



JOSHUA D. NADREAU

Regional Managing Partner and Vice Chair, Labor Relations Group

Boston / Portland, ME

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Service Focus

- Collective Bargaining
- Contract Administration, Union Grievances and Labor Arbitrations
- Counseling and Advice
- Labor Relations
- Litigation and Trials
- Picketing and Work Stoppages
- Public Sector Labor Relations
- Strike Preparation and Impasse
- Unfair Labor Practice Charges
- Union Organizing, Representation Elections and Decertification Campaigns
- Unionized Mergers, Successorship, and Acquisitions
- Wage and Hour

Industry Focus

- Healthcare
- Higher Education
- Hospitality
- Retail
- Sports

OVERVIEW

Joshua Nadreau is the Regional Managing Partner of Fisher Phillips Boston office and Vice Chair of the firm's Labor Relations Group. He represents clients across the country in traditional labor matters, complex employment litigation, and high-stakes issues at the intersection of law, sports, and higher education, among others.

Josh is widely recognized for his work advising employers through all phases of union organizing campaigns, representation proceedings before the National Labor Relations Board (NLRB), and collective bargaining. He has successfully defended clients against unfair labor practice charges, led internal labor strategy for publicly traded companies and major universities, and negotiated successor agreements in some of the country's most union-dense industries. He also counsels buyers and sellers in transactions involving unionized workforces, helping clients assess and mitigate labor risks in corporate acquisitions.

A significant portion of Josh's practice focuses on sports law and the rapidly evolving legal issues in college athletics. He is a trusted advisor to NCAA Division I institutions and conferences navigating compliance with name, image, and likeness (NIL) laws, student-athlete employment challenges, and related concerns. He has been quoted in *The Athletic*, *Politico*, *Law360*, and *Bloomberg Law* on legal developments shaping the future of college sports, including student-athlete unionization and landmark litigation such as *Johnson v. NCAA* and *House v. NCAA*.

Josh also maintains an active employment litigation practice. He defends employers in class and collective actions under the Fair Labor Standards Act and state wage laws, with a focus on claims involving timekeeping, misclassification, off-the-clock work, and meal/rest break violations. He regularly handles investigations and audits before the U.S. Department of Labor and state agencies.

Josh has first-chaired numerous arbitration hearings involving employee discipline, discharge, and contract interpretation. He advises clients daily on operating in unionized environments, from managing grievances to policy development and supervisory training.

Josh represents a broad range of clients, from Fortune 500 companies to regional employers in industries including sports, higher education, hospitality, manufacturing, and retail, and health care.

Outside the office, Josh is a certified high school football referee and a proud father to two boys and Watson the Beagle.

Recent Experience

LABOR

- Won dismissal of unfair labor practice charge against Division I NCAA athletic department seeking to define student-athletes as employees under NLRA.
- Obtained withdrawal of representation petition seeking to represent production employees for a sports broadcasting network
- Nationwide labor counsel to large manufacturer of electrical systems
- Negotiated and resolved first contract and successor collective bargaining agreements on behalf of private and public sector entities
- Successfully represented higher education institutions, hospitals, and metal recycling business in several arbitration hearings challenging whether the discharge of nurses was for "just cause"
- Provided advice and litigation representation during long term labor disputes impacting a logistics company, nationwide truck rental company, and waste hauling companies
- Vacated erroneous arbitration decision in federal district court where arbitrator exceeded the scope of his authority under the collective bargaining agreement

EMPLOYMENT LITIGATION

- Won summary judgment on behalf of regional transit agency in case alleging disability discrimination and retaliation
- Granted motion to dismiss on behalf manufacturing and distributing company in case alleging improperly calculated overtime
- Successfully mediated multi-million-dollar class action litigation involving allegations of unpaid off-the-clock work and travel pay
- Amicus counsel to state automobile dealers' association and state retailers' association in multiple cases involving calculation of overtime due to 100% commission sales personnel

Credentials

Education

- Northeastern University School of Law, J.D., 2013

- University of Massachusetts Amherst, B.S., cum laude, 2010

Bar Admissions

- Maine
- Massachusetts
- New Hampshire
- Rhode Island

Court Admissions

- U.S. Court of Appeals for the First Circuit
 - U.S. District Court for the District of Maine
 - U.S. District Court for the District of Massachusetts
 - U.S. District Court for the District of New Hampshire
 - U.S. District Court for the District of Rhode Island
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Recognitions

- Massachusetts *Super Lawyers* - "Rising Star" (2015-Present)
 - Recognized in *Boston Magazine's* Top Lawyers, Labor & Employment (2021-Present); Sports Law (2025-Present)
 - Pro Bono Honor Roll, Massachusetts Supreme Judicial Court, Standing Committee on Pro Bono Legal Services (2022)
 - *American Bar Association*, Section of Labor & Employment Law's Young Lawyers Division Fellow (2017-2019)
 - *Massachusetts Lawyers Weekly*, Excellence in the Law – Up & Coming Lawyer (2018)
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Affiliations

Professional Activities

- American Bar Association
 - Member, Section of Labor & Employment Law

- Member, Committee on Development of the Law under the NLRA
- Boston Bar Association

Community Activities

- President *emeritus*, Northeastern University School of Law, Alumni/ae Board of Directors
- Boston Bar Foundation
- MIAA Certified Football Official
- Eagle Scout, Boy Scouts of America

INSIGHTS

News

Feb 23, 2026

Discussion of FTC's Probe into Agents College Athletes

Insights

Jan 29, 2026

FP Super Bowl Predictions! (And 4 Tips for Employers Ahead of the Big Game)

News

Jan 22, 2026

Labor Relations Vice Chair Discusses NLRB's Republican Majority

Insights

Jan 21, 2026

FTC Launches Probe Into College Athlete Agents as Transfer Portal Chaos Grows – What Schools Should Do Now

Labor Relations Vice Chair Discusses Arrival of NLRB's New General Counsel

Employer Checklist for January 2026