



Gabriel V. Celii

Counsel

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Philadelphia, PA – 267.338.1361

Gabriel Celii devotes his practice to representing businesses and municipalities navigating labor and employment disputes ranging from wage and hour litigation and workplace discrimination defense to collective bargaining negotiations and the resolution of grievances. He is often brought in by employers to oversee the handling of investigations brought by agencies such as the Department of Labor or when complaints are filed with the Equal Employment Opportunity Commission.

Gabriel assists employers with all aspects of employer-employee relations and advises on hiring and termination decisions, employee classification and pay issues, non-competition agreements, employee benefits and the administration of disability and medical leave programs. He has successfully litigated claims brought under the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family Medical Leave Act (FMLA), related state law and restrictive covenant and breach of contract cases, among others.

He also assists with drafting and revising employment agreements, personnel policies and the training of management staff on policy implementation and best practices to avoid litigation.

Gabriel also served as Judicial extern to the Honorable Linda Carpenter of the First Judicial District, Court of Common Pleas.

Education

- Villanova University Charles Widger School of Law (J.D.)
- University of Pittsburgh (B.A., *magna cum laude*)

State Bar Admissions

- Pennsylvania

Court Admissions

- United States District Court for the Eastern District of Pennsylvania

Services

- Commercial Litigation
- Labor and Employment
- Restrictive Covenants and Trade Secret Protection

Professional Affiliations

- Justinian Society of Philadelphia and the American Inns of Court, Member
- Philadelphia VIP program

Recognitions

- Named *Best Lawyers: Ones to Watch® in America* for Litigation - Labor and Employment (2023-2025)

Publications & News

September 25, 2024

Offit Kurman Labor Counsel Neil A. Morris and Gabriel V. Celii Successfully Defend Bristol Township in Discharge Grievance Arbitration

April 26, 2024

Neil A. Morris & Gabriel V. Celii Speak at Annual Pennsylvania State Association of Township Supervisors Conference

April 9, 2023

Gabriel Celii to Presented to at Bristol Township in April 2023

March 9, 2023

Gabriel Celii to Presented to at Bensalem Township in March 2023

April 10, 2022

Gabriel Celii to Speak at PSATS Conference in April

April 2, 2022

Gabriel Celii to at 2022 PSATS Conference

December 8, 2021

Offit Kurman Attorneys Prevail for Employer in Upholding Major Discipline of Six Police Officers in an Incident

December 6, 2021

Neil Morris and Gabriel Celli Publish Two-Part Article in The Legal Intelligencer

April 1, 2021

Gabriel Celii to at the 2021 PSATS Conference in April

Blog Posts

April 16, 2026

Jury Awards Employee \$22.5 Million For Employer's Improper Denial of Pregnancy Accommodation Request

When dealing with injured, sick, or pregnant employees, employers must exercise extreme diligence when denying an accommodation request; it is not as clear-cut as it might appear. The courts (and juries) tend to favor employees. Employers are simply playing

with Fire with a capital “F” if...

April 25, 2024

FTC's Final Rule: Understanding the Ban on Non-Compete Clauses

On April 23, 2024, the United States Federal Trade Commission (FTC) announced its final rule on non-competition clauses, voting 3-2 to adopt the final regulations, known as the “Non-Compete Clause Rule.” This rule marks a significant milestone, establishing...

May 5, 2021

Pennsylvania Enacts Law Requiring Mandatory Police Officer Background Disclosures

Pennsylvania Act 57 of 2020 (enacted July 14, 2020) is a game changer in terms of what a Township Police Department must make public and disclose to prospective Police Employers concerning a former or present Township Police Officer. It...

Featured Works

Speaking Engagements

- "Drug Testing in the Workplace," Speaker, PSATS Conference, Hershey, PA, Apr. 2025
- "Employment Agreements: Best Practices for Enforcement and Avoiding Litigation," Speaker, PSATS Conference, Hershey, PA, Apr. 2024
- "The Heart & Lung Act: What You Don't Know Could Hurt You," Speaker, PSATS Conference, Hershey, PA, Apr. 2024
- "Fair Labor Standards Act Overhaul: Are You Paying Correctly?" Speaker, PSATS Conference, Hershey, PA, Apr. 2023
- "How to Discipline Employees and Make It Stick," Speaker, Bristol Township, Bristol, PA, Apr. 2023
- "How to Discipline Employees and Make It Stick," Speaker, Bensalem Township, Bensalem, PA, Mar. 2023
- "Police Officer Background Disclosure: How, When, Why," Speaker/ Presenter, PSATS Conference, Hershey, PA, April 2022
- "Understanding Sick Leave During a Global Pandemic" Speaker/Presenter, The Employment Review, May 2021
- "Free Speech Can be Costly" Speaker/Presenter, PSATS Conference, Hershey, Pennsylvania, April 2021

Additional Speaking Engagements

- "The Heart & Lung Act: What You Don't Know Will Hurt You," Speaker, PSATS Conference, Hershey, PA, Apr. 2019
- "Defense Unplugged" Speaker, Delaware Valley Workers' Compensation Trust Annual Injury & Claim Prevention Update, Horsham, PA, Nov. 16, 2017
- "Legal Cannabis: Work & Weed - A Highly Thorny Situation For Employers," Presenter, PSATS Conference, Hershey, PA, Apr. 24, 2017