



## Lukasz Gilewski

Associate

1900 Sixteenth Street  
Suite 800  
Denver, CO 80202  
main: +1 (303) 629-6200  
direct: (303) 362-2862  
fax: +1 (303) 629-0200  
lgilewski@littler.com



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## Practice 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

### **New Minimum Wage Takes Effect in Boulder, Colorado**

*Littler ASAP*

January 6, 2025

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

*Littler ASAP*

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 ASAP*

December 16, 2022

**Events & 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