

M. Claire Healy

Associate

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OVERVIEW

Claire Healy is an associate in the firm's Labor, Employment, and Workplace Safety practice. She focuses on defending companies in a wide range of employment disputes, including discrimination and retaliation lawsuits, wage and hour claims, and restrictive covenant and trade secret misappropriation actions. Claire represents clients in state and federal courts and before administrative agencies, as well as in mediation, in a range of employment disputes, including claims arising under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and the South Carolina Payment of Wages Act.

Claire also regularly counsels employers on all aspects of the employment relationship, including sensitive terminations, discrimination, harassment, leave and disability issues, and compliance with various state and federal employment laws. Within this compliance role, Claire also assists clients with the drafting of various employment materials, including employment contracts, employee handbooks, anti-discrimination and anti-harassment trainings, severance agreements, and nondisclosure and restrictive covenant agreements. In addition, Claire has experience conducting internal employment investigations, including investigations involving sexual harassment allegations, discrimination, retaliation, workplace bullying and defamation.

Claire also regularly advises clients regarding complex labor and employment issues relating to mergers and acquisitions, including drafting and negotiating employment agreements, retention bonus agreements, consulting agreements and restrictive covenant agreements in the M&A context.

PROFESSIONAL BACKGROUND

Claire was a summer associate with the firm in 2018. Prior to joining the firm, Claire served as a judicial extern to the Honorable Rebecca B. Connelly in the United States Bankruptcy Court for the Western District of Virginia.

ACHIEVEMENTS

- National Association of Women Lawyers, Outstanding Woman Law Student Award
- American Bankruptcy Institute, Award for Outstanding Performance in the Study of Bankruptcy

SPEAKING ENGAGEMENTS

- “You Can't Say That! Effectively Managing Employee Political Speech,” K&L Gates “Under the Wire” CLE Seminar, 1 February 2024
- “Overview: Deemed Exports - Hiring and Employing 'Foreign' Employees, and CIFUS Filing Obligations,” South Carolina Association of Corporate Counsel, 14 September 2023
- “AI in the Workplace: Real Talk about Artificial Intelligence in the Employment Context,” *K&L Gates “Under the Wire” CLE Seminar,* 2 February 2023
- “Considerations for COVID-19 Vaccination Mandates in 2022,” *K&L Gates “Under the Wire” CLE Seminar,* 3 February 2022
- "Human Resources Law 101: A South Carolina Guide - Intro to Employee Handbooks," CLE Presentation, National Business Institute, 12 May 2021

EDUCATION

- J.D., Washington and Lee University School of Law, 2019 *(cum laude; Omicron Delta Kappa; Symposium Editor, Washington and Lee Law Review)*
- B.A., University of Georgia, 2015 *(magna cum laude, English)*

ADMISSIONS

- Bar of North Carolina
- Bar of South Carolina
- United States District Court for the District of South Carolina
- United States District Court for the Eastern District of North Carolina
- United States District Court for the Middle District of North Carolina
- United States District Court for the Western District of North Carolina

THOUGHT LEADERSHIP *POWERED BY HUB*

- 3 February 2026, Navigating the AI Employment Landscape in 2026: Considerations and Best Practices for Employers
- January 2026, 14th Annual "Under the Wire" CLE Webinar
- 1 May 2025, Illinois Anti-Discrimination Law to Address AI Goes Into Effect on 1 January 2026

- 7 March 2025, What Is "Illegal DEI?" Key Takeaways for Employers in Light of Litigation and Guidance Issued by the Federal and State Governments
- 20 February 2025, New York Proposal to Protect Workers Displaced by Artificial Intelligence
- 28 March 2024, Should Job Applicants Be Permitted to Use Artificial Intelligence?
- 1 February 2024, Twelfth Annual "Under the Wire" CLE Webinar
- February 2023, Eleventh Annual "Under the Wire" CLE Webinar
- 10 February 2022, 2021 Health Care Employment Law Year in Review
- February 2022, Tenth Annual "Under the Wire" CLE Webinar
- 21 October 2021, K&L Gates Working Wise: Appropriate Costumes vs. Cultural Appropriation: A Halloween Guide for Employers
- 12 October 2021, COVID-19: Texas Governor Issues Executive Order Broadening Exemptions to COVID-19 Vaccinations Mandates—Where Do Employers Go From Here?
- 24 August 2021, Disaster Preparedness Toolkit
- 20 August 2021, COVID-19: OSHA Further Updates Non-Healthcare Guidance to Encourage Vaccine Mandates, Strengthen Mask Recommendations, and Amend Suggested Policies for Vaccinated Workers
- 28 July 2021, COVID-19: Are Masks Back? CDC Reverses, In Part, Guidance for Vaccinated Individuals
- 12 July 2021, What Does President Biden's Executive Order on Promoting Competition in the American Economy Mean for Employer Noncompete Clauses?
- 11 June 2021, COVID-19: Updated OSHA Guidance for COVID-19 and What It Means for Your Workplace
- 18 May 2021, COVID-19: Returning to a Mask-Free Workforce? Not Quite Yet
- 12 May 2021, COVID-19: U.S. Employer Checklist
- 16 February 2021, Employment Law Developments that will Impact the Health Care Industry in 2021
- 29 April 2020, COVID-19: U.S. Employer Checklist: Re-opening Strategies and Return to Work Policies After COVID-19 Outbreak
- 6 March 2020, COVID-19: Coronavirus Concerns in the Workplace: What U.S. Employers Need to Know
- 27 January 2020, Employment Law in the Health Care Industry: 2019 Year in Review

OTHER PUBLICATIONS

- “Independent Contractors: North Carolina,” *Thomson Reuters*, 19 February 2026
- “Should Job Applicants Be Permitted to Use Artificial Intelligence?” *The Journal of Robotics, Artificial Intelligence & Law*, January-February 2025

- *Playing it Safe: Corporate Counsel's Role in Reopening Businesses During the COVID-19 Pandemic*, Association of Corporate Counsel South Carolina, March 2021
- *Facing the Inevitable: the Inevitable Disclosure Doctrine and the Defend Trade Secrets Act of 2016*, Note, 75 Wash. & Lee L. Rev. 2207 (2018).

NEWS & EVENTS

- 7 November 2025, K&L Gates Advises Carousel Capital on Recapitalization of CraneWorks
- 24 July 2025, K&L Gates Assists Carousel Capital on Sale of Majority Interest in Landscape Workshop to Ares Management Corporation
- 2 February 2023, "Under the Wire" CLE Seminar
- 28 September 2021, Mini-MBA for Attorneys: Labor and Employment Law Essentials, hosted by the National Business Institute

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Commercial Disputes
- Employment Disputes
- Employment Investigations
- Human Resource Advice and Compliance

INDUSTRIES

- Technology

EMERGING ISSUES

- Artificial Intelligence (AI)