

## Luke C. MacDowall

Shareholder

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## Overview

Luke C. MacDowall represents employers in federal and state courts and before administrative agencies, handling a diverse array of employment law matters.

Luke is board certified in labor and employment law by the Texas Board of Legal Specialization.

Luke represents and counsels employers in cases 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 workers' compensation retaliation
- Claims for unemployment insurance benefits
- Wage and hour claims under the Fair Labor Standards Act (FLSA)
- Unfair competition and trade secrets

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) and Family and Medical Leave Act (FMLA)

While his practice includes advice and counsel work as described above, Luke focuses on litigation matters at the pre-trial and trial stages. Luke has extensive trial and oral advocacy experience, handling single and multi-plaintiff actions in state and federal courts. He also regularly carries matters to conclusion on appeal.

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.

## Selected Matters

- In 2023, Luke argued before the Fifth Circuit Court of Appeals and prevailed in a case involving claims of disability discrimination, retaliation, and failure-to-accommodate on behalf of an energy sector client.
- In 2023, Luke prevailed in a federal jury trial against the EEOC involving allegations of disability discrimination on behalf of a healthcare client.
- In 2023, Luke achieved complete summary judgment in an arbitration of claims of alleged pregnancy and sex discrimination against an oil and gas drilling company.
- In 2022, Luke achieved complete summary judgment in a case alleging retaliation, disability discrimination, failure to accommodate, and breach of contract against a pump, valve, and seal supplier.
- In 2022, Luke achieved complete summary judgment in a case alleging race discrimination and retaliation against a medical supplies manufacturer.
- In 2020, Luke prevailed in a federal jury trial regarding claims of age discrimination, harassment, and retaliation against an energy company and its convenience store subsidiary.
- In 2020, Luke achieved complete summary judgment and dismissal of a case alleging age discrimination with respect to a reduction-in-force decision against a health system client.
- In 2019, Luke achieved complete summary judgment and dismissal of a lawsuit alleging age discrimination, harassment, and retaliation against a healthcare client.
- In 2019, Luke prevailed in the arbitration of a race discrimination, harassment, and retaliation case against an industrial construction services company.

## Professional and Community Affiliations

- Board Member, Labor and Employment Law Section, Houston Bar Association
- Member, Young Professional Council, Houston Urban Debate League
- 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®*, 2021-2025
- 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. Supreme Court

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, Western District of Texas

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

## Publications & Press

### **Littler Elevates 33 Attorneys to Shareholder**

*Press Release*

January 6, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*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**

*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 ASAP*

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 ASAP*

April 29, 2019

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

*IP Links Newsletter, North Carolina Bar Association*

February 2011

## **Events & Speaking Engagements**

### **2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

**Spring into 2024: The Labor and Employment Law Updates Texas Employers Need To Know**

March 28, 2024

**Holiday Horrors: Tales from the Office Holiday Party Crypt!**

December 7, 2023

**Texas Quarterly Webinar Series - Holiday Horrors: Tales from the Office Holiday Party Crypt!**

Houston, TX

December 7, 2023

**2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023

**2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023

**2022 Houston Regional Employer Conference**

Houston, TX

October 6, 2022

**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