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(Practice Limited to Serving as Mediator, Arbitrator and Trainer)

Current Employer

Cary R. Singletary, P. A.

Profession

Mediator, Arbitrator, Trainer (Member of the Florida Bar)

Education

University of Tampa (BS-1968, (Business Administration); Rollins College (Crummer School of Business, (Business Management) (MCS-1970); Stetson University, College of Law, (JD-1973) cum laude.

Professional

Admitted to the Bar: Florida, 1973; U.S. District Court, Middle District of Florida, 1973; U.S. Supreme Court (1988); Florida Supreme Court Certified Circuit Civil and County Court Mediator, 1989; Certified Mediator, U.S. Dist. Ct. (M.D. Fla.); “Qualified Arbitrator” Florida Supreme Court (1988); “Primary Trainer” for Florida Supreme Court Certified Circuit Civil Mediation Training.

Work History

Yanger & Singletary, P.A. 1973-82; Cary R. Singletary, P.A., 1982-present; Director, Labor Arbitration Services, Inc., 1980-present; Adjunct Professor, Distinguished Professorial Lecturer, Director of Center for Dispute Resolution, Stetson University, College of Law, 1984-02.

Professional Associations

The Florida Bar (Labor and Employment Law Section, Past Chair); The Hillsborough County Bar Association (Dispute Resolution Section, Past Chair); Florida Academy of Professional Mediators, National Academy Distinguished Neutrals, American Arbitration Association (Commercial, Employment & Large Complex Case Panels).

Alternative Dispute Resolution Training

National Academy of Arbitrators, Annual Meeting of National Academy of Arbitrators, S.E. Region (arbitrator education) 2014, 2013, 2012, 2011, 2010, 2009, 2008, 2007; Navigating the World of ADR, The Florida Bar (2014), AAA Maximizing Efficiency & Economy in

Arbitration: Challenges at the Preliminary Hearing, 2011; Faculty, AAA/ICDR Neutrals Conference, 2010; Supreme Court of Florida, Dispute Resolution Center, Approved Arbitration Training, 2007; Supreme Court of Florida, Dispute Resolution Center, 16th Annual Conference for Mediators and Arbitrators, 2007; AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2005; AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2005; Advanced Mediator Skills for Court-Based Settlement Programs, 2005; AAA Arbitrator Ethics & Disclosure (ACE003), 2005; LAB001 - Labor Arbitrator I, 2005; AAA Dealing With Delay Tactics in Arbitration (ACE004), 2005; AAA Neutrals Conference, 2004; AAA Annual Arbitrator Update, 2001, 2004; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2003; AAA Employment Arbitrator II Training: Advanced Case Management Issues, 2002; AAA Commercial Arbitrator Training, 1998; AAA Employment Arbitrator Training, 1997; Florida Supreme Court, Approved Course for Court Arbitrators (1988); Florida Supreme Court Circuit Civil and County Court Mediation Training (1988); various other ADR training.

Publications

Co-author, "What Attorneys and Their Clients Want Most from Mediators," DISPUTE RESOLUTION JOURNAL, American Arbitration Association, Feb-April 2011; "High Court Boosts Arbitration in Buckeye," DISPUTE RESOLUTION JOURNAL, American Arbitration Association, May-July, 2006; "Florida's New Mediation Confidentiality and Privilege Act; What the Litigator Needs to Know," THE CHECK OFF, The Florida Bar, vol. XLIV, no. 2, April-May 2005; "Voluntary Trial Resolution: A New Dispute Resolution Process in Florida," THE CHECK OFF, The Florida Bar, vol. XXX, no. 4, July 2000; "High Court Reads FAA Venue Broadly," ADR CURRENTS, AAA, June 2000; "The Expanding Scope of Judicial Review of Statutory Employment Arbitration Awards," THE CHECK OFF, The Florida Bar, vol. XXIX, no. 3, March 1998; "Successful Employment Mediation: Ten Employer Traps to Avoid," H.R. ADVISOR, December 1996; "Securing a Durable Settlement Agreement in Employment Disputes," 46 LABOR LAW JOURNAL 223, 1995; "Mediation of Employment Discrimination Claims: The Win-Win ADR Option," 45 LABOR LAW JOURNAL 388, 1994.

Alternative Dispute Resolution Experience

Mediator Experience

Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), Employment Retirement Income Security Act (ERISA), Equal Pay Act, Fair Labor Standards Act (Minimum Wage & Overtime), Family Medical Leave Act (FMLA), Federal Civil Rights Enforcement Acts (Sections 1981 & 1983), Florida Civil Rights Act (FCRA) (discrimination & retaliation), Title VII of the Civil Rights Act of 1991 (discrimination & retaliation race, color, national origin, religion, sex, sex harassment), Pregnancy Discrimination Act, bonus compensation, commission claims, executive pay, executive employment agreements, employment-at-will, employment contracts, employment retaliation, fringe benefits, independent contractor, just cause discharge, non-compete agreements, severance pay, union grievances, unpaid wages, whistle blower (federal & state), wrongful discharge, workers' compensation retaliation, advertising contracts, business collections, business contracts, class action claims, personal injury, wrongful death, insurance bad faith claims, medical malpractice, business buy-sell agreements, partnership agreements, sink hole claims, real estate buy-sell agreements, breach

of warranty, products liability, Magnusson-Moss, consumer claims, home construction, architectural malpractice, legal malpractice, will contests, Federal Tort Claims Act, commercial leases, consumer debt, commercial mortgage foreclosure, life insurance, nursing home abuse, sex abuse of minors, consumer fraud, Florida Deceptive and Unfair Trade Practices Act (FDUPTA), elevator and escalator claims, health insurance claims, bad faith insurance claims, insurance subrogation claims.

