

**PHILADELPHIA,
PENNSYLVANIA**

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PRACTICE AREAS:

[Labor & Employment](#)

STATE ADMISSIONS:

Pennsylvania

New Jersey

New York

COURT ADMISSIONS:

U.S. District Court for the District
of New Jersey

U.S. District Court for the Eastern
District of Pennsylvania

U.S. Court of Appeals for the Third
Circuit

EDUCATION:

J.D., Villanova University School of
Law, 2020

B.A. Barry University, summa cum
laude, 2017

Vincent Silvanio

ASSOCIATE

Vincent Silvanio focuses his practice on an array of labor and employment matters in state and federal courts throughout Pennsylvania and New Jersey. 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, and the New York State Division of Human Rights. He has also represented several governmental agencies and private parties in connection with the Pennsylvania Right to Know Law.

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 Eckert Seamans, Vince worked as a labor and employment attorney at a firm in 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.

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.

PROFESSIONAL AFFILIATIONS

- Gloucester County Bar Association
- Philadelphia Bar Association
- Camden County Bar Association

- The Justinian Society of Philadelphia
- The Pennsylvania Society

NEWS AND INSIGHTS

PUBLICATIONS

- “[A Double-Edged Sword: The Benefits and Risks of AI in Business](#),” Eckert Seamans’ Legal Update, April 2023.