



Associate, Philadelphia

P 267-319-7815

F 215-399-2249

Vincent.Silvanio@jacksonlewis.com

## Education

- Villanova University School of Law, J.D. 2020
- Barry University, B.S. 2017

## Admitted to Practice

- New Jersey 2021
- New Jersey - D. N.J. 2021
- 3rd Circuit Court of Appeals 2021
- Pennsylvania 2021
- Pennsylvania - E.D. Pa. 2022
- New York 2022

Vincent M. Silvanio is an associate in the Philadelphia, Pennsylvania, office of Jackson Lewis P.C. His practice focuses on the representation of employers in an array of labor and employment matters in state and federal courts throughout Pennsylvania, New Jersey, and New York. He has defended employers against discrimination, harassment, retaliation, and wrongful discharge claims under various state and federal employment laws, as well as participated in several grievance arbitrations on behalf of public employers. Vince represents public and private employers in charges before federal, state, and local administrative agencies, such as the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, the New Jersey Division on Civil Rights, and the New York State Division of Human Rights.

In addition to his litigation and administrative agency experience, Vince fulfills his clients' day-to-day employment counseling needs, as well as drafts employee handbooks, employer policies and procedures, restrictive covenant and confidentiality agreements, and separation and settlement agreements. He advises clients on emerging developments and compliance with employment laws such as the Family and Medical Leave Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Fair Labor Standards Act. Further, Vince conducts and counsels employers on workplace investigations, including those involving allegations of employee misconduct.

Prior to joining Jackson Lewis, Vince worked as a labor and employment attorney at private firms in Philadelphia, PA, and Haddon Township, NJ, where he assisted clients with a wide range of traditional labor and employment law matters. After graduating from Villanova Law, he served as a judicial law clerk to the Honorable Judith S. Charny of the Superior Court of New Jersey, Law Division. Prior to his judicial clerkship, Vince served as a law clerk for Priority Sports & Entertainment (Chicago, Illinois) and Steinberg Sports & Entertainment (Los Angeles, California).

Vince currently serves as a volunteer literacy instructor for Achieve Now, a Philadelphia-based nonprofit organization dedicated to providing students in Philadelphia with culturally competent literacy instruction. Additionally, through the Homeless Advocacy Project, he assists homeless individuals living in Philadelphia with applications to obtain certified copies of their birth certificates.