FORDHARRISON

# JULIA B. CHANG

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**Julia Chang's legal practice is entirely focused on the representation of management clients in labor and employment law matters.**

Julia is an experienced labor and employment attorney with a strong background in employment litigation, labor relations, administrative proceedings, and compliance counseling. Her experience includes representing public and private sector clients in all aspects of employment litigation, including discrimination, harassment, retaliation, wrongful termination and wage and hour claims.

In addition to litigation, Julia has represented public entities in unfair labor practice disputes and grievance arbitrations. Her experience includes matters before the National Labor Relations Board and the Public Employment Relations Board. Julia has also represented public entities in administrative proceedings, including CalPERS disability retirement appeals and discrimination complaints before the California Civil Rights Department (formerly DFEH) and the Equal Employment Opportunity Commission.

Julia is also passionate about counseling employers in a variety of areas to mitigate the risk of claims. She has developed training programs and workshops on the disability interactive process, workers' compensation, and wage and hour compliance. Julia's comprehensive legal expertise, combined with a strategic and client-focused approach, makes her a trusted advisor to both public and private employers navigating complex employment and labor law challenges.

Before joining FordHarrison, Julia was an associate at a California-based law firm focused on representing non-profit, education, and public clients in a broad range of employment and labor matters.

## Representative Experience

- Obtained summary judgment for large county in an employment disability discrimination and failure to accommodate case brought by 20+ year employee.
- Successfully leveraged summary judgment motion to secure

## EDUCATION

- Southwestern Law School (J.D., 2020)
- University of California, Riverside (B.A., *magna cum laude*, 2015)

## BAR ADMISSIONS

- California

nominal settlement on behalf of California municipality on claims for discrimination based on sexual orientation, disability, and age in violation of the Fair Employment and Housing Act.

- Represented large public entities on wage and hour class actions and effectively and efficiently reached resolutions.
- Represented clients before the NLRB, PERB, and other employee-relations commissions for unfair labor practice charges.

## News & Insights

- January 07, 2026 - California Employment Law Developments Employers Should Prepare for in 2026

## Offices

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