

## Joshua M. Davis

*Director*

[jdavis@goulstonstorrs.com](mailto:jdavis@goulstonstorrs.com)

Boston: +1 617 574 4110



---

Josh Davis is an employment lawyer and litigator. He provides counsel to companies and their boards facing difficult human challenges and acts as lead counsel in a wide range of business disputes.

His clients include public and private companies, hospitals, law firms, media companies, automobile dealerships, financial services firms, pharmaceutical companies, non-profit entities, golf clubs, and individuals.

Chambers USA has pointed out that "besides being a brilliant lawyer, Josh has a very down-to-earth personality that allows him to communicate effectively with all ... employees, from senior management to part-time hourly employees." They specifically recognize his expertise in litigation and employment advice.

Josh has more than two decades of experience in complicated sex harassment matters. He provides advice to companies, their leaders and Boards of Directors, as they face the challenges of the current environment. This work includes investigations, cultural assessment, and training.

His legal experience and communication skills allow him to provide advice that reflects a client's corporate culture and to appropriately assess a matter's significance. He provides practical guidance and meaningful strategic direction to clients facing employment-related challenges.

### **Accolades**

- *Chambers USA*, Labor & Employment, USA, 2020 (Band 3)
- *Chambers USA*, Labor & Employment, Massachusetts, 2018-2020 (Band 1)
- *Chambers Global Guide*, Labor & Employment
- *Best Lawyers in America*® (2008-2021): Employment Law – Management, Labor Law - Management
- "America's Leading Business Lawyers," Chambers USA
- Massachusetts Super Lawyers, 2006-2019-2020

- Massachusetts Super Lawyers Rising Stars, 2005
- 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
- Advisory Board Member, The American Employment Law Council
- 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 teaches Employment Discrimination at Northeastern University School of Law. 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

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**