Arbitrator Experience (Civil Disputes)

Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), Fair Labor Standards Act (Minimum Wage & Overtime), Family Medical Leave Act (FMLA), Florida Deceptive and Unfair Trade Practices Act (FDUTA), Federal Civil Rights Enforcement Acts (Sections 1981 & 1983), Florida Civil Rights Act (FCRA) (discrimination & retaliation), Title VII of the Civil Rights Act of 1991 (discrimination & retaliation-race, color, national origin, sex, sex harassment), employment contracts, government employee termination, business contracts, distributor disputes, limited liability corporation disputes, personal injury, products liability, non-compete contracts, change in control agreements, real estate contracts, consulting contracts, wrongful possession of proprietary and confidential records, bad faith insurance claim, unpaid wages, whistleblower, workers compensation retaliation, common law torts.

Arbitrator Experience (Labor-Management Grievance Arbitration)

Discipline, discharge, suspension, work schedules, contract interpretation, reduction in force, pay disputes, drugs, sleeping on duty, theft, conduct unbecoming, excessive use of force, sexual harassment, damage to customer's property, violation of rules, insubordination, unsatisfactory performance, leaving work without permission, misuse of employer's property, compulsory leave, failure to bargain, falsification of paperwork, vacation vesting, last chance agreements, and substance abuse policies.

Teacher, Speaker and Trainer: The Florida Bar, Labor and Employment Law Section, "Navigating the World of ADR" 2014 (speaker); Circuit Civil Mediation Certification Training, Florida Supreme Court, Univ. of So. Fla., Tampa, Fla., 2014 – 2000 (primary trainer); Labor Arbitration Advocacy Training Course, Labor Arbitration Services, Inc., Clearwater, Fla., 2013-1980, (primary trainer); "Boot Camp Negotiation Training for Medical Students," Univ. of So. Fla., Medical School, 2011 (primary trainer); AAA Neutrals Conference 'What Attorneys and Their Clients want Most from Mediators, 2010 (primary trainer); Maritime Arbitrator Training, Maritime Arbitration Association of the United States, Sanibel Fla., 2007(primary trainer); Florida Supreme Court Arbitrator Training for Court Appointed Arbitrators, Florida Dispute Resolution Center, Orlando, Fla., 2007 (primary trainer); Arbitrator Training for Florida's New Motor Vehicle Arbitration Board, Orlando, Fla., Attorney General of Florida, 2007 (primary trainer); "Investigate, Mediate and Litigate," Hillsborough County Bar Association CLE, Tampa, 2007 (primary trainer); The Search for Truth: How Arbitrators Determine Witness Credibility, National Academy of Arbitrators, 2007 (primary trainer); "Employment Arbitration: From Deciding to Arbitrate to Challenging the Award," The Florida Bar CLE, Plantation, Fla., 2006 (trainer); Certified Arbitrator Training, The Florida Supreme Court, Dispute Resolution Center, Orlando, Fla., 2006 (trainer); "Presenting an Effective Arbitration Case," Florida Labor Management Conference, St. Petersburg, Fla., 2006 (primary trainer); Alabama Arbitrator Training Course, Supreme Court of Alabama, Dispute Resolution Center, Montgomery, Ala.,

2006 (primary trainer); "Advanced Labor Topics," The Florida Bar CLE, Ponte Verde Beach, Fla., 2006 (trainer); "Employment Arbitration: What Works and What Doesn't," Hillsborough County Bar Association CLE, Tampa, Fla., 2006 (primary trainer); Advanced Mediator Training for Court Based Settlement Programs, American Arbitration Association, Tampa, Fla., 2005 (primary trainer); "Negotiating and Mediating Employment Disputes," Conflict Resolution Collaborative, Univ. of So. Fla., Tampa, Fla., 2005 (primary trainer); "Proposed changes to Mediator Certification," Hillsborough County Bar Association CLE, Tampa, Fla., 2005 (primary trainer); Alabama Arbitrator Training (primary trainer), 2005; "What Lawyers Do Right and What Lawyers Do Wrong in Mediation," The Florida Bar CLE, Duck Key, Fla., 2004 (speaker); "Advanced Mediator Training for Court Based Programs," American Arbitration Association, Tallahassee, Fla., 2004 (trainer); "Getting All the Players Into the Game: Coaching Skills for the Mediator," Florida Supreme Court, Dispute Resolution Center, Orlando, Fla., 2004 (primary trainer); "Trial Skills and Techniques: Becoming a Champion Litigator," Stetson College of Law & The Florida Bar CLE, St. Petersburg, Fla., 2004 (primary trainer); "Arbitration and Voluntary Trial Resolution: Practical Tips and Lessons Learned," Hillsborough County Bar Association CLE. (primary trainer), Tampa, Fla., 2004; "Alternative Dispute Resolution in Labor and Employment Law," Hillsborough County Bar Association CLE, Tampa, Fla., 2004 (primary trainer); "Jury Trial Simulations and Their Use for Juror Selection," Lomar Education Service, Tampa, Fla., 2003 (primary trainer).

Language: English