

Joshua Zuckerberg

Partner

 New York, NY



Partner Joshua Zuckerberg is co-chair of Pryor Cashman's Labor + Employment Group, and is a member of the firm's Litigation and Corporate Groups; he is also co-chair of the Discrimination + Harassment, Labor-Management Relations, and Restrictive Covenants + Trade Secrets Practices. A highly regarded labor and employment attorney, his diverse clientele encompasses small- to mid-sized companies and their management teams, employee associations, entertainment and media corporations and executives, restaurants, fashion designers, high-profile celebrities, physicians and public health and safety professionals.

Deep Litigation and Alternative Dispute Resolution (ADR) Experience

Josh's arbitration, mediation, collective bargaining, and federal and state litigation experience spans nearly two decades. Clients involved in National Labor Relations Board (NLRB) matters benefit from Josh's prior experience at the agency and the insider's knowledge he offers with regard to filings, hearings, investigations, injunctions, and settlement negotiations.

A versatile and effective champion of his clients' positions, Josh strives to achieve favorable outcomes that have a lasting impact on workplace productivity. He represents management and labor clients in complex cases that range from sexual harassment claims to collective wage and hour actions.

Josh handles a broad spectrum of labor and employment matters, including:

- Americans with Disabilities Act (ADA) litigation
- Discrimination and harassment claims
- Disability claims
- Restrictive covenant issues
- Wage and hour issues
- Termination and severance practices
- Discipline and termination hearings
- Employee Retirement Income Security Act (ERISA) issues
- Human resources policies and procedures development
- Regulatory compliance

A Labor and Employment Thought Leader

Known for his thoughtful insights into current employment trends, Josh is frequently consulted by national and local media to provide commentary in articles on benefits programs, labor negotiations, regulatory changes, and workplace policies.

Deeply committed to pro bono representation, Josh provides legal services to homeless New Yorkers through his work with the New York Common Pantry.

Services

- ADA Defense + Consulting
- Corporate
- Discrimination + Harassment
- Emerging Companies + Venture Capital
- Labor + Employment
- Labor-Management Relations
- Litigation

Education

- Brooklyn Law School (J.D., 1997)
- Kenyon College (B.A., *cum laude*, 1992)

Recognition

- Named a leading attorney in Litigation: Labor and Employment law by *Best Lawyers in America* (2023-26)
- Named one of *Lawdragon 500* Leading U.S. Corporate Employment Lawyers - Labor + Employment (2020-26)
- Named to the *Super Lawyers – New York Metro* list in Employment and Labor law (2011-25)
- Named by *Human Resource Executive* and *Lawdragon* as one of “The Nation’s Most Powerful Employment Attorneys” (2011-2020)

Community

- Pro Bono Counsel, New York Common Pantry

Admissions

- New York, 1998

Professional Affiliations

- New York City Bar Association, member, Labor and Employment Committee (2006-08)

Publications

March 5, 2026

Changes to NYC Employee Leave and Scheduling Laws Now in Effect

August 21, 2025

Zuckerberg Quoted in Law360 on New York’s Prenatal Leave Law

Law360

February 25, 2025

Do Blue States Have Rights?

New York Law Journal

December 20, 2024

Zuckerberg Quoted in Law360 on Key Employment Law Rulings of 2024

Law360

September 3, 2024

New York State’s “Freelance Isn’t Free Act” Is Effective as of August 28, 2024

By Joshua Zuckerberg, LaKeisha Caton, and Vanessa P. Avello

August 22, 2024

FTC’s New Rule Prohibiting Non-Compete Agreements Is Set Aside

By Joshua Zuckerberg, LaKeisha Caton, and Vanessa P. Avello

May 31, 2024

Zuckerberg Discusses Gentry v. Hamilton-Ryker IT Solutions

Law360

May 9, 2024

For New York Employers: Two New Laws on the Horizon

April 24, 2024

FTC’s New Rule Prohibits Non-Compete Agreements

January 1, 2024

Zuckerberg Looks Ahead to Major 2024 Wage and Hour Cases

Law360

December 15, 2023

Zuckerberg Talks About Key 2023 Wage and Hour Decision

Law360

November 3, 2023

Zuckerberg Comments on Dept. of Labor Push Against Discriminatory Hiring

Corporate Counsel

May 5, 2023

Attention New York Employers: New State and City Employee Rights Laws

January 12, 2023

Zuckerberg on Union Implications of Trader Joe’s Part-Time Policy

Bloomberg Law

January 5, 2023

Zuckerberg Discusses Diversity Initiative Issues in 2023

Law360 Employment Authority

October 31, 2022

The NYC Salary Transparency Law – Highlights

October 14, 2022

Zuckerberg Discusses SCOTUS FLSA Case

HR Dive

January 20, 2022

Update: SCOTUS Stays OSHA’s Vaccination and Testing ETS

December 23, 2021

Just In Time For The Holidays: Unwrapping The Latest COVID-19 Guidance

November 18, 2021

Deep Dive: A Review of OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard

September 16, 2021

Employers Must Activate Their NY HERO ACT Exposure Prevention Plans

July 19, 2021

Status Update: NY COVID-19 Restrictions and the NY HERO Act

June 29, 2021

Status Update: NY COVID-19 Restrictions and the NY HERO Act

December 9, 2020

9th Circ. 'Willful' Ruling Could Extend Beyond FMLA Context

Law360

October 15, 2020

Attention New York Employers: New State and City Sick Leave Requirements

June 9, 2020

Employer Considerations For Reopening – New York

April 17, 2020

The Families First Coronavirus Response Act: Key Takeaways for Employers (Updated)

April 6, 2020

Coronavirus Relief Bill (CARES Act) Passes Into Law

March 30, 2020

DHS Issues Special Guidance Regarding Requirements Associated With Form I-9

January 13, 2020

Major Developments in New York Employment Law to be Mindful of in the New Year

December 2, 2019

California Restricts Mandatory Arbitration In Employment

August 1, 2019

New York State Enacts Further Protections Against Harassment & Discrimination

April 18, 2019

New York Expands Lactation Rights and Deadline Approaches for Sexual Harassment Training

September 18, 2018

New York and NYC Release Mandatory Anti-Sexual Harassment Materials

May 16, 2018

New York Enacts Anti-Sexual Harassment Laws

October 31, 2017

NYC's Salary History Ban Takes Effect October 31

June 27, 2017

New York Enacts Paid Family Leave Law

May 26, 2017

NYC Enacts New Protections for Freelance Workers

May 19, 2017

NYC Bans Employers From Asking About Salary History

March 8, 2017

Zuckerberg & Caton Explain Newly-Enacted Overtime and Minimum Wage Regulations

November 23, 2016

Changes to Federal Overtime Rules Postponed

November 17, 2016

Federal and NY State Wage and Hour Laws to Change in December 2016

November 23, 2015

The Women's Equality Act Expands Gender Equality Protections in New York State

October 13, 2015

Important Changes to New York's Hiring Practices

June 10, 2015

NYC to Ban Pre-Offer of Employment Criminal Conviction Inquiries

March 25, 2014

Labor & Employment Client Alert: Expansion of New York City's Sick Law

September 16, 2013

Reminder to Employers: Affordable Care Act Requires Employers to Send Notice of Health Care Marketplace Exchanges to Employees

April 12, 2011

New York Wage and Theft Prevention Act Goes Into Effect This Week

February 10, 2011

New Wage Regulations for Restaurants and Hotels Go Into Effect by February 28, 2011

September 22, 2010

Partner Joshua Zuckerberg Writes Article About Employee Leave Requests