

Lukasz Gilewski

Associate

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Focus Areas

Wage and Hour
Class Action
Litigation and Trials
Discrimination and Harassment

Overview

Lukasz “Luke” Gilewski focuses his practice primarily on wage and hour litigation and advice, including agency audits, class action litigation, and single plaintiff claims. Luke has experience representing and guiding clients through wage and hour audits before local, state, and federal agencies including Denver Labor, Colorado Department of Labor and Employment, and the Department of Labor.

With Colorado being at the forefront of pay transparency in job postings, Luke concentrates in advice and counsel on pay transparency laws both in Colorado and throughout the country. He publishes a periodic email to national and local employers with a focus on updates in pay transparency bills and regulations in all fifty states and the District of Columbia. His practice also includes representing clients in CDLE pay transparency audits. In addition to pay transparency, Luke advises and represents clients on a wide range of wage and hour issues including:

- The Federal Labor Standards Act
- Colorado’s Wage Act
- The Colorado Overtime and Minimum Wage Pay Standards Order
- Commissions and bonuses
- Worker classification and independent contractor analysis
- Meals and rest breaks
- Tips and tipped employees
- Payment of earned vacation upon separation of employment

- Denver Minimum Wage Ordinance

As a career litigator, Luke also has experience representing his clients in state, federal, and administrative tribunals. Having litigated in front of judges, juries, hearing officers and arbitrators, Luke does not shy away from the courtroom.

Luke has actively practiced in Colorado since graduating from law school in 2018. Before joining Littler in 2022 and finding his passion for wage and hour work, Luke previously worked in criminal defense and general civil litigation.

Recognition

- Recipient, Professional Ethics Award, *Washington University in St. Louis School of Law*

Education

J.D., Washington University in St. Louis School of Law, 2018

B.A., University of Connecticut, 2012

Bar Admissions

Colorado

Courts

U.S. District Court, District of Colorado

Publications & Press

Colorado Pay Transparency Amendments Go Live January 1, 2024, Requiring Application Deadlines and Post-Selection Notices

Littler Insight

December 22, 2023

Colorado Amends Equal Pay Transparency Posting Requirements, Extends Recovery for Wage Discrimination Claims to Six Years

Littler ASAP

June 7, 2023

Washington State Issues Final Policy on Pay Transparency in Job Postings

SHRM Online

January 17, 2023

Washington State Issues Final Policy on Pay Transparency in Job Postings, Setting Most Stringent Requirements in the Country

Littler Insight

December 16, 2022

Speaking Engagements

2024 Rocky Mountain Regional Employer Conference

Denver, CO

October 18, 2024

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

Colorado Wage and Hour Laws and Regulations Compliance

Colorado Chamber of Commerce

January 19, 2023

Colorado's New Wage Theft Rules

December 7, 2022

Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios

2022 Rocky Mountain Regional Employer Conference

October 27, 2022