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VINCENT A. CINO

JACKSON LEWIS P.C.



PIONEER SPIRIT During a clerkship, a judge suggested that Vincent Cino work in a prosecutor's office. "The judge said that's the only way to learn. It was the best advice I ever got."

TRAILS BLAZED In 1982, he represented WNEW-TV, Golden West Television productions, Peter Falk and Arnold Shapiro, the Oscar-winning producer of the movie *Scared Straight!* The documentary portrayed juvenile delinquents who met with prisoners serving life sentences, whose purpose was to scare the kids straight. Several of the juveniles eventually sued for libel and invasion of privacy, but the case ended with a no-cause ruling. "That's when I realized I wanted to keep trying cases." In 1994, he defended General Chemical against six plaintiffs who had been laid off. It was determined that five had no cause, and one received \$400. "Which is when my career started to climb to a different level." Cino's firm, Jackson Lewis, has also been a pioneer in terms of alternative fee arrangements in litigation. "Years ago the concept of a cap or fixed fee for litigation was so foreign that no one entertained the idea." The firm developed a metric by which it could track and analyze hours for every step in the process, including discovery, to provide more cost certainty. "That changed the dynamics in the profession, especially after the 2008 recession. We have to bill hours, but it's not the be-all and end-all."

FUTURE EXPLORATIONS While there will always be litigation, cases are now being mediated in unprecedented numbers. "The majority of certain types of employment cases now go through some ADR process. Also, many companies now have arbitration processes as part of employment agreements. It's going to continue, but we will still have the classic litigation to some extent."

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