

Lukas Clary

Shareholder

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Education

J.D., University of Michigan Law School, 2007

B.S., University of California, Davis, 2002

Bar Admissions

State Bar of California

Affiliations and Awards

Chair, Legislative Advocacy Committee, Sacramento Area Human Resources Association

Member, Leadership Sacramento Class of 2017, a program of the Sacramento Metro Chamber Foundation

Board Member, California Restaurant Association, Sacramento Chapter

Education Committee Chair, California Restaurant Association, Sacramento Chapter

Government Affairs Committee Member, California Restaurant Association, Sacramento Chapter

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PRACTICE AREAS

Labor & Employment

Lukas Clary is a shareholder in the firm's Labor and Employment and Litigation practice groups. Lukas has experience representing clients in all aspects of employment litigation. He regularly handles claims involving allegations of workplace discrimination, harassment, retaliation, wrongful termination, unpaid overtime and wages, missed meal and rest periods, and class actions.

Lukas also regularly counsels employers on compliance and litigation avoidance strategies, including leave management and the interactive process associated with accommodating employees with disabilities. He also helps his clients craft employee handbooks and employment policies.

In addition to his employment law practice, Lukas has successfully litigated real estate and business disputes, copyright and trademark claims, and consumer claims. He has successfully prosecuted and defended cases in both state and federal courts, before administrative agencies, and through alternative dispute resolution. He has won cases at trial and through summary judgment, and has negotiated several favorable settlements for his clients. Through these experiences, he is able to quickly identify and execute a resolution strategy consistent with his clients' goals.

A member of the Board of Directors for the California Restaurant Association's Sacramento chapter, Lukas regularly represents restaurateurs and other hospitality employers in employment matters and with legal issues unique to the industry. His clients also include employers in the transportation and financial services industries, among others. Lukas is a frequent speaker for various organizations, including the Sacramento Area Human Resources Association and the Sacramento Employer Advisory Council.

Lukas received his Juris Doctor from the University of Michigan Law School and his Bachelor of Arts from the University of California, Davis. Lukas is a member of the State Bar of California and various local and national bar associations. He is admitted to practice before the United States Court of Appeals for the Ninth Circuit and all U.S. District Courts in California.

ATTORNEY PROFILE

**Affiliations and Awards
(cont.)**

Legal Center Partner,
California Trucking
Association

Member, Sacramento
Professional Advisors Network

Volunteer Judge, Gordon D.
Schaber Mock Trial & Moot
Court Competition

California State Bar, Labor
and Employment Law Sections
Member

Sacramento County Bar
Association
Member

El Dorado County Bar
Association
Member

Meritas, Sacramento
Member

Northern California Super
Lawyers, Rising Star, 2016-
2018

Sacramento Magazine's Top
Lawyers List, 2017 and 2018
– Class Action/Mass Torts

Publications:

- Mixed Signals Over Investigation Confidentiality, The Daily Recorder (April 5, 2013)
- Credit Checks in Employment: Where Employers Stand After Kaplan, The Daily Recorder (May 29, 2013)
- California Supreme Court Employment Law Decisions, Parts I and II, The Daily Recorder (August 22, 2013; August 23, 2013)
- Making Lawful Deductions from Advanced Commissions, The Daily Recorder (November 13, 2013)