

MARTIN A. SOLL, Esq., JD, MSIR.
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1991/1992-Present

-Civil Dispute & Labor/Management Arbitrator and Mediator.

Arbitration Rosters:

- * National Academy of Arbitrators
- * Federal Mediation and Conciliation Service
- * National Mediation Board
- * American Arbitration Association
- * Florida Public Employees Relations Commission
- * National Association of Securities Dealers
- * Salmon & Dulberg Mediation Services, Miami, Florida
- * Florida Academy of Professional Mediators

Panel Memberships:

- * Mami-Dade County Arbitration Panel; Broward County Arbitration Panel; Broward County Sheriff's Office/PBA Arbitration Panel; United States Postal Service/APWU & NALC Arbitration Panels; FAA/PASS Arbitration Panel; UFF/University of Central Florida Arbitration Panel; PACE/Georgia Pacific Panel.
- * United States Department of Justice ADA/Public Access Panel.
- * EEOC Mediation Panel Southern District of Florida.
- * State of Florida Hurricane Mediation Panel

-Professor, St. Thomas University School of Law, Miami, Florida (Since 1992).

- * Collective Bargaining/Employment Law.
- * Alternative Dispute Resolution/mediation/arbitration.
- * Interviewing, Counseling & Negotiation
- * Labor Arbitration Workshop

-Certified Florida Circuit Court Mediator and Arbitrator. (Certifications issued in 1989).

-Certified Florida Family Court Mediator. (Certification issued in 1991).

-Certified Mediator for the United States District Court for the Southern District of Florida. (Certification issued in 1993).

S Serve as court appointed and privately selected mediator and arbitrator for federal and state civil disputes encompassing unlawful discrimination (including Title VII, the ADA, the ADEA, FMLA, ERISA, etc.), insurance, personal injury, medical malpractice, contract, commercial litigation, wrongful death, family and admiralty. Over 200 cases are mediated each year.

1980 - 1988.

Professor, Barry and Embry-Riddle Universities, Miami, Florida.

- * Labor/Management Relations, Labor History.
- * Collective Bargaining and Dispute Settlement.

1975 - January, 1991.

Labor Relations Counsel, United and Eastern Airlines.

- Arbitration of contract and disciplinary grievances before National System Board of Adjustment.
- Negotiation and drafting of master collective bargaining agreements and all collateral letters of agreement.

1972 - 1974

Assistant Division Chief, Illinois Attorney General, Court of Claims/Civil Litigation Division, Chicago, Illinois.

ISSUES ARBITRATED:

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Contract Terms, Overtime, Past Practices, Pensions, Rates Of Pay, RIF, Call-In, Callback Pay, Safety, Scheduling Of Work, Seniority, Union Business, Vacations And Vacation Pay, Work Performance, , AWOL, COLA, Contracting Out, Guaranteed Work Week, Insubordination, Leave Of Absence, Merit Pay, Fringe Benefits, Performance Appraisal, Promotions, Reassignment, Shift Hours, Hours Of Work, Sick Leave, Wages, Work Week Change, Sexual Harassment, Grievance Mediation, Title VII, Age Discrimination, FMLA, ADA.

FEES:

\$ 1,000.00 per day (eight hours) for conducting the arbitration hearing, study, research, preparation of award, and travel. A cancellation fee of \$1,000.00 for the cancellation or continuation of any hearing date received less than **thirty (30) days** before the hearing.

EDUCATION

1979- Masters of Labor/Industrial Relations (MSIR), Loyola University, Institute of Industrial Relations, Chicago, Illinois.

1972- Juris Doctor (JD), DePaul University School of Law, Chicago, Illinois.

1968- Bachelor of Science (BS), University of Wisconsin, Madison, Wisconsin.

ADDITIONAL EMPLOYMENT

1969-1978 Statistician Chicago Bears.

1979- Present Statistician Miami Dolphins.

Publications and Guest Speaking Engagements for Martin A. Soll:

Lecturer/Faculty (Arbitration in Florida) presented before FL Bar Midyear Convention,

Miami, Florida (January, 2006).

Lecturer/Faculty (Mediating Employment Disputes), presented before the ABA=s EEOC Basics Regional Institute at Nova Law Center, Ft. Lauderdale, Florida, March 25, 2000.

Guest Mediator and Lecturer, before the Ninth Annual Seminar on Labor & Employment Law, sponsored by Stearns, Weaver, et.al., Ft. Lauderdale, Florida, May, 1999.

Guest Arbitrator and Lecturer, May, 1998; May, 1997; February, 1995; February & November, 1993, Arbitration: Preparation and Presentation and Advanced Arbitration, sponsored by the AFL-CIO, presented at the George Meany Center For Labor Studies, Washington, D.C.

Lecturer/Faculty, Mediation and the Florida Practitioner (two hour CLE), presented before the Broward County Trial Lawyers Association, Ft. Lauderdale, Florida, March, 1997; and before the Dade County Trial Lawyers Association, Miami, Florida, February, 1998.

Guest Lecturer/Faculty for Effective Mediation Techniques, presented at the 1996 Hispanic National Bar Association, Miami, Florida, October, 1996.

Guest Lecturer/Faculty for the Training of Mediators and Implementation of Court Ordered and Voluntary Mediation in Trinidad and Tobago, presented in Port of Spain, Trinidad, October, 1995.

Guest Lecturer, Emerging Areas in Mediation & Arbitration, sponsored by the Florida Academy of Professional Mediators, Inc., Clearwater, Florida, August, 1995.

Guest Lecturer, Arbitration of Employment Disputes, sponsored by the National Association of Securities Dealers, presented in Ft. Lauderdale and Boca Raton, Florida in October and December, 1994.

Guest Lecturer, Mediation of Discrimination/Employment Disputes, sponsored by the Florida Academy of Certified Mediators, Orlando, Florida, April, 1994.

Soll, Martin A., & Kornblau, Barbara L., The Hiring Process Under The Americans With Disabilities Act, Lecture Outline plus Lecture Program, Course No. 1481-2, sponsored by the Labor and Employment and Real Property, Probate & Trust Law Sections of the Florida Bar Association, presented at the Florida Bar Annual Convention Orlando, Florida (June, 1992).

Soll, Martin A., Kornblau, Barbara L., & Ellexson, Melanie A., Insurance Options Under ADA, HR Magazine, 100-103 (March 1992); reprinted, The Checkoff, 2-5 (the monthly newsletter of the Labor & Employment Law Section of the Florida Bar) (September, 1992).

Soll, Martin A., Kornblau, Barbara L., & Ellexson, Melanie A., Implementing The

Americans With Disabilities Act - A Practical Approach, Florida Bar Journal, 56-59 (January, 1992).

Soll, Martin A., Arbitration In The Airlines, Lecture and Lecture Outline, Annual Proceeding of the National Academy of Arbitrators, Chicago, Illinois (June, 1989).

Soll, Martin A., Court Mandated Mediation and the Florida Practitioner, Lecture, FL Bar Annual Convention, Orlando, Florida (June, 1989).

Published Awards: 2001 WL 400950; 2000 WL 33280116; 109 LA 643; 109 LA 453; 1997 WL908566; 108LA 994; 1997 WL 753697; 1996 WL 931801; 1996 WL 932593; 1996 WL 932594; 1996 WL 932595; 1995 WL 936751; 1995 WL 93752; 1995 WL 937683; 1995 WL 937682; 1994 WL 929739; 1994 WL 929740; 1993 WL 852277; 1993 WL 852279.

PERC Special Master Awards:

Fernandina Beach/IAFF, December, 1993.

City of Sanford/FOP, August, 1996.