

# Joshua M. Davis

*Director*

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Josh Davis practices all aspects of employment law. 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, 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.

According to Chambers USA, clients describe Josh as "so smart, responsive and professional": "a fabulous attorney"; and "[a]n absolutely terrific person." One says "I think Josh is one of the best lawyers in Massachusetts, or even anywhere."

## **Accolades**

- *Business Today*, Top 10 Influential Labor & Employment Attorneys in Massachusetts, 2023
- Lawdragon 500: Top U.S. Corporate Employment Lawyers 2022-2023, 2025
- *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*® (2008-2025): Employment Law – Management, Labor Law - Management
- Massachusetts Super Lawyers, 2005-2024

- 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 Member, First Circuit Credentials Committee
- American Employment Law Council, Board Member
- Fellow, Litigation Counsel of America
- 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.