

Luke VanFleteren

ASSOCIATE

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Direct: 316.268.7985

Office: Wichita



A natural problem-solver, Luke finds solutions to client needs without sacrificing efficiency.

Luke is a strategic thinker who understands the demands of business. Luke strives to achieve excellent results for his clients and takes pride in prioritizing successful client outcomes through workable solutions. His practice focuses on business litigation and labor and employment law.

Prior to joining Stinson, Luke worked at a law firm in Northwest Florida where he represented employers and individuals in a variety of matters involving construction and employment law. Luke maintains law licenses in Kansas, Alabama, and Florida, and he continues to represent clients in Florida and Alabama courts. Following law school, Luke worked as a law clerk for the Honorable R. David Proctor in the Northern District of Alabama where he conducted research and drafted opinions on a wide range of issues.

EXPERIENCE

Luke has represented and counseled clients on a variety of matters involving business litigation and employment law. He has represented clients in state and federal court and before administrative agencies in a variety of matters. Outside of litigation, he advises employers on employment, labor, and wage

PRACTICES & INDUSTRIES

Business Litigation
Employment Litigation
Labor Relations
Labor, Employment & Benefits

ADMISSIONS

Kansas
Florida
Alabama
U.S. District Court for the District of Kansas
U.S. District Court for the Northern District of Florida
U.S. District Court for the Middle District of Florida
U.S. District Court for the Southern District of Florida
U.S. District Court for the Northern District of Alabama

EDUCATION

University of Alabama School of Law, J.D.,
magna cum laude, 2016

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and hour issues.

Luke's experience includes drafting dispositive motions and appellate briefs before a number of courts. Moreover, Luke has represented clients in state court, federal court, and arbitration in matters related to employee restrictive covenants. Luke has also appeared before planning and zoning commissions and county boards throughout Kansas to address zoning law issues. Luke recently secured a preliminary injunction for a client that required specific performance of a contract and argued successfully for the dismissal of all claims against a client in an arbitration where the claimants sought over \$12 million in damages.

Luke maintains an active pro bono practice, and he has recently counseled Afghan nationals regarding immigration issues and assisted with the representation of a prison inmate in a lawsuit in federal court.

- Campbell Moot Court Board Member
 - Honor Council Member and Lead Student
- Lipscomb University, B.A., *summa cum laude*

PROFESSIONAL & CIVIC ACTIVITIES

Wichita Bar Association

Kansas Bar Association, CLE Committee Member

NEWS

VanFleteren Examines SCOTUS' *Mallory* Decision in The Florida Bar Newsletter

08.23.2023

SPEAKING ENGAGEMENTS

New Challenges for HR in 2023 - Wichita

02.08.2023

New Challenges for HR in 2022

02.03.2022

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PUBLICATIONS

["Government Contractor Vaccine Mandate Still Stayed Despite Government Attempts to Overturn,"](#)
Stinson's Government Contracting Blog, January 6, 2022

DOL's Final Rule Increases Minimum Salary Threshold for FLSA Exemption, Overtime Requirements
04.25.2024

Supreme Court Ruling Opens Door to Suits in States Where Companies are Registered
06.30.2023

Supreme Court Clarifies Standard for Religious Accommodations
06.29.2023

Ongoing Uncertainty Surrounds COVID-19 Vaccine Mandates for Government Contractors
10.28.2022

Eleventh Circuit Court Upholds Stay of the Government Contractor Vaccine Mandate but Limits the Scope of its Injunction
08.29.2022

U.S. Supreme Court Issues Rulings on Challenges to OSHA ETS and CMS Interim Final Rule
01.13.2022

Judicial Holdings Throw Vaccine Mandate Implementation into Disarray
12.01.2021

New Kansas Law Creates Uncertainty and Risk for Employers Complying with Federal COVID-19 Vaccination Requirements
11.24.2021

White House Fact Sheet Results in Additional Questions for Government Contractors
11.04.2021

Mandatory COVID-19 Vaccination Rule for Government Contractors Continues to Develop
11.02.2021

City of Wichita Expands Discrimination Protections for Employees
10.13.2021