

BEVERLY GROSS
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SUMMARY STATEMENT

Experienced practitioner of labor, employment and benefits law, both labor and management side, public and private sectors. Advisor-consultant, litigator, arbitrator.

EXPERIENCE

- 1987 - 1995 NYNEX CORP.**
Counsel, Labor/Employment/Benefits
Advisor to and attorney for Medical, Security, Human Resources, and Benefits Departments. Instrumental in formulation of policy; served as a member of various substantive working committees; advised collective bargaining committee; developed guidelines for personnel and departmental practices; litigated court and arbitration cases. Served as legal counsel to the Employees' Benefits Committees and their staffs.
- 1977 - 1987 AFSCME (AFL-CIO), DISTRICT COUNCIL 37**
General Counsel
Directed and administered 25-person in-house legal department for 125,000-member union representing municipal and state employees. Established legal policy, supervised all litigation and *amicus curiae* programs, and litigated major cases. Legal counsel to CEO, treasurer, chief negotiator, all executive departments, elected executive board, 58 affiliated local unions, retirees' association and Municipal Labor Committee. Interfaced with city and state officials, labor leaders and leaders of major issue-oriented organizations. Testified before legislative bodies, and engaged as spokesperson on labor issues.
- 1975 - 1977 NEW YORK STATE DIVISION OF HUMAN RIGHTS**
General Counsel
Headed 35-person legal office in major law enforcement agency in field of discrimination in employment, housing, credit, public accommodations. Directed litigation and legislative programs; issued interpretations of law binding on activities of state-wide staff; prepared and advocated policy positions to Governor's office and legislative committees; spokesperson for Commissioner on matters of public interest within agency jurisdiction.
- 1973 - 1975 NEW YORK CITY LAW DEPARTMENT**
Assistant Corporation Counsel: Chief of Civil Rights Unit
Headed newly-created affirmative litigation unit of seven lawyers. Represented City of New York in major federal and state litigation concerning discrimination on City construction projects. Special Counsel to the Deputy Mayor on minority group matters.

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1970 - 1973 **NEW YORK CITY COMMISSION ON HUMAN RIGHTS**
Acting General Counsel and Deputy General Counsel
Director of first federally-funded program challenging systemic employment discrimination in various industries. Supervised staff of six in developing prototypes for the identification, investigation, conciliation and litigation of appropriate cases. Elevated to Deputy General Counsel and then Acting General Counsel responsible for entire Legal Department.

1968 - 1970 **NEW YORK CITY LAW DEPARTMENT**
Assistant Corporation Counsel
Wrote legal opinions in response to inquiries from the Mayor's office and all city agencies and drafted legislation for the City's legislative package; prosecuted appeals by or against the City in all appellate courts.

EDUCATION

New York University School of Law, J.D., 1968
Dean's List
American Jurisprudence Prizes for Excellence in Labor Law and Mortgages
New York University, B.S. *cum laude*

BAR ADMISSIONS

New York State
All Federal Districts in New York State
Second and Third Circuits
U.S. Supreme Court

BOARDS

(Former and Present)

Trustee, New York University Law Center Foundation
Director, AFL-CIO Lawyers Coordinating Committee
Director, Crowley Institute, Fordham School of Law
Director, American Arbitration Association
Director, New York Civil Liberties Union
Labor Member, New York State Advisory Council on Farm Minimum Wage Standards
Second Circuit Committee on Admissions and Grievances
Past President, New York Women's Bar Association

HONORS

Florence B. Allen Award for exceptional achievement in the law - NYU School of Law and N.Y. Women's Bar Association
Human Relations Award - National Conference of Christians and Jews.