

# Robert P. Joy

Partner

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## Overview

Robert Joy has over 4 decades of experience handling employment cases before state and federal agencies and courts at every level. With sophisticated knowledge that helps employers manage a range of employment and labor matters, Bob has appeared in employment cases in thirty-six states including successfully arguing *Lechmere, Inc. v. N.L.R.B.* before the Supreme Court of the United States, a decision setting the national balancing test for private property rights and organizational rights. Bob is a member of the firm's management committee and served as Chair from 1994 – 2013. Clients and colleagues recognize Bob as a “masterful attorney” and the “ultimate trusted advisor” and call him out as a “terrific negotiator” and “excellent litigator” in Chambers USA.

## Awards & Recognition

- College of Labor and Employment Lawyers inductee, 1999
- America's Leading Business Lawyers, 2003 – present
- Chambers USA, Labor & Employment, 2003-present; Senior Statespeople, 2023 – present
- Chambers Global, Labor & Employment, 2023
- Super Lawyers, Employment & Labor, Employment Litigation, 2004-2023
- *The Best Lawyers in America*®, Employment Law – Management; Labor Law – Management; Litigation – Labor and Employment, 2006-present

- Who's Who of Business Lawyers, 2002-present
- Cushing-Gavin Award, recognizing labor relations professionals in Massachusetts for their "competency, vision, and integrity they bring to labor relations," Management-Legal Counsel 2011 recipient.
- Litigation Counsel of America, inductee at the LCA's Spring Conference and Induction of Fellows in Santa Barbara, CA, 2012.
- Litigation Counsel of America, a trial lawyer honorary society composed of less than one-half of one percent of American lawyers.



#### **News & Publications**

- For 23rd Year, Chambers and Partners Ranks Morgan, Brown & Joy as a Top-Tier Firm for Labor and Employment in Massachusetts
- Robert Papandrea Quoted in U.S. News
- CLIENT ALERT: Employers Should Prepare for Increased Scrutiny Against Private Sector DEI Programs
- CLIENT ALERT: Massachusetts Earned Sick Time Law Expanded to Include Reproductive Loss Events
- Morgan, Brown & Joy Partner Robert P. Joy Presents at ABA's 18th Annual Labor and Employment Law Conference
- 25 Morgan, Brown & Joy Attorneys Selected for Inclusion in The Best Lawyers in America© 2025 Edition

#### **Community Involvement & Pro Bono**

- Board of Overseers, Boston College Law, 2003-2009
- Business Advisory Council, Boston College Law, 2004-2009
- Dartmouth Alumni Association of Eastern Massachusetts, former President
- Codman Academy, Board of Trustees
- Town of Winchester, Chair of the Personnel Board , 2003-2009

## **Memberships**

- American Bar Association, Labor & Employment section
- Massachusetts Bar Association
  - Labor & Employment section member and two term council member
  - Chair of the Private Sector Labor Law Committee
  - Chair of the Equal Employment Opportunity Law Committee
- National Retail Federation, former Chairman of the Litigation Subcommittee and for whom he has filed numerous amicus curiae briefs

## **Bar Admissions**

- Massachusetts

## **Court Admissions**

- U.S. Supreme Court
- U.S. Court of Appeals 1st Circuit
- U.S. Court of Appeals 2nd Circuit
- U.S. Court of Appeals 3rd Circuit
- U.S. Court of Appeals 4th Circuit
- U.S. Court of Appeals 8th Circuit
- U.S. Court of Appeals 11th Circuit
- U.S. District Court Massachusetts
- U.S. District Court Rhode Island
- U.S. District Court Connecticut
- U.S. District Court Vermont
- U.S. District Court N.D. Illinois
- U.S. District Court E.D. Wisconsin

## **Education**

- Dartmouth College, cum laude, 1971
- Boston College Law School, 1975