



Joseph A. McNelis III

Associate

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Joe focuses his practice on the litigation of labor and employment matters and commercial disputes. He has extensive experience in wage-and-hour actions, as well as wrongful termination litigation and contract disputes. He regularly handles matters in the Pennsylvania state courts and in federal courts throughout Pennsylvania, New Jersey, and the Midwest.

Joe is also a member of Fox's Cannabis Law Practice Group. He frequently writes and speaks about developments in the cannabis sector, and tracks legal issues in this highly regulated industry in Pennsylvania and nationwide. He is a member of the Pennsylvania Bar Association's Medical Marijuana and Hemp Law Committee, where he leads the Employment Law Subcommittee.

*Please be mindful that possessing, using, distributing and/or selling marijuana is a federal crime, and no legal advice we give is intended to provide any guidance or assistance in violating federal law nor will it provide any guidance or assistance in complying with federal law. Please also note that we are not advising you regarding the federal, state or local tax consequences of engaging in any business in this industry.

Representative Matters

- Wage-and-hour and class action litigation matters for a major satellite television service provider and one of its largest subcontractors. In this capacity, Joe has conducted more than 40 depositions and regularly participates in drafting discovery and dispositive motions.
- Fraud and breach of contract claims against a construction contractor. Helped secure the voluntary withdrawal of all claims.
- Defended a senior living community in a wrongful eviction action by a former resident.

Client Resources

[In the Weeds Blog](#)

In the highly regulated cannabis industry, success is reserved for those who take a thoughtful and strategic approach to entering this market. [In the Weeds](#) aims to help keep today's cannabis entrepreneur well informed. Joe tracks developments in marijuana law and business, including regulatory framework in states where cannabis has been legalized for medical and/or recreational uses and the unique issues that businesses in the cannabis industry face. Join

this blog team in their examination of issues that are distinct to companies in the legal marijuana space, as well as the interplay of collateral businesses to the cannabis industry.

Employment Compliance in the Age of Legalized Marijuana

Though cannabis is illegal under federal law, at least 30 states and the District of Columbia have legalized cannabis for medical use and nine states, as well as D.C., have legalized it for recreational use—a dichotomy that presents a unique and complex challenge for employers. This [publication](#) provides an overview of federal and state marijuana laws, discusses specific aspects of the employment relationship affected by the legalization of marijuana in certain states, and offers practical guidance for employers on how to navigate this new and developing area of the law.

Before Fox Rothschild

Prior to joining Fox, Joe was an attorney for a Pennsylvania-based law firm where he handled insurance defense matters.

During law school, Joe was a legal intern to the Honorable Thomas J. Rueter of the U.S. District Court for the Eastern District of Pennsylvania. He also worked as a law clerk for a Delaware Valley-based law firm and a legal intern in the Civil Division of the U.S. Attorney's Office for the Eastern District of Pennsylvania.

Joe was also a Notes and Comments Editor of the *Temple Journal of Science, Technology & Environmental Law*. He also served as the Temple Law Student Liaison to the Philadelphia Bar Association Young Lawyers Division and as a coach of St. Joseph's Preparatory School Mock Trial Team.

While in college, Joe studied abroad at the Universitat Pompeu Fabra in Barcelona, Spain.

Beyond Fox Rothschild

Joe is Vice Chair of the Young Lawyers Section of the Montgomery Bar Association and previously served as Treasurer and Community Outreach Liaison. He also serves as the Assistant Editor of the Montgomery County Law Reporter.

Honors & Awards

- Selected to the Pennsylvania Super Lawyers "Rising Star" list (2019)
- Selected to the 2017 Montgomery Bar Association Leadership Academy

Practice Areas

- Labor & Employment
- Cannabis Law
- Wage & Hour Law
- Employment Litigation
- Employment Counseling, Policy Developments & Audits
- Employment Class Actions
- E-Discovery

Bar Admissions

- Pennsylvania
- New Jersey



Court Admissions

- U.S. Supreme Court
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- U.S. District Court, District of New Jersey
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Southern District of Indiana
- U.S. District Court, Eastern District of Wisconsin

Education

- Temple University James E. Beasley School of Law (J.D., *cum laude*, 2013)
 - Order of the Coif
- Fordham University (B.A., 2010)

Memberships

- Montgomery Bar Association
 - Assistant Editor, Montgomery County Law Reporter
 - Young Lawyers' Section Vice Chair
- Pennsylvania Bar Association
 - Medical Marijuana and Hemp Law Committee (Chair, Employment Law Subcommittee)