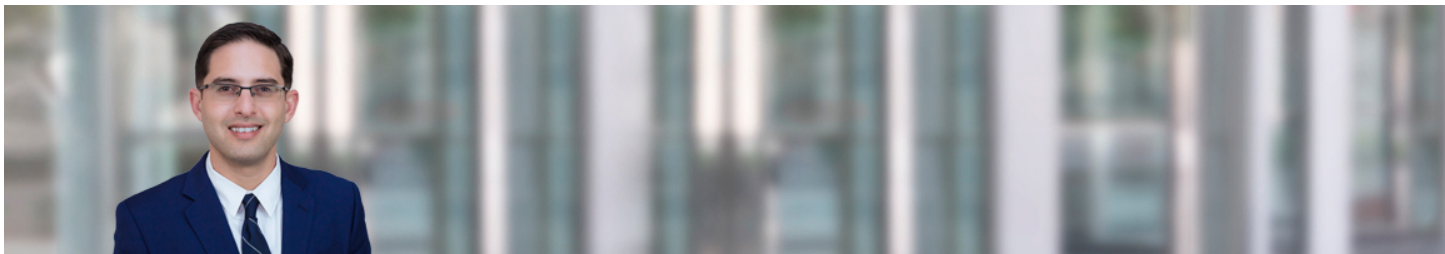


## Paul Crucet



Associate

[Miami Office](#)

[Fort Lauderdale Office](#)

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Phone: 305-789-3246

### PRACTICE AREAS

[Labor & Employment](#)

[Government & Administrative](#)

[Healthcare](#)

### LANGUAGES

Spanish

### OVERVIEW

Paul Crucet practices in the Labor & Employment Department. He earned his J.D. from Vanderbilt University Law School and his B.A., "*cum laude*" from the University of Florida.

Paul specializes in defending employers from discrimination, retaliation, and wrongful termination claims, wage and hour claims, and charges of unfair labor practices. He advises employers on structuring and properly classifying their workforce, and assists in the preparation of independent contractor and employee agreements. Paul also counsels clients on other employment-related issues, including wage and hour practices; employee discipline; family and medical leave; employment discrimination; and disability accommodation.

Paul has extensive experience representing companies offering Applied Behavior Analysis services, which operate in the highly regulated healthcare industry. He has counseled ABA companies on general employment matters as well as issues of professional and facility licensure.

Before joining the firm, he practiced in-house at a gaming and entertainment establishment in Miami. As chief in-house counsel, Paul administered union grievances and arbitrations, defended unfair labor charges brought before the National Labor Relations Board, and engaged in labor negotiations over a new collective bargaining agreement.

### REPRESENTATIVE EXPERIENCE

Represented Cleveland Clinic Florida ("CCF") and Cleveland Clinic Hospital ("CCH") at trial in the United States District Court Southern District of Florida. The Plaintiff alleged that CCF, through its employed emergency medicine physician, and CCH, committed medical malpractice in failing to diagnose, treat, and admit the patient to the hospital for an abdominal infection thus leading to multiple surgeries and permanent scarring. The Plaintiff sought damages in excess of

\$2,000,000. The trial lasted six days (with deliberations briefly spilling over to a seventh day). CCH's motion was granted for directed verdict at the close of our case in chief. The jury subsequently returned a verdict in favor of the remaining Defendant, CCF. The jury took less than three hours total to deliberate before finding the CCF's emergency room physician met the standard of care in all regards as it related to the Plaintiff's medical care.

Obtained favorable settlement for client resulting in dismissal of sexual harassment and gender discrimination case.

Obtained favorable settlement for client resulting in dismissal of claims for unpaid overtime wages.

Defended client against claims of discrimination before the Equal Employment Opportunity Commission.

Obtained favorable settlement for client resulting in dismissal of charges of unfair labor practices by the National Labor Relations Board.

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## RECOGNITION

Invited to give a speech at the induction ceremony on behalf of newly admitted attorneys at the Third District Court of Appeals for having one of the highest bar exam scores in the state

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## PUBLICATIONS & PRESENTATIONS

**Publications:** [Think Twice Before Paying Employee Wages in Bitcoin](#)

BeLabor the Point Blog | November 2021

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**Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications:** [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

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**Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications:** [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

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**Publications:** [Pre-Season Predictions: Labor and Employment Under the Incoming Biden Administration](#)

BeLabor the Point Blog | January 2021

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**Publications:** [Nothing is Wrong with Remote Employees Buying Their Own Office Supplies – Right?](#)

BeLabor the Point Blog | November 2020

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**Publications:** [Even Stuck at Home, Humans are Still the Best Recruiters](#)

BeLabor The Point Blog | May 2020

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**Publications:** [Automation and the ADA](#)

BeLabor the Point Blog | September 2019

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**Events:** [How to Open Your Own ABA Company! Do's and Dont's Legally, Financially and Clinically](#)

Florida Association for Behavior Analysis Annual Conference | | September 2019

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**Publications: [An Ounce of Benefits is Worth a Pound of Pay](#)**

BeLabor the Point Blog | March 2019

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**Publications: [Competing for Workers: Pay More? Or Pay More Frequently?](#)**

BeLabor The Point Blog | August 2018

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**Publications: [Retaliation Claims: Shield, Sword, or Both?](#)**

BeLabor The Point Blog | April 2018

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## NEWSROOM

**Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)**

Stearns Weaver Miller News Program Special || June 2021

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**Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)**

Stearns Weaver Miller News Program Special || June 2021

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**In the Media: [Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues](#)**

Miami Herald || June 2021

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**In the Media: [They grew up in Miami and never knew its history. So, they decided to tell it on podcast](#)**

Miami Herald || April 2020

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**In the Media: [Stearns Weaver Team Successfully Defends Cleveland Clinic in \\$2M MedMal Suit](#)**

Daily Business Review || May 2019

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## EDUCATION

J.D., Vanderbilt University Law School, 2015

Deans Scholar

B.A., *cum laude*, University of Florida, 2011

Dean's List

Phi Kappa Phi Honor Society

Pre-Legal Honor Society

Golden Key Honor Society

President's Scholar Award

Research Seminar Award

A.A., Santa Fe College, 2009

## **ADMISSIONS**

Florida

United States District Courts for the Southern and Middle Districts of Florida