

## HEATHER BYRER CARBONE

SHAREHOLDER



### AREAS OF PRACTICE

Workers' Compensation

### CONTACT INFO

**(904) 358-4225**  
**[hbcarbone@mdwcg.com](mailto:hbcarbone@mdwcg.com)**

200 W. Forsyth Street  
Suite 1400  
Jacksonville, FL 32202

### ADMISSIONS

Florida  
2001

U.S. District Court Middle  
District of Florida  
2009

### EDUCATION

Indiana University School of  
Law-Indianapolis (J.D., 2001)

Florida State University (B.A.,  
1997)

### OVERVIEW

When Florida employers seek resolution of claims or controversies arising out of the Florida workers' compensation law, they often turn to Heather. Board Certified by The Florida Bar in Workers' Compensation, Heather leads Marshall Dennehey's Florida workers' compensation practice. She devotes the entirety of her practice to workers' compensation defense, representing businesses, third-party administrators and self-insureds across myriad industries. Heather's clients benefit from her insights and experience in dealing with the analysis and litigation of problems or controversies arising out of the Florida Workers' Compensation Law. She also has experience handling employment law matters.

Heather is an active writer and lecturer. She has authored multiple articles in the *Florida Workers' Comp Reporter*. She has lectured on behalf of the Workers' Compensation Section of The Florida Bar and at various continuing education seminars. Heather is also Certified Instructor of Insurance Education for the State of Florida and often presents seminars to clients.

Prior to joining Marshall Dennehey, Heather was a partner at one of the leading defense firms in the southeast.

Away from work, she enjoys hiking, biking, traveling and spending time with her family. She is a committee member with the Jacksonville Humane Society, and volunteers for Jacksonville Area Legal Aid (JALA). She completed the 2008 New York City marathon, and the National Breast Cancer Marathon, and often participates in road races that benefit various charitable organizations.

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## HONORS & AWARDS

AV® Preeminent™ by  
Martindale-Hubbell®

American Lawyer Media, Top  
Rated Lawyer in Labor &  
Employment  
2013, 2014, 2016

Florida Super Lawyers Rising  
Star  
2010, 2013-2016

Jacksonville Magazine,  
"Jacksonville Legal Elite"  
2015-2017

904 Magazine "Top Lawyer,"  
Workers' Compensation  
2012, 2014

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## ASSOCIATIONS & MEMBERSHIPS

Association of Builders &  
Contractors

E. Robert Williams, Inns of  
Court, Executive Committee  
Member, Membership Co-  
Chair

Florida Bar

Friends of 440 scholarship  
organization, Co-Chair  
2010-2012, Treasurer  
2009-2010

Jacksonville Bar Association,  
Co-Chair Workers'  
Compensation Section 2010,  
2011

Jacksonville Claims  
Association

