

## PRACTICE AREAS

Labour Law

Employment Law

Human Rights Law

Administrative Law

Litigation

## YEAR OF CALL

British Columbia, 2026

Ontario, 2022

## EDUCATION

LL.B (Hons), University of Leicester, UK, 2018

EU Wine & Spirits Law Diploma, Université de Reims Champagne-Ardenne, France, 2016

BA (Psychology & Economics), University of British Columbia, 2015



# JORDI T. BAILEY

## ASSOCIATE

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Jordi advises and represents employers in labour relations, employment law, and human rights proceedings. He is a practised negotiator and committed advocate who focuses on providing advice that his clients can readily implement.

Jordi takes a practical, solutions-oriented approach to client service. He focuses on understanding his clients' operations and long-term objectives so that when issues arise, he can move quickly to resolve them. While he works to address problems before they escalate, he represents his clients thoroughly when matters proceed to litigation or arbitration.

Prior to joining Harris, Jordi practised at a boutique labour and employment firm in Toronto, where he appeared before all levels of court, labour boards, arbitrators, and administrative tribunals. He advised employers in both unionized and non-union settings, from collective agreement negotiations and union organizing drives to workplace accommodation, discipline, and wrongful dismissal claims.

Before entering practice, Jordi worked in hospitality management and the skilled trades as an apprentice plumber and gasfitter. That background keeps his advice grounded and his communication direct.

Outside the office, you'll find Jordi cycling around Vancouver or in the mountains.

## RECENT SPEAKING ENGAGEMENTS

- “Employment Law 101 for Swim Schools”, Canadian Swim School Alliance, March 26, 2025 (Virtual)
- “The Legal Hurdles in Creating Value & Branding for Municipalities as Employers of Choice”, OMHRA Spring Conference, April 9, 2025 (In-person)

## PUBLICATIONS

- “Culture and Retention: The Balancing Act for Modern Employers”, Ontario Municipal Human Resources Association (OMHRA) Insights, September 23, 2024
- “Off-Duty Misconduct – Navigating the Blurred Lines”, Zubas Flett Liberatore (ZFL) Employment Law Blog, October 30, 2024
- “Tariffs: What You Need to Know as an Employer in Ontario”, ZFL Employment Law Blog, February 7, 2025
- “Vacation Season and Workplace Culture: What HR Needs to Watch”, OMHRA Insights, July 16, 2025
- “Needs vs. Rights: Managing Workplace Wants Across Generations”, OMHRA Insights, October 21, 2025

### Quoted In:

- “Ontario Court Raises Bar for Termination Provisions a Little Higher”, Canadian HR Reporter, February 19, 2025
- “Dispute Resolution Clauses: Risks Highlighted in Ontario Court Ruling”, Canadian HR Reporter, March 18, 2025
- “Unpacking the Challenges of C-Suite Firings”, Human Resources Director (HRD) Canada, May 13, 2025

## PROFESSIONAL & COMMUNITY INVOLVEMENT

- Member, Canadian Bar Association, BC Branch
- Member, The Advocates’ Society (2022 – Present)
- Member, Toronto Lawyers Association (2024 – Present)
- Volunteer, Do A Trial!, The Advocates’ Society (2025)
- Volunteer, Access Pro Bono Society of BC (2019 – 2022)