



## Susie Cirilli

Shareholder

susie.cirilli@flastergreenberg.com

WEST CONSHOHOCKEN

T: 215.279.9918

F: 610.260.4447

MANHATTAN

T: 212.268.7111

F: 856.661.1919

**Susie Cirilli** is a shareholder in the Labor & Employment Practice Group. She assists clients with matters involving the American with Disabilities Act, Family Medical Leave Act, Title VII and Title IX. Ms. Cirilli regularly works with employers and employees to resolve employment and labor-related matters including hostile work environment claims and issues related to gender identity, sexual orientation discrimination, race discrimination, pregnancy, and disability.

She works regularly with employers on day-to-day matters such as drafting and revising employment agreements, employee handbooks, non-compete and non-solicitation agreements, and separation agreements. Susie also advises employers on hiring and terminations decisions in addition to advising employers on workplace privacy issues.

Ms. Cirilli also serves as external general counsel for companies assisting them in business matters.

### HONORS & AWARDS

- Named a Pennsylvania "Rising Star" in the area of Labor and Employment Law, 2016 - 2020 & 2023, by Thomson Reuters, publishers of *Pennsylvania Super Lawyers* magazine
- Named *Metro Philadelphia* LGBTQ+ Power Player, 2022
- Best Lawyers in America, Ones to Watch, 2024

### PROFESSIONAL AFFILIATIONS

- Philadelphia LGBTQ+ Bar Association
  - Chair
- National LGBTQ+ Bar Association
  - Member
- Women in Sports Events
  - Member
- Women in Soccer Network

### Practice Areas

Labor and Employment Law  
Litigation  
Cybersecurity & Data  
Privacy Law  
Transportation Law

### Industry Groups

Women's Advisory Group

### Admissions

New Jersey  
Pennsylvania  
New York  
Vermont  
U.S. Federal Court for the District of New Jersey  
U.S. District Court of the Middle District of Pennsylvania  
U.S. District Court of the Eastern District of Pennsylvania  
U.S. District Court of the Southern District of New York

### Education

- The Catholic University of American, Columbus School of Law, J.D. (2012)
- University of Vermont, B.S., *summa cum laude* (2009)

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- Member
- Independence Business Alliance
  - Board Member

#### **COMMUNITY ACTIVITIES**

- Drexel University's Thomas R. Kline School of Law
  - Adjunct Professor (July 2022 – present)
- Community YMCA of Eastern Delaware County
  - Former Board Member (January 2019 – March 2020)

#### **ARTICLES & ALERTS**

Authenticity Drives Profit: Supporting Diversity in Law Firms  
*The Legal Intelligencer* (April 17, 2023)

NYC Dept. of Consumer & Worker Protection Provides Glimpse of What's to Come with the NYC AI Bias Law  
*SUSIE CIRILLI'S EMPLOYMENT LAW BLOG* (October 4, 2022)

NYC Artificial Intelligence Law on Employment Practices Takes Effect January 1, 2023  
*Susie Cirilli's Employment Law Blog* (September 22, 2022)

Businesses in the Construction Industry are Permitted to Maintain In-Person Operations as of May 1, 2020  
(April 25, 2020)

Governor Amends Pennsylvania Stay-At-Home Order  
(April 25, 2020)

Senate Bill Proposes a Set-Aside for Credit Unions to Issue SBA Loans  
(April 22, 2020)

Pennsylvania Order Protecting Employees Effective April 19 at 8:00 PM  
(April 20, 2020)

DOL FFCRA Regulations: Definitions  
(April 1, 2020)

Employers Can Allow for Some Employees to Take Intermittent Leave Under FFCRA  
(March 31, 2020)

DOL Issues Temporary Period of Non-Enforcement of FFCRA  
(March 28, 2020)

CARES ACT Amends the Emergency Family Medical Leave Expansion Act  
(March 27, 2020)

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CARES Act Expands Eligibility for SBA Loans  
(March 27, 2020)

Congress Passes Emergency Family and Medical Leave Expansion Act  
(March 18, 2020)

Congress Passed the Emergency Paid Sick Leave Act  
(March 18, 2020)

Proposed Expansion of the FMLA Expands the Definition of Parent and Introduces Broad Definition of Family Member  
(March 16, 2020)

Emergency Unemployment Insurance Stabilization and Access Act Puts Notice Requirement on Employers  
(March 16, 2020)

Proposed Emergency Paid Leave Requires Employers With Less Than 500 Employees to Provide Paid Sick Leave  
(March 15, 2020)

Proposed FMLA Amendment Would Make the Act Applicable to More Employers  
(March 14, 2020)

COVID-19 and the Family Medical Leave Act  
(March 12, 2020)

What Employers Need to Know in Times Like These...  
(March 8, 2020)

What is the WARN Act?  
(January 26, 2020)

DOL Increases the Minimum Salary for Exempt Employees effective Jan 1, 2020  
(October 23, 2019)

Salary History is Off-Limits for New Jersey Employers  
(August 27, 2019)

What To Do With a Dishonest Job Application  
(July 15, 2019)

More Nuggets for Employers about Cannabis  
(July 3, 2019)

A Heady Situation  
(March 21, 2019)

Time's Up for Employers to Protect Their Businesses and Their Employees  
(December 6, 2018)

Employer Deadline for Notice Under the New Jersey Paid Sick-Leave Law is Fast Approaching  
(November 12, 2018)

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Pennsylvania Human relations Commission Expands the Definition of Sex  
(September 28, 2018)