

Joshua M. Davis

Director

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Josh Davis is one of the nation's leading employment lawyers. A Fellow of the College of Labor and Employment Lawyers and a member of the Board of the American Employment Law Council, Josh is ranked by Chambers (Global and USA Guides), Best Lawyers in America, and numerous other publications. He is particularly recognized for the practicality and creativity of his advice.

His practice includes litigation (before agencies and courts of all levels) and counseling in all aspects of employment law. He provides advice to companies, their leaders, and Boards of Directors as they face the day-to-day challenges of workforce management and development, and acts as lead counsel in a wide range of business disputes. His clients include public and private companies, colleges and universities, hospitals, law firms, media companies, automobile dealerships, financial services firms, pharmaceutical companies, non-profit entities, and golf clubs and courses.

Accolades

- *Business Today*, Top 10 Influential Labor & Employment Attorneys in Massachusetts, 2023
- Lawdragon 500: Top U.S. Corporate Employment Lawyers 2022
- *National Law Journal*, Employment Law Trailblazer, 2022
- Martindale-Hubbell® AV Preeminent Peer Rated
- *Chambers USA*, Labor & Employment, Massachusetts (Band 1)
- *Chambers Global Guide*, Labor & Employment, USA (Band 3)
- *Best Lawyers in America*® "Lawyer of the Year" (2023): Employment Law - Management
- *Best Lawyers in America*® (2008-2024): Employment Law – Management, Labor Law - Management
- Massachusetts Super Lawyers, 2005-2023
- Order of the Coif
- National Champion, American Parliamentary Debate Association, 1987

- Hinton Cup (Moot Court Champion), University of Chicago Law School, 1991

Affiliations

- Fellow, College of Labor and Employment Lawyers
- Fellow, Litigation Counsel of America
- Board Member, the American Employment Law Council
- Massachusetts and Boston Bar Associations
- Strafford Employment Law Advisory Board

Admissions

- Massachusetts
- New York

Education

- University of Chicago Law School (J.D., 1991)
 - with honors
- Swarthmore College (B.A., 1987)
 - with high honors

Community

Josh has taught Employment Discrimination at Northeastern University School of Law for more than 20 years. Josh also appears regularly on the radio. Years ago, he hosted a Sunday night talk show on 96.9 FM in Boston.

In addition, Josh writes about a wide range of topics. WBUR, Boston's National Public Radio news station, includes Josh among its distinguished group of contributors on Cognoscenti, its online opinion page.

His passion for current events, politics and conversation on issues of the time stems from his days at Swarthmore College, where Josh led the Peaslee Debate Society to a U.S. national championship and second place at the World Debating Championships, becoming only the second American team at that time to reach the world championship finals.

Representative Matters

Defense of an Automobile Dealership Accused of Religious Discrimination

Successfully defended an automobile dealership accused of religious discrimination in a multi-day public hearing at the MCAD.

Wage Practices, Employee Classification, and Other Employment Practices

Represents employers in class actions challenging wage practices, employee classification, and other employment practices.

Automobile Dealerships Employment-Related Lawsuits and Proceedings

Representation of automobile dealerships in defense of employment-related lawsuits and proceedings in state court and before the Massachusetts Commission Against Discrimination.

Represent Financial Services Firms in a Whistle-Blower Case

Obtained summary judgment on all counts for two financial services firms in a hotly-contested whistle-blower case in San Francisco Superior Court.

Day-To-Day Employment Counseling to Entities of All Types and Sizes

Provides day-to-day employment counseling to entities of all types and sizes in matters ranging from hiring and firing to leave laws and accommodations

Representation of Physicians and Their Employer

Represented a large group of physicians and their employer in a dispute occasioned by their decision to leave a large independent physicians association.

Harassment; Inappropriate Workplace Relationships; Vindictive Former Employees; and Inappropriate Use of Social Media.

Consults on perplexing employee matters including: harassment; inappropriate workplace relationships; vindictive former employees; and inappropriate use of social media.

Employment and Labor Considerations Raised by Corporate Transactions

Offers broad advice to entities on the employment and labor considerations raised by corporate transactions.

Employment-Related Challenges in Connection With Regulatory Inquiries and Litigation

Providing counsel to clients in the financial services sector facing employment-related challenges in connection with regulatory inquiries and litigation.

Litigation Concerning Restrictive Covenants

Counsels employers considering retaining employees subject to restrictive covenants and represents companies in litigation concerning restrictive covenants.

Blog Posts: Retail Law Advisor

This blog keeps you connected to timely developments and emerging issues in retail law and covers a wide range of topics related to the retail, restaurant and consumer industry. We invite you to learn more about Goulston & Storrs and our Retail, Restaurant & Consumer Group.

May 5, 2020

COVID-19 Safety Checklist for Reopening Your Workplace

Step 1: Prepare for employees to return to the workplace. Assess the risk level of your workplace according to OSHA Guidelines. Lower exposure risk (caution) jobs are those that do not require contact with people known to be, or...

April 1, 2015

It's Time to Give Your Hiring Processes a Check-up. Are They Compliant?

As your prospective employees are brushing up on their interview skills, it's also a good time to ensure your hiring practices and procedures are in order. A regular review of employment application processes will keep them up-to-date. Scheduling time...

March 18, 2015

Massachusetts Expands Parental Leave Rights

Effective April 7, 2015, Massachusetts employers with six or more employees must provide childbirth leave on a gender neutral basis. Under a new Parental Leave Act law ("PLA") signed by former Governor Deval Patrick on the day before he...

Publications

July 7, 2022

Joshua Davis - 2022 Employment Law Trailblazer

National Law Journal

February 22, 2022

The Inevitable Disclosure Doctrine In Employment Litigation: Two Perspectives

Boston Bar Journal

January 23, 2022

Hazy Directions on the Path Back to the Office

Banker & Tradesman

July 21, 2021

As Delta variant rages, here's what businesses need to know about Covid-19 workplace safety requirements

Boston Business Journal

June 4, 2021

Key Reopening Issues & Considerations for Massachusetts Employers

December 31, 2020

When Should I Hire an Internal Investigator?

Super Lawyers

December 21, 2020

Identifying and Implementing Meaningful Cultural Change in College Athletic Departments

October 9, 2020

Making Meaningful Cultural Change in Athletic Departments

May 18, 2020

Principles for a Successful Return to the Workplace

May 18, 2020

Model Screening Questionnaire

May 5, 2020

COVID-19 Safety Checklist for Reopening Your Workplace

March 26, 2020

Summary of CARES Act

March 16, 2020

Managing your Workforce in Unprecedented Times

September 7, 2018

DOJ Stance In Harvard Suit Adds Wrinkle To Diversity Efforts

Law360

June 2016

Department of Labor Doubles Salary Basis Test for Overtime Exemption

September 2015

NLRB Issues Significant Ruling on "Joint Employer" Issue

June 2015

Attorney General Issues Final Regulations to the New Earned Sick Leave Law

March 2015

Reliving The Horror: Contemplating The Purpose Of The Tsarnaev Trial

January 2015

Massachusetts Voters Guarantee Sick Leave

January 2015

Josh Davis talks about jury selection for the Boston Marathon Bomber trial on the Rick Sanchez show

December 2014

NLRB Claims McDonalds Is "Joint Employer" of Franchisee Employees

October 2014

Josh Davis Discusses Massachusetts Political debates on The Mara Dolan Show

July 2014

Josh Davis Co-Hosts Boston Herald Radio's Morning Meeting with Hillary Chabot

January 2014

Dewey's WARN Defenses Fall Flat, Laid-Off Workers Say

December 2013

Josh Davis Discusses Proper Holiday Party Behavior on the Loren & Wally Radio Show