

Alyssa Riggins

Partner

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Alyssa focuses her practice on employment and labor matters, with experience in litigation, advice, and counsel. She has routinely counseled companies, including one in the Fortune 500, on RIF, OWBPA, and WARN Act matters. At the height of the COVID-19 pandemic, she counseled clients on furloughs, layoffs, return-to-work, and vaccination issues. Now, Alyssa routinely counsels clients on employment issues as they arise, including proper employee classification, requests for accommodation, internal investigations, and claims of discrimination or harassment. She has experience in litigation from the early stages to close in a variety of employment matters, ranging from claims of employment discrimination or harassment, to restrictive covenants, to employment related torts. Alyssa has trial experience in these matters along with federal and state statutory and constitutional claims.

Experience

The following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

Representative Matters

- Obtained summary judgment in federal court on all counts of employment discrimination, equal pay act, and breach of contract claim for national publisher
- Obtained dismissal of employment and tort counterclaims on behalf of manufacturing client in state court
- Successfully defended motions to compel and motions to quash discovery responses and requests in both federal and state court for nearly a dozen clients
- Obtained dismissal of employment and tort claims for large educational institution
- Advised large educational institutions on issues of tenure and breach of contract
- Conducted workplace investigations into claims of employment discrimination or harassment

Education

William & Mary Law School, JD (2017)

- *William and Mary Journal of Women and the Law*

North Carolina State University, BA,
History, summa cum laude (2013)

- Valedictorian

Admissions

North Carolina

Fifth Circuit Court of Appeals

Practice Areas

[Litigation](#)

[Employment & Labor](#)

[Healthcare](#)

Industries

[Manufacturing](#)

[Consumer Products & Retail](#)

Previous Professional Experience

- Associate, national labor and employment law firm (2017–2021)
- Intern, North Carolina Office of the Attorney General, Consumer Protection Division (2015)

Educational Activities

- William & Mary School of Law
 - Research Assistant to Professor Rebecca Green
 - Business Law Society
 - Women in Law Society

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- [The Best Lawyers in America® Ones to Watch](#), Litigation – Labor and Employment (2023–2026)
- [Chambers and Partners Employment Global Practice Guide](#), Contributor (2025)
- [Business North Carolina Legal Elite](#), Employment (2023)
- [North Carolina Super Lawyers](#), Rising Star - General Litigation (2025)

Professional Activities

- North Carolina Bar Association
 - Labor and Employment Section
- Wake County Bar Association
 - Young Lawyers Division
- NC Chamber

Community

- SAFEchild (2018–present)
 - Young Ambassadors
 - Fund Development Committee

Articles & Speeches

Insights

[North Carolina Labor and Employment division authors latest Chambers Employment Global Practice Guide](#)- Author (September 12, 2024)

[“The Employment Relationship: Identifying and Managing Risks”](#) , *ASHLA and ASHRM: Enterprise Risk Management for Health Care, 4th Ed.*- Co-Author (March 2024)

[U.S. Regional Employment 2023 Global Practice Guide, North Carolina 'Law and Practice' Chapter](#) , *Chambers and Partners*- Co-Author (November 3, 2023)

[U.S. Regional Employment 2022 Global Practice Guide, North Carolina 'Law and Practice' Chapter](#) , *Chambers and Partners*- Co-Author (2022)

[Law and Practice: North Carolina](#)- Co-Author (September 29, 2021)

[The Healthcare Workforce: Addressing Conscience Clauses, Diversity and Inclusion, and Personnel Shortages](#) , *Chapter in American Health Law Association Health Law Watch*- Co-Author (2021)

Events/Speaking Engagements

[EEO Updates for Employers in a Post-Pandemic Workforce](#), Catapult Annual Labor and Employment Update - Speaker (May 2021)

[Workforce and COVID-19 webinar](#), LeadingAge North Carolina - Speaker (April 14, 2021)

[Hot Topics in Diversity, Equity, and Inclusion Law](#), Capital Associated Industries Annual Labor and Employment Update - Speaker (May 2020)

[North Carolina Legal Update](#), Capital Associated Industries Annual Labor and Employment Update - Speaker (May 2018)

Blogs

[How New DOL Salary Rules Could Impact Healthcare Employers](#), NM Talks Healthcare Podcast - Speaker (August 29, 2024)

[Supreme Court Holds That Discriminatory Transfer Claims Under Title VII Do Not Require Proof of “Significant” Harm](#), The HR Minute - Author (April 23, 2024)

[Healthcare Employers: Don’t Miss New Employee Classification Requirements](#), Healthcare Essentials - Co-Author (January 23, 2024)

[Employee Classification in the Healthcare Industry: W2 Employee or Independent Contractor and Why it Matters](#), NM Talks Healthcare Podcast - Speaker (June 29, 2023)

[Update on COVID-19 Vaccination Accommodations Under Title VII](#), Healthcare Essentials - Co-Author (August 8, 2022)

[Biden’s COVID-19 Path Forward is Paved With Employer Obligations](#), The HR Minute - Co-Author (September 13, 2021)