

# Lukas Clary

Shareholder



Sacramento

916.558.6075

916.446.1611

lclary@weintraub.com

## EXPERIENCE

**Lukas Clary is a shareholder in the Firm's Labor & Employment and Litigation practice groups and serves as the Firm's Marketing Shareholder.**

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 state and federal courts, before administrative agencies, and through alternative dispute resolution. He has won cases at trial and summary judgment and has negotiated several favorable settlements for his clients. Through these experiences, he can 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.

## PRACTICE AREAS

Class Action

Disability Access Litigation

Employment Counseling

Food & Hospitality

Government Employment

Compliance Audits

Labor & Employment

Litigation

Trade Secret and Non-

Compete Litigation

Trainings

Workplace Investigations

## BAR ADMISSIONS

State Bar of California

## COURT ADMISSIONS

U.S. Court of Appeals, Ninth

Circuit

All District Courts in

California

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### EDUCATION

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

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

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.

AFFILIATIONS & AWARDS

Sacramento Metro Chamber of Commerce, Leadership Sacramento Class of 2017

*Member*

California Restaurant Association, Sacramento Chapter

*Board Member*

California Restaurant Association, Sacramento Chapter

*Education Committee Chair*

California Restaurant Association, Sacramento Chapter

*Government Affairs Committee Member*

California Trucking Association

*Legal Center Partner*

Sacramento Professional Advisors Network

*Member*

Gordon D. Schaber Mock Trial & Moot Court Competition

*Volunteer Judge*

California State Bar, Labor and Employment Law Sections

*Member*

Sacramento County Bar Association

*Member*

El Dorado County Bar Association

*Member*

Meritas, Sacramento

*Member*

Sacramento Area Human Resources Association (SAHRA)

*legal team, chair of Legislative Advocacy Committee*

**Awards**

*Sacramento Business Journal's 40 Under 40, 2019*

Northern California Super Lawyers, 2020 – 2022

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Northern California Super Lawyers, Rising Star, 2016-2019

*Sacramento Magazine's* Top Lawyers List, 2017-2018, 2020 – Class  
Action/Mass Torts

*Sacramento Magazine's* Top Lawyers List, 2020 – 2022 – Labor & Employment