 25 years, has handled hundreds of cases involving labor and employment disputes and investigations as a neutral, union-side attorney and management executive.

Started career at the National Labor Relations Board as a Field Attorney investigating unfair labor practices and representing agency in administrative trials and before Federal Courts. Following the National Labor Relations Board, representing labor unions in private practice for several years. Subsequently served as the General Counsel to the Connecticut State Board of Labor Relations for many years advising the Board, drafting most decisions issued by the Board and representing the Board on appeal in court. While working as General Counsel, also served on the American Arbitration Association labor panel for private sector cases for several years.

In higher education, served as Chief of Staff and Vice President at two public universities where duties included, among others, overseeing human resources, labor relations and civil rights units. Negotiated labor contracts, oversaw grievance and arbitration processes, negotiated settlements and built systems to streamline complaint processes for all employees.

In the last five years, served in various roles at the Santa Clara Valley Transportation Authority, a large public transportation provider and congestion management agency in Santa Clara County California. Roles included Chief Employee Relations Officer and Chief of Staff. As Chief Employee Relations Officer, oversaw all collective bargaining with the agency's 4 bargaining units representing 95% of employees; oversaw Civil Rights Division, investigating and issuing decisions on civil rights complaints filed by employees and customers; and served as Interim Chief People Officer, overseeing all human resources functions. As Chief of Staff, managed all functions of the Office of the General Manager and co-led with leadership from all unions, agency-wide labor-management culture and climate initiative.

Conduct, discipline and discharge, absenteeism, overtime, contract interpretation, work hours/scheduling/assignments, arbitrability, safety/health, past practice,

management rights, pay issues, violence/threats, drugs/alcohol, medical and other leaves, subcontracting, jurisdiction, fringe benefits; shared governance; tenure.

Industries

Transportation, light rail, education, public administration, public works, ambulance services, police/fire, health care, nursing, manufacturing, trucking.

Current Employer-Title

Jaye Bailey ADR - Sole Practitioner

Panels

Labor Relations Connection

American Arbitration Association

American Dispute Resolution Center

California Public Employment Relations Board

Massachusetts Department of Labor Relations (Fact Finding)

Maine State Board of Labor Relations (Fact Finding)

Work History

Sole Practitioner (Arbitrator/ Mediator/ Facilitator/ Investigator), Jaye Bailey ADR, 2024-Present; Santa Clara Valley Transportation Authority, 2019-2024; Vice President/Chief of Staff, San Jose State University, 2016-2019; Vice President/Chief of Staff, Southern Connecticut State University, 2009-2016; Arbitrator, 2006-2009; General Counsel, Connecticut State Board of Labor Relations, 1992-2009; Associate Attorney, Urso, Liguori and Urso, 1990-1992; Field Attorney, National Labor Relations Board 1987-1990.

Technology Proficiency

Experienced at conducting and participating in large meetings and hearings by Zoom, Teams, video conferencing and in hybrid format.

Education

University of Connecticut (JD); University of Rhode Island (BA).

Professional Licenses

Admitted to the Bar: Connecticut.

Professional Associations

Connecticut Bar Association (past Chair Labor/Employment Section, current member); American Bar Association; Association of Workplace Investigators (Certificate Holder and member); LERA (Local Chapters – NorCal, Boston); American Leadership Forum (Senior Fellow). Active participant in National Academy of Arbitrators New England and Northern California salon and chapter meetings.

Recent Publications & Speaking Engagements

American Public Transportation Association – Rail Conference (Speaker 2025).

**Citizenship
Languages**

United States
English

Compensation

Hearing: \$2000.00/Day
Study: \$2000.00/Day
Cancellation: \$2000.00/Day
Cancellation Period: 10 Days
Comment: Pre-hearing calls/conferences will be charged at \$250/hr. Travel is charged at a reasonable rate including airfare, hotel, meals, etc. Auto travel is charged at the normal IRS rate. Cancellation is charged for any scheduled day(s) of hearing cancelled within 10 days of hearing.