



## Kira M. Geary

### Associate

Pittsburgh  
+1.412.355.6578

Kira.Geary@klgates.com

## OVERVIEW

Kira Geary is an associate in the firm's Labor, Employment, and Workplace Safety practice. She represents employers on a wide range of employment disputes, including single-plaintiff discrimination claims brought under Title VII, ADA, ADEA, FMLA, and the FLSA; wage-and-hour collective actions; and claims concerning trade-secret misappropriation and employee restrictive covenants such as non-competition, non-solicitation, and confidentiality agreements. Kira also represents both union and non-union employers against NLRB unfair labor practice charges.

Kira provides counsel to local, national, and international employers regarding all aspects of the employment relationship. She drafts key employment documents such as employee handbooks, employment agreements, and employee policies and procedures. She advises clients on sensitive terminations, including on mass layoffs and reductions in force, and provides counsel both on wage-and-hour issues and hiring practices for domestic and international workers.

In addition to her labor and employment practice, Kira also litigates complex commercial disputes. She has experience in both state and federal court and regularly litigates claims on behalf of clients in industries such as healthcare, transportation, technology, and telecommunications infrastructure. Kira also has experience arbitrating both employment and commercial litigation disputes before arbitral bodies such as the American Arbitration Association (AAA) and the American Health Law Association (AHLA).

Kira maintains an active pro bono practice with a special focus on representing plaintiffs bringing Section 1983 claims against prisons, police officers, prison medical staff, and corrections officers.

## PROFESSIONAL BACKGROUND

Prior to joining the firm, Kira served as a summer associate at the firm's Pittsburgh office. While in law school, Kira was a student advocate for the Penn State Law Civil Rights Appellate Clinic, where she drafted a petition for certiorari before the US Supreme Court, drafted appellate briefs for cases before both the Third and Fourth Circuit Courts of Appeals, and presented oral argument before the Third Circuit Court of Appeals on a case that resulted in a favorable precedential opinion. Kira also served as a judicial intern for both Judge Kim R. Gibson of the

United States District Court for the Western District of Pennsylvania and Judge Pamela Ruest, President Judge of the Centre County Court of Common Pleas.

## EDUCATION

- J.D., Penn State Law, 2021 (*magna cum laude*; *Order of the Coif*; *Woolsack Honor Society*; *Penn State Law Review*, *Executive Articles Editor*)
- B.A., Skidmore College, 2018 (*magna cum laude*)

## ADMISSIONS

- Bar of Pennsylvania
- United States District Court for the Eastern District of Pennsylvania
- United States District Court for the Western District of Pennsylvania

## THOUGHT LEADERSHIP POWERED BY HUB

- 16 August 2023, Pennsylvania Superior Court Applies a Stricter Burden of Proof to Enforce "Browsewrap" Arbitration Clauses, Departing From Other Jurisdictions
- 20 February 2023, 2022 Health Care Employment Law Year in Review
- 16 September 2022, Update: OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive
- 18 March 2022 , OFCCP and Federal Contractors are Significant Focus of Executive Branch Actions for Equal Pay Day
- 10 February 2022, 2021 Health Care Employment Law Year in Review

## OTHER PUBLICATIONS

- "OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive," *Pratt's Government Contracting Law Report*, December 2022
- OFCCP and Federal Contractors Are Significant Focus of Recent Executive Branch Actions, *Pratt's Government Contracting Law Report*, June 2022

## NEWS & EVENTS

- 23 March 2023, K&L Gates Secures Pro Bono Win in Third Circuit Case Establishing New Federal Standard

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Appellate Litigation
- Commercial Disputes
- Employment Issues in Business Transactions

## INDUSTRIES

- Technology
- Telecommunication Infrastructure