

# Julian Gross

Law Office of Julian Gross  
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Julian Gross is an attorney with sixteen years of experience in community economic development, representing community-based organizations, local government entities, and labor unions in urban development negotiations and in legislative and policy matters. Julian is the leading attorney in the nation on community benefits agreements, having represented coalitions of community-based organizations in over a dozen successful CBA negotiations, and having written and spoken widely on the subject. He has also drafted numerous local hiring and contracting policies, and has worked on living wage policies, DBE policies, and many other community economic development initiatives.

## EDUCATION

**Boalt Hall School of Law**, University of California at Berkeley.  
J.D., Spring 1994. Graduated in eleventh percentile of class.  
Research Assistant to Professor William A. Fletcher.

**University of Virginia**, Charlottesville, Virginia.  
B.A. with High Distinction, 1989. Major in Philosophy.  
Concentration in philosophy of law.

## PROFESSIONAL EXPERIENCE

### **Law Office of Julian Gross, 1998–present**

#### **Legal Director, Partnership for Working Families / Community Benefits Law Center, 2006-2010**

Areas of practice at both the Law Office of Julian Gross and PWF/CBLC have included:

- **Local hiring:** advice to and representation of nonprofits and government entities in enactment and implementation of local hiring policies, for public and private projects, and for construction and permanent jobs;
- **Community Benefits Agreements:** advice to and representation of nonprofits and government entities in negotiation of CBAs and related efforts to incorporate community benefits into development projects through contracts and governmental policies, including wage standards, DBE policies, affordable housing policies, and environmental mitigations and benefits;
- **Green jobs:** advice to the City of Seattle regarding targeted hiring, training, and contracting issues in green jobs program for residential retrofits;
- **Nonprofit operations:** advice to and representation of nonprofits on complex contracts, corporate structure issues, employment and benefits issues, and other organizational needs;
- **Antidiscrimination:** representation as co-counsel on civil rights cases raising issues related to Proposition 209 and antidiscrimination law.

#### **Practitioner in Residence, U.C. Hastings School of Law, 2008-2010**

Academic position with U.C. Hastings Civil Justice Clinic, Community Economic Development course.

**PROFESSIONAL  
EXPERIENCE (cont'd)**

**San Francisco Independent Task Force on Affirmative Action in Public Contracting**

*Director*, November 1999 – September 2000.

Director of staff of independent task force that made detailed recommendations regarding the substance and administration of the San Francisco's affirmative action programs. Director position involved both managerial and substantive responsibilities, including media work, extensive writing projects, public speaking, working with elected officials, and oversight of a half-million dollar budget.

**Employment Law Center / Legal Aid Society of San Francisco.**

*Skadden Fellow*, October 1994 - September 1996.

*Project Attorney*, October 1996 – March 1999

Developed a combination of legal and political strategies to promote economic opportunities in low-income and minority communities. Substantive areas included state and federal constitutional issues, statutory preemption doctrines, labor law, California redevelopment law, municipal powers, public contracting, construction law, and federal regulatory requirements concerning low-income and minority hiring. Worked closely with community-based organizations, government and private attorneys, and elected officials.

Litigated affirmative action, civil rights, and employment discrimination cases. Substantive areas included Titles VI and VII of the Civil Rights Act of 1964, federal jurisdiction and procedure, and various constitutional issues. Extensive work on legal challenges to Proposition 209. Worked in coalition with other civil rights groups on long-term legal and political strategies regarding affirmative action. Substantial media and public speaking experience.

**PUBLICATIONS**

"Public Contracting in the Proposition 209 Era: Options for Preventing Discrimination and Supporting Minority- and Women-Owned Businesses," (January 2012), with Tim Lohrentz, a publication of the Insight Center for Community Economic Development.

"Community Benefits Agreements," chapter in *Building Healthy Communities: A Guide to Community Economic Development for Advocates, Lawyers, and Policymakers*; a publication of the Forum on Affordable Housing & Community Development of the American Bar Association. (2009)

"CBAs: Definitions, Values, and Legal Enforceability" (2008) in *Journal of Affordable Housing & Community Economic Development Law*, Volume 17, Issues 1-2, a publication of the Forum on Affordable Housing & Community Development of the American Bar Association; selected by West Publishing as a leading land use article for 2009 and reprinted in *Zoning and Planning Law Handbook*, West Publishing, Salkin (Ed.)

"Community Benefits Agreements: Making Development Projects Accountable" (2005) by Julian Gross, with Greg LeRoy and Madeline Janis-Aparicio.

**SPEAKING  
ENGAGEMENTS  
(since 2010 only)**

- Presenter, Bay Area Contract Compliance Officers Association conference (January 2012)
- Presenter, Lincoln Institute Land Policy Conference, Boston, MA (May 2011)
- Keynote speaker, Workshop on Community Benefits Agreements, Alliance for Community-University Research, McGill University, Montreal, Canada (February 2011)
- Guest lecturer, McGill University, Montreal, Canada, School of Urban Planning, course on Community Benefits Agreements (February 2011)
- Keynote speaker, Public Dialogue on Community Benefits Agreements, DTES, Vancouver, Canada (February 2011)

- Presenter, Green for All Communities of Practice (January 2011)
- Guest lecturer, Sustainable Rebuilding course, U.C. Berkeley Planning Dep't (October 2010)
- Presenter, Shaking the Foundations conference, Stanford Law School (October 2010)
- Presenter, BetterBuildings Community Workshop, Chicago, IL, (September 2010)

**SPEAKING  
ENGAGEMENTS  
(cont'd)**

- Guest lecturer, Community Economic Development course, U.C. Hastings School of Law (September 2010)
- Presenter, Green for All national webinar on contracting and hiring agreement (October 2010)
- Presenter, forum on community benefits agreements, Legal Aid Society of San Francisco's public interest issues series, San Francisco (July 2010)
- Presenter, U.C. Berkeley School of Law Symposium on federal procurement
- Presenter, New York City Bar Association meeting on Community Benefits Agreements (May 2010)
- Presenter, American Bar Association Forum on Affordable Housing and Community Development Law Conference (May 2010)