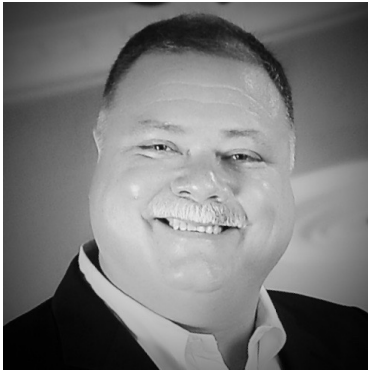




AAA Mediation.org™

**FN-1295643 MN-1295643 LN-1295643,
Esq.**

Tampa, Florida



Current Employer-Title Shulman ADR Law, P.A.

Professional Summary Is an attorney, mediator, arbitrator, and Florida Public Employees Relations Commission Special Magistrate, based out of Tampa, FL. A member of the National Academy of Arbitrators, he has conducted more than 4000 mediations and more than 2300 arbitrations (or similar decision-making processes)—a majority of which involved labor or employment issues. He also trains mediators and arbitrators.

Profession Arbitrator, Mediator, Hearing Officer (Special Magistrate), Attorney

Work History Shulman ADR Law P.A., 2014 - Present; Christopher M. Shulman PA, 2003-2014; EEO Solutions Inc., 1999-2014; Investigator/Reviewer, JDG Associates Inc., 2002-2004; Director of Employee Relations, Eckerd Youth Alternatives Inc., 2000-2002; Attorney/Law Clerk, Frank Hamilton & Associates P.A., 1991-1994 & 1998-2000; Labor Attorney, City of Lake Worth, 1994-1995.

Experience Practicing attorney for more than 31 years, representing individuals, labor unions, and employers in connection with a variety of statutory (including FLSA), contractual, and common-law employment law claims. Also handled general practice, business, wills, estates, and personal injury matters for individuals. From 1995 to 2001, mediated on and off, but, since January 2002, has essentially limited practice to service as a neutral dispute resolution professional; the only real client representation work at this time is (limited) work in the field of estate planning and probate. Served an Adjunct Professor at Stetson University College of Law, teaching Negotiation and Mediation and law student Mediator Training classes since 2006.

Mediator Experience Having practiced mediation for almost 30 years, has mediated more than 3900 cases through various organizations including: Florida Circuit state and federal courts, and the American Arbitration Association. Case experience includes: employment discrimination (EEO) claims, Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA) claims, employment contract and noncompete claims, Fair Housing Act, community disputes, breach of contract, injunctive relief, consumer protection, personal injury, liability and casualty, collections, consumer protection, consumer statutory claims, securities industry, business dispute, homeowner insurance, Homeowners Association disputes, automobile and personal injury claims, and continuing care

contract disputes. Extensive experience in labor and employment arbitration led to induction in the National Academy of Arbitrators (2022); serves as NAA Regional Chair, Southeast Region.

Served two four-year terms on the Florida Supreme Court's Mediator Ethics Advisory Committee, nine years as a member of the Florida Supreme Court's ADR Rules and Policy Committee, and two years on the Florida Supreme Court Online Dispute Resolution (ODR) Workgroup; currently in second four-year term on the Florida Supreme Court's Mediator Qualifications and Disciplinary Review Board (MQDRB; served as the Chair of the MQDRB's Qualifications Inquiry Committee, 2018 – 2019). Also currently a member of both the Florida Bar ADR Section's Executive Council and the Florida Bar Labor and Employment Section's Executive Council.

Also, is an approved Primary Circuit Civil and County Mediator Trainer, and a Florida Court-Appointed Arbitrator Trainer.

Representative Issues Handled as a Mediator

Business disputes, contract disputes, consumer protection, collection, personal injury, and employment matters. EEO claims have involved claims of disparate treatment and harassment under Title VII, ADEA, Rehab Act/ADA, and corollary state laws; failure-to-accommodate religion and disability claims; and FMLA/workers' compensation leave and retaliation claims. Employment contract disputes have centered principally on either commission calculation and accrual issues or non-compete covenants. FLSA wage/hour claims have involved claimed overtime exemptions, calculations of hours worked, travel time, minimum wage and calculations under alternative pay plans.

Mediator Style & Process Preferences

My philosophy on mediation is to recognize that: (1) most people prefer a negotiated resolution of a dispute instead of having one forced upon them by a third party; (2) few people have the communication or negotiation skills - or the objectivity to use them when they themselves are embroiled in a dispute - to manage such discussions themselves; (3) a neutral, impartial facilitator of a confidential discussion of the dispute presents the parties with their best opportunity to determine whether to resolve the matter and, if so, under what terms. My approach is to facilitate discussion of resolution by fostering communication and removing obstacles to settlement. In addition to providing an empathetic ear, I have found that using light, appropriate humor helps to defuse some of the lingering anger and emotion, allowing each side to relax and consider reframing their poor relationship. While we never keep the parties going longer than they need, we recognize that many mediations take time - time to get over emotions and time to focus on, and become invested in, the mediation process.

Technology Proficiency

Fully zoom-capable, and willing to conduct arbitration hearings and mediation conferences by videoconference, if the parties agree.

Education

Stetson University (JD, cum laude-1991); Rutgers University (BA, Political Science-1987).

Professional Licenses

Admitted to the Bar: Florida, 1992; U.S. District Court: Middle and Southern Districts of Florida; U.S. Court of Appeals, Eleventh Circuit; Florida Supreme Court Certified Circuit Civil Mediator, 1997; Florida Supreme Court Certified County Mediator, 1996; Florida Supreme Court Certified Family Mediator, 2014; Florida Qualified Arbitrator, 1996.

Professional Associations

Member, National Academy of Arbitrators (2022); Regional Chair, Southeast Region, NAA.

Chair, Metropolitan Washington Airports Authority Employee Relations Council Arbitration Board (2023).

Hearing Officer, Hillsborough County Childcare Licensing Board (2001 – 2012); Impartial Decision-maker Registry for Senior Connection Center, Inc. (2015 – Present); Randolph-Sheppard Act Blind Services Bid Arbitrator (2015 – date); Medical Peer Review Hearing Officer (2015 – Present); Pinellas County Wage Theft Special Magistrate (2015 – Present); City of St. Petersburg Wage Theft Hearing Examiner (2015 – 2017). In 2019, appointed to the Florida Public Employees Relations Commission roster of Special Magistrates (for Florida Governmental Collective Bargaining Impasse Proceedings).

Florida Academy of Professional Mediators (Diplomate; Past Board Member); Florida Bar Labor and Employment Law Section; Florida Bar ADR Section (Arbitration Committee; Non-Binding Arbitration Task Force); Florida Bar Clients' Security Fund Committee (Past Chair); Hillsborough

County Bar Association (ADR Committee, Past Chair).

Recent Publications & Speaking Engagements

PUBLICATIONS: “Changing the face of ADR: a call for Greater Diversity among the ADR profession,” (co-authored with Jeanne Charles and Dorsey Miller), 97 FLA. B.J., No. 5, at 34 (Sep/Oct 2023); Contributing author/editor, Employment Mediation Supplement, FLORIDA MEDIATION BEST PRACTICES HANDBOOK, 3d edition, Hillsborough County Bar Association (September 1, 2023); “Senate Bill 256: Legislature Enacts BIG Changes Affecting Public Sector Unions,” The Checkoff, Vol. LXII, No. 3, at 1 (Florida Bar Labor and Employment Section (August 2023)); “Managing Arbitration in Light of Managed Care,” The Checkoff, Vol. LXI, No. 2, at 1 (Florida Bar Labor and Employment Section (February 2022)); “Outokumpu Stainless USA, LLC: the Supreme Court applies state law to allow arbitration of international agreement dispute by nonsignatory,” The Checkoff, Vol. LX, No. 2, at 5 (Florida Bar Labor and Employment Section (January 2021)); “VIDEO ARBITRATION OF LABOR OR EMPLOYMENT ISSUES: How to Have Meaningful Arbitration Proceedings in the Era of COVID-19 and Social Distancing,” Special Issue: Practicing in a Pandemic (Florida Bar Labor and Employment Section (May 2020)); “Waivers of Collective Actions in Employment Arbitration: the Supreme Court makes an Epic decision,” The Checkoff, Vol. LVIII No. 1, at 1 (Florida Bar Labor and Employment Section (October 2018)); “Wage Theft Ordinances: There’s a New Sheriff in Town,” The Checkoff, Vol. LV No. 2, at 1 (Florida Bar Labor and Employment Section February 2016); “Enhanced Enforceability: Florida Arbitration Agreements Under the Revised Florida Arbitration Code,” The Checkoff, Vol. LIV No. 2, at 1 (Florida Bar Labor and Employment Section March 2015); see CV for speaking engagements prior to 2015.

SPEAKING ENGAGEMENTS: Presenter, "Making it Work: The Business of Mediation," Florida Bar ADR Section CLE Program, October 31, 2023, ZOOM; Panelist, “The Future of Labor and Employment Arbitration,” 49th Florida Bar Public Employment Relations Forum, October 19 – 20, 2023, Orlando, FL; Faculty Member, “Mediator Mentoring Academy,” Florida Bar ADR Section Mediator Mentorship Academy, February 24 – 25, 2023, Tampa, FL; Panel Presenter, “Arbitrating Labor and Employment Claims,” Sarasota County Bar Association, November 17, 2022, ZOOM; Presenter, “Non-binding Arbitration: Making it Work,” Florida Bar ADR Section Retreat, September 17, 2022, ZOOM; Presenter, “Mediator Ethics: Gonna Make you Sweat,” 12th Judicial Circuit, June 30, 2020, ZOOM; Presenter, “Mediator Cultural Diversity,” 12th Judicial Circuit CME, June 29, 2020, ZOOM; Presenter, “Making the Most of Arbitration”, January 24, 2020, Tampa FL; Presenter, “Revised Florida Arbitration Code: Arbitration in Florida gets a Face-Lift”, Hillsborough County Bar Association, January 29, 2014, Tampa, FL; see CV for speaking engagements prior to 2014.

Locations Where Parties Will Not be Charged for Travel Expenses

Within one hour's driving distance from North Tampa, Florida office. Of course, no travel expenses or fees accrue for mediations or arbitrations conducted by ZOOM or other videoconferencing technology.

Mediation Rate

\$4,000 Per Day

Languages

English

Citizenship

United States of America

Locale

Tampa, FL

The AAA’s Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA’s Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator’s resume. If you have any questions about a mediator’s experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.