

Luke C. MacDowall

Associate

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Overview

Luke C. MacDowall represents and counsels employers in a variety of employment law matters arising under federal and state laws, including:

- Discrimination on the basis of race, national origin, religious, sex, age, or disability
- Harassment in the workplace
- Retaliation, including worker's compensation retaliation
- Claims for unemployment insurance benefits
- Wage and hour claims under the Fair Labor Standards Act (FLSA)

He further assists employers with responding to administrative charges of discrimination before the Equal Employment Opportunity Commission (EEOC) and with abiding by best practices in:

- Reviewing and drafting employee handbooks and policies
- Hiring, performance management, and termination
- Assessing employee accommodation requests to ensure compliance with the Americans with Disabilities Act (ADA)

During law school, Luke was an editorial staff member for the Wake Forest *Business & Intellectual Property Law Journal*. He also competed on the school's National Moot Court and National Trial teams.

Prior to joining Littler, Luke was an associate in the employment and workers' compensation practice group of a well-respected firm in Winston-Salem, North Carolina.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, North Carolina Bar Association
- Member, Labor and Employment Law Section, Texas State Bar Association
- Former Barrister, The Chief Justice Joseph Branch Inn of Court

- Former Officer, Forsyth County, North Carolina Young Lawyers Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2022
- Order of the Barristers
- Named, Champion, *Zeliff Trial Competition*, 2011
- Recipient, “Best Oralist” Award, *George K Walker Moot Court Competition*, 2009
- Qualifier, *Collegiate National Debate Tournament*, 2005-2006

Education

J.D., Wake Forest University School of Law, 2011, *cum laude*

B.A., Trinity University, 2007, *magna cum laude*

Bar Admissions

Texas

North Carolina

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Middle District of North Carolina

Publications & Press

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Federal Court Strikes Down Dallas Paid Sick Leave Ordinance

Littler ASAP

April 2, 2021

Court Finds Texas Minimum Wage Law Preempts San Antonio Paid Sick Leave Ordinance

Littler ASAP

March 11, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

The Uncertain Future of Texas Paid-Sick-Leave Ordinances

SHRM Online

June 23, 2020

Silence from on High: The Uncertain Future of Texas Paid Sick Leave Ordinances

Littler ASAP

June 16, 2020

Dallas Paid Sick Leave Ordinance is Enjoined

Littler ASAP

March 31, 2020

Texas Judge Temporarily Enjoins San Antonio Paid Sick & Safe Leave Ordinance

Littler ASAP

November 22, 2019

Amendments to San Antonio's Paid Sick Leave Ordinance—and Related Developments Affecting the Lone Star State

Littler Insight

November 1, 2019

Moving Targets: (Possible) Delays to Texas Paid Sick Leave Ordinances

Littler ASAP

July 25, 2019

Texas Paid Sick Leave Question of the Hour: What do Employers do Now?

Littler ASAP

June 14, 2019

Dallas Joins Austin and San Antonio in Mandating Paid Sick Leave in Texas

Littler Insight

April 29, 2019

Selling Oneself Out: The Problem of Selling a Personal Name Trademark

IP Links Newsletter, North Carolina Bar Association

February 2011

Speaking Engagements

2021 Houston Employer Conference

Houston, TX

October 26, 2021

Riding the Paid Sick Leave Wave: An Update on Texas Paid Sick Leave Ordinances

27th Annual Labor and Employment Law Conference, The University of Texas School of Law

May 7, 2020

Coming August 1, 2019: Preparing for the Texas Paid Sick Leave Wave

July 17, 2019