



Contact

Joshua S. Fox

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Joshua S. Fox is an associate in the Labor & Employment Law Department and a member of the Sports, Labor-Management Relations, Class and Collective Actions and Wage and Hour Groups.

As a member of the Sports Law Group, Josh has represented several Major League Baseball Clubs in all aspects of the salary arbitration process, including the Kansas City Royals, San Francisco Giants, Tampa Bay Rays and Toronto Blue Jays. In particular, Josh assisted with the successful representation of the Toronto Blue Jays in their case against All-Star Josh Donaldson, which was the largest club victory in salary arbitration in recent years. Josh also represents Major League Baseball and its clubs in ongoing litigation brought by current and former minor league players who allege minimum wage and overtime violations, as well as similar claims brought on behalf of scouts. Josh participated on the team that successfully defended Major League Baseball in a wage-and-hour lawsuit brought by a former volunteer for the 2013 All-Star FanFest, who alleged minimum wage violations under federal and state law. The lawsuit was dismissed by the federal district court, and was affirmed by the U.S. Court of Appeals for the Second Circuit.

Josh also has extensive experience representing professional sports leagues and teams in grievance arbitration proceedings, including playing a vital role in all aspects of the grievance challenging the suspension for use of performance-

enhancing drugs of then-New York Yankees third baseman Alex Rodriguez. Josh also has counseled NHL Clubs and served on the trial teams for grievances alleging violations of the collective bargaining agreement. He has played a key role in representing professional sports leagues in all aspects of their recent collective bargaining negotiations, including the National Hockey League, Major League Baseball, the National Basketball Association, the National Football League and Major League Soccer.

In addition, Josh has represented media and entertainment companies that have been sued for engaging unpaid interns. Specifically, he played a significant role in defending Fox Searchlight Pictures, Inc. and Fox Entertainment Group, Inc. in a suit brought by unpaid interns seeking minimum wage and overtime, which resulted in a favorable ruling by the U.S. Court of Appeals for the Second Circuit.

Josh also represents a diverse range of clients, including hospitals, hotels, real estate developers and contractors, pipe line contractors, manufacturers and public employers, in collective bargaining, counseling on general employment matters and proceedings before the National Labor Relations Board, New York State Public Employment Relations Board and arbitrators.

Prior to joining Proskauer, Josh worked for a year and a half at the National Hockey League, where he was involved in all labor and employment matters, including preparations for collective bargaining, grievance arbitration, contract drafting and reviewing and employment counseling. Josh also interned in the labor relations department of Major League Baseball and at Region 2 of the National Labor Relations Board. He was a member of the *Brooklyn Law Review* and the Appellate Moot Court Honor Society and served as president of the Brooklyn Entertainment and Sports Law Society.

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Practices

Class Actions, Labor-Management Relations, Strategic Corporate Planning, Wage and Hour, Appellate, Employment Litigation & Arbitration

Industries

Sports

Education

Brooklyn Law School, J.D., 2010

magna cum laude

Notes & Comments Editor, *Brooklyn Law Review*

Cornell University School of Industrial & Labor Relations, B.S., 2007

Admissions & Qualifications

New York

Court Admissions

U.S. District Court, New York, Eastern District

U.S. District Court, New York, Southern District

Memberships

New York City Bar (Sports Law Committee)

Awards & Recognition

Best Lawyers in America: Ones to Watch