

Gabriel J. Jiran

Partner

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Hartford

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Gabriel Jiran is a member of Shipman's Management Committee and is former chair of the firm's Employment and Labor Practice Group. One of a select group of attorneys with experience in employment law as well as traditional organized labor and union matters, he provides comprehensive counseling and dispute-resolution guidance to public and private employers of all sizes and across numerous industries. Gabriel's focus and determination are complemented by his collegiality; while actively pursuing his clients' interests, he never loses sight of the fact that people are sitting on both sides of his cases.

In his employment counseling practice, Gabriel helps employers meet their workforce needs while ensuring compliance with federal, state and local laws and regulations. He advises clients at every step in the employment relationship, from establishing policies on recruiting, hiring, compensation, benefits and promotions, to handling issues arising in connection with separation and severance agreements, layoffs, furloughs, reductions in force and WARN Act compliance. He understands the opportunities and challenges that arise out of today's mobile, flexible workforce and how employers must adapt to an ever-changing work environment.

While much of Gabriel's employment work is designed to minimize or prevent disputes, when issues do arise he is tenacious in his clients' defense. In state and federal trial and appellate courts, he has successfully litigated discrimination claims based on age, disability, race, national origin, gender, sexual harassment and workers' compensation retaliation, among numerous other matters.

In his labor-relations practice, Gabriel has negotiated collective-bargaining agreements on behalf of educational institutions, healthcare companies, manufacturers and municipalities. He frequently represents employers in labor disputes heard before administrative agencies and courts.

Gabriel is a recognized thought-leader and educator. He speaks frequently at local, regional and national events, including conferences organized by the National Public Employer Labor Relations Association, the International Personnel Management Association, the Connecticut Bar Association, the Connecticut Association of Nonprofits, and the Connecticut Business and Industry Association. He also served as a guest lecturer at the University of Connecticut School of Business MBA program.

Gabriel also has written articles, analyses and alerts on labor and employment matters that have been published in leading industry and legal journals. He is the author of *Model Employee Handbook for Nonprofits* and his review of federal labor decisions was published for years as a part of the Connecticut Bar Association's annual meeting.

Gabriel is committed to promoting diversity and inclusion at the firm, in the legal profession and beyond. He is the former chair of the firm's Committee on Diversity and Inclusion. As former president and current member of the Lawyers Collaborative for Diversity (LCD), Gabriel has helped develop, lead and support many of the organization's programs, and has served as a mentor to minority law students through LCD's mentorship program.

Outside of his legal practice, Gabriel is an artist, triathlete, fly fisherman and self-taught guitarist — activities and interests that reflect the focused, patient pursuit of long-term objectives also required by his clients.

Distinctions

- Named Best Lawyers® "Lawyer of the Year": *Employment Law – Management* (2026); *Labor Law - Management* (2022); *Employment Law* (2018)
- Listed in The Best Lawyers in America®: *Employment Law - Management* (2015-2026); *Labor Law - Management* (2013-2026)
- Listed in Chambers USA: *Labor & Employment* (2014-2025)
- Listed as a Connecticut Super Lawyer®: *Employment & Labor* (2014-2024)
- *Hartford Business Journal*, 40 Under Forty (2009)

Professional Affiliations

- American Bar Association: Labor and Employment Section
- Connecticut Bar Association: Executive Committee, Labor and Employment Law Section; Member, Annual Review Committee
- Hartford County Bar Association
- International Personnel Management Association
- Connecticut Public Employer Labor Relations Association
- Labor Employment Relations Association

- Lawyers Collaborative for Diversity: Former President (2016-2017); Vice President/President-Elect (2014-2015)

Community Involvement

- Hartford Extended Area Triathletes, Inc.: Founder
- Leadership Greater Hartford, Quest Class 2007
- Camp Courant: Board of Directors
- American School for the Deaf: Corporator

Credentials

Education

- Miami University, B.S., 1993
- University of Cincinnati College of Law, J.D., 1996, with honors

Bar Admissions

- Connecticut

Court Admissions

- U.S. District Court, District of CT
- U.S. Court of Appeals for the Eighth Circuit