



Irma Reboaso Solares

SHAREHOLDER

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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.

All Insights

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

02.22.2018	US Supreme Court Ruling Tightens the Reins on Dodd-Frank Whistleblower Retaliation Claims
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
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)

Recognition

- Selected for inclusion in *Florida Super Lawyers* (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
- Federal Bar Association, South Florida Chapter
- The Florida Bar
 - Labor and Employment Law Section
- Dade County Bar Association
- Cuban American Bar Association
- Board of Directors, Goodwill Industries of South Florida Inc.
- Board of Directors, Vizcaya Museum and Gardens Trust (2000-2010)

Speaking Engagements

- "Wage and Hour Workshop," Carlton Fields, Miami (October 26, 2016).
- "Wage and Hour Law Developments: Evaluating Your Company's Risks and Strategies and Preparing for New Regulatory Changes," Miami (October 2016).
- "Overview of a Class Action Lawsuit," 40th Annual ABA Tort Trial and Insurance Practice Section's 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?" 35th Annual ABA Tort Trial and Insurance Practice Section's Midwinter Symposium on Insurance and Employee Benefits (January 2009).
- "Recent Developments Regarding Procedural and Jurisdictional Issues Relating to CAFA," 33rd Annual ABA Tort Trial and Insurance Practice Section's 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," Annual DRI Employment Law Seminar (May 2006).

Credentials

EDUCATION

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

COURT ADMISSIONS

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

BAR ADMISSIONS

- Florida

- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

LANGUAGES

- Spanish

Areas of Focus

PRACTICES

- Cybersecurity and Privacy
- ERISA Employee Benefit Plan Litigation
- Financial Elder Abuse
- Labor & Employment
- Life, Annuity, and Retirement Litigation
- Life, Annuity, and Retirement Solutions
- Litigation and Trials
- Property & Casualty Insurance