



# Irma Reboaso Solares

SHAREHOLDER

MIAMI

P : 305.347.6843

F : 305.530.0055

CONNECT

[isolares@carltonfields.com](mailto:isolares@carltonfields.com)

[LinkedIn](#)

## Overview

Irma Solares' practice focuses on complex state and federal litigation, representing both U.S. and foreign clients involved in commercial disputes and arbitration. She represents insurance carriers and financial institutions in market conduct examinations, regulatory investigations, and individual cases and class actions involving allegations of breach of contract, fraud, false advertising, breach of fiduciary duty, bad faith, unfair and deceptive trade practices, and violation of consumer protection statutes. She has defended matters involving elder abuse claims in California and Florida courts.

Irma also has substantial experience litigating labor and employment law disputes in state and federal courts and representing clients before administrative agencies such as the EEOC, the NLRB, and the FCHR. She has represented employers in single plaintiff and class/collective action claims of age, sex, race, and disability discrimination; claims alleging workplace harassment and retaliation; wage and hour claims; and trade secret litigation. In addition to litigating discrimination claims under the ADA, Irma also represents clients in ADA physical barrier and website accessibility claims. Irma regularly advises clients on a broad range of employment matters and has substantial experience negotiating, drafting, and litigating employment agreements. She has also litigated health and disability claims disputes under ERISA and has represented insurers in other litigation involving preferred provider agreements and rate disputes. She is a co-author of the Eleventh Circuit and D.C. Circuit chapters of the 2020 edition of *ERISA Survey of Federal Circuits*, published by the American Bar Association.

## All Insights

- 05.05.2021 ERISA Fiduciary Duty Claim Against Plan Not Subject to Arbitration
- 12.15.2020 Not If, But When: Applying the ADA's Accessibility Requirements to Mobile Apps
- 09.03.2020 ERISA Disability Plan Insurers Score Important Circuit Court Victories

04.13.2020	Policy Lapse Notice Claims on the Rise in California
02.06.2020	2019 Year-End Class Action Roundup
12.05.2019	Eleventh Circuit and D.C. Circuit <i>ERISA Survey of Federal Circuits</i>
10.04.2019	Autoerotic Asphyxiation Ruling Brews Circuit Split on Coverage
10.04.2019	Ninth Circuit Steps In-Line on Arbitrability of ERISA Claims
08.13.2019	Labor and Employment Cases Top the Class Action List in Latest Carlton Fields Survey <i>Westlaw Journal Employment</i>
07.11.2019	Considerations for Use of Arbitration Agreements to Curtail Class Claims
03.31.2018	Nonpayment of an Insurance Claim is Not Elder Abuse
01.20.2015	Employment and Labor Law Road Map for Employers Entering the U.S. Market
09.19.2014	NAIC Unclaimed Life Insurance Benefits Working Group Recommends Development of Model Law and Comment Letter to Uniform Law Commission
09.15.2014	Louisiana Issues Advisory Letter Regarding Use of the Social Security Administration's Death Master File
08.08.2014	Florida Court Rejects "Date of Death" Trigger for Escheating Life Insurance Death Benefits Under Florida's Unclaimed Property Act
03.31.2014	Sixth Circuit Revisits Controversial ERISA Decision
03.31.2014	Unclaimed Property Round Up
03.14.2014	NAIC's Newly Appointed Unclaimed Life Insurance Benefits Working Group Seeks Comments Before the Spring National Meeting
03.05.2014	Department of Commerce Seeks Public Comment on Certification Program for Death Master File Access

- 01.03.2014 West Virginia Court Dismisses Lawsuits Challenging Life Insurers' Unclaimed Death Benefits Practices
- 
- 08.20.2013 Life Insurers Win Dismissal of Class Action Challenging Death Benefit Payment Practices
- 
- 04.02.2013 Staking Claims: Unclaimed Property Update Q1 2013
- 
- 01.27.2013 Hold the "Processes": N.Y.'s New Unclaimed Benefits Law May Be Changing
- 
- 01.31.2006 Employment Law: A State-by-State Compendium (Florida Chapter)

### All News

- 08.13.2019 Class Action and Labor & Employment Attorneys Publish Article in Westlaw Journal of Employment and Thomson Reuters: L&E Cases Top Class-action List in Latest Carlton Fields Class Action Survey
- 
- 08.02.2017 Law360 Names Carlton Fields a Top Law Firm For Associates and Female and Minority Equity Partners
- 
- 07.23.2017 Law360 Names Carlton Fields a Top Law Firm For Female Partners

### Recognition

- Florida Super Lawyers, *Super Lawyers Magazine* (2006, 2007)

### Professional & Community Involvement

- American Bar Association
  - Tort Trial and Insurance Practice Section
    - Vice Chair, Health and Disability Insurance Law Committee
  - Labor and Employment Law Section
- Association of Life Insurance Counsel
- Federal Bar Association, South Florida Chapter
- The Florida Bar
  - Labor and Employment Law Section
- Cuban American Bar Association
- Dade County Bar Association
- Goodwill Industries of South Florida Inc.
  - Board of Directors

- Vizcaya Museum and Gardens Trust
  - Board of Directors (2000–2010)

## Speaking Engagements

- "Advancing Fairness at Work Through Robust – and EEO-Compliant – Diversity, Equity, and Inclusion Efforts," 2021 ACLI Annual Conference (October 12, 2021)
- "Recent Developments in Insurance Litigation," ACLI Compliance & Legal Sections Annual Meeting (July 2019)
- "Wage and Hour Workshop," Carlton Fields, Miami, FL (October 26, 2016)
- "Wage and Hour Law Developments: Evaluating Your Company's Risks and Strategies and Preparing for New Regulatory Changes," Miami, FL (October 2016)
- "Overview of a Class Action Lawsuit," ABA 40th Annual TIPS Midwinter Symposium on Insurance and Employee Benefits, Austin, TX (January 2014)
- "Tier-Rating of Health Insurance – When and Where Is Individual Re-Underwriting for Claim History Permitted?," ABA 35th Annual TIPS Midwinter Symposium on Insurance and Employee Benefits (January 2009)
- "Recent Developments Regarding Procedural and Jurisdictional Issues Relating to CAFA," ABA 33rd Annual TIPS Midwinter Symposium on Insurance and Employee Benefits (January 2007)
- "Dealing With the Injured or Ill Employee – What the Human Resources Professional Needs to Know About FMLA, ADA, and Workers' Compensation Laws," DRI's Annual Employment and Labor Law Seminar (May 2006)

## Credentials

### EDUCATION

- University of Miami School of Law (J.D., 1988)
- University of Miami (B.A., 1985)

### BAR ADMISSIONS

- Florida

### LANGUAGES

- Spanish

### COURT ADMISSIONS

- U.S. Court of Appeals, Fifth Circuit
- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

## Areas of Focus

### PRACTICES

- Cybersecurity and Privacy
- ERISA Employee Benefit Plan Litigation

- Financial Elder Abuse
- Financial Services Regulatory
- Labor & Employment
- Life, Annuity, and Retirement Litigation
- Life, Annuity, and Retirement Solutions
- Litigation and Trials
- Property & Casualty Insurance