

**Vincent C. Cirilli**  
Counsel

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Vincent C. Cirilli is an experienced litigator specializing in representing his clients in a range of employment and labor law disputes. Vince works closely with business owners, senior management, and human resources professionals to resolve employment disputes in a timely, comprehensive, and cost-effective manner. Vince regularly represents private and public businesses of all sizes, public entities, and institutions of higher education before the state and federal courts of New York and New Jersey. He is a member of the Society for Human Resources Management and frequently speaks and writes on the latest trends that impact employers today.

In addition to Vince's experience in employment law, he represents clients in insurance coverage, higher education, and complex commercial litigation matters.

Prior to entering private practice, Vince was a Judicial Law Clerk for The Hon. Michael A. Guadagno, J.A.D., in the Appellate Division, West Long Branch, NJ.

**Employment and Labor Law**

Vince has counseled and defended employers in numerous lawsuits before the federal and state courts of New York and New Jersey as well as before state and federal administrative agencies involving issues of anti-discrimination laws, wage and hour disputes, and leave laws. In addition, Vince has substantial experience in conducting internal investigations on behalf of his clients in connection with a range of employment-related issues.

*Discrimination and Retaliation*

Vince has successfully defended employers against claims of discrimination based on race, national origin, sex, age, disability, and other protected characteristics and retaliation for alleged reprisals based on protected whistleblowing activities. Vince is well-versed in federal and state anti-discrimination and anti-retaliation laws, such as Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the New Jersey Law Against Discrimination, the New York State Human Rights Law, and the New York City Human Rights Law.

*Wage and Hour*

Vince regularly handles complex wage and hour litigation involving minimum wage, overtime, tip credit, misclassification, off-the-clock work, meal and rest breaks, and other issues arising under the Fair Labor Standards Act, the New Jersey Wage and Hour Law, the New Jersey Wage Payment Law, and the New York Labor Law. In addition, Vincent has represented employers in connection with Department of Labor investigations and frequently advises clients on wage and hour compliance and best practices.

#### *Family and Medical Leave*

Vince has counseled employers on their obligations under the Family Medical Leave Act, New Jersey Family Leave Act, and New York Paid Family Leave Benefits Law. He has also represented clients in litigation involving interference with rights and retaliation claims arising out of federal and state leave laws.

#### *Internal Investigations*

Vince has conducted thorough and impartial investigations into allegations involving various employment issues, such as harassment, discrimination, retaliation, and other workplace issues. He has prepared detailed reports and recommendations based on his findings and has also counseled employers on how to minimize the risk of potential employment litigation.

#### **Business Litigation**

Vince has represented businesses of all sizes in a wide range of commercial disputes involving breach of contract, breach of fiduciary duty, indemnification, fraud, non-competes, and other business torts. He has successfully litigated complex cases in both the federal and state courts of New Jersey and New York.

#### **Insurance Coverage**

Vince routinely counsels insurers in analyzing a broad range of coverage issues involving professional liability, general liability, and other forms of specialized coverage. Additionally, he has represented insurers in numerous declaratory judgment, bad faith, and rescission matters.

#### **Higher Education**

Vince has advised and defended colleges, universities, and other educational institutions with respect to various legal issues involving Title IX, the Clery Act, due process, and more. Vince is adept at helping his clients navigate the complex and evolving legal landscape of higher education, and is a skilled advocate on behalf of his clients during all stages of litigation.

### **EDUCATION**

The George Washington University Law School, J.D., *with honors*, 2014,

- Thurgood Marshall Scholar
- Notes Editor, *The George Washington Law Review*

Manhattanville College, B.A., *summa cum laude*, 2011,

- Castle Scholar Award
- Outstanding Achievement Award in Political Science
- Howard Hyman Prize in Legal Studies

#### HONORS & AWARDS

Listed In:

- *Best Lawyers*<sup>®</sup> - Ones To Watch - Litigation - Labor and Employment - 2021-2025
- New Jersey *Super Lawyers*<sup>®</sup> - Rising Stars 2019-2025
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*Morris/Essex Health & Life* magazine as a "Top Lawyer" - Labor & Employment - 2024