

Contact

Joshua S. Fox

Partner

New York +1.212.969.3507

jfox@proskauer.com

Joshua S. Fox is a partner in Proskauer's Labor & Employment Law Department and a member of the Sports and Labor-Management Relations Groups.

Josh's practice focuses on all aspects of traditional labor law. He serves as lead negotiator in collective bargaining negotiations, represents employers in grievance and interest arbitrations, and advises clients on the labor and employment aspects of corporate transactions. Josh regularly counsels management on union-organizing campaigns, work-stoppage preparation, contract administration, and labor-compliance matters, and represents clients before the National Labor Relations Board, the New York State Public Employment Relations Board, and in proceedings before labor arbitrators and administrative agencies. He also provides strategic guidance on labor-relations policy, collective bargaining strategy, and dispute resolution, helping clients navigate complex labor environments and maintain constructive relationships with unions and employees.

As a key member of Proskauer's renowned Sports Law Group, Josh has extensive experience representing professional sports leagues and teams in collective bargaining and grievance-arbitration matters. Josh has played a central role on Proskauer's team representing Major League Baseball (MLB), the National Football League (NFL), the National Hockey League (NHL), Major League Soccer (MLS), and

the Professional Referee Organization (PRO) in collective-bargaining negotiations with players and officials and high-profile grievance arbitrations. Josh served as the chief spokesperson and lead negotiator during the 2023-24 collective bargaining negotiations for MLS Officials, and he has worked closely with the major professional sports leagues on labor matters throughout his career. In addition, Josh has represented multiple MLB clubs in the salary-arbitration process for more than a decade, and advises teams and arenas on labor relations involving unions representing event and arena staff.

Josh's labor-relations practice expands well-beyond the sports industry, where he represents clients across a broad range of sectors, including performing arts, entertainment/media, real estate/construction, hospitality, higher education, and non-profit organizations in a wide variety of matters—from collective bargaining, contract administration, and grievance arbitration, to compliance counseling, transactional labor issues, prevailing wage matters, and other complex labor and employment issues.

Josh serves as an adjunct professor at Cornell University's School of Industrial and Labor Relations (ILR), where he teaches a course on salary arbitration in sports. Josh also is a board member of the ILR Alumni Association, serving as the organization's Vice President, and he is the Co-Chair of the New York City Bar Association's Sports Law Committee.

Before beginning his career at Proskauer, Josh gained valuable experience at the NHL, where he was involved in a wide range of labor and employment matters, including collective bargaining preparation, grievance arbitration, contract drafting and review, and employment counseling. During law school, Josh interned at the NHL, in the labor-relations department of MLB, and at Region 2 of the NLRB. Josh was also 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.

Practices

Labor Management Relations, Real Estate, Transactions and Corporate Change, Employment Litigation, Higher Education and Title IX

Industries

Sports, Real Estate, Entertainment, Private Capital

Education

Brooklyn Law School, J.D.

magna cum laude

Notes & Comments Editor, *Brooklyn Law Review*

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

Admissions & Qualifications

New York

Court Admissions

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

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

U.S. Court of Appeals, Second Circuit

Memberships

New York City Bar (Sports Law Committee, Co-Chair, 2023-Present)

Cornell ILR Alumni Association, Board Member (2023-Present), Vice President (2025-Present)

Awards & Recognition

The Legal 500 United States: Labor-Management Relations 2021, 2024-2026 (Next Generation Partner 2026)

Best Lawyers in America: Ones to Watch 2021-2025

Super Lawyers Rising Star: Labor & Employment 2022-2025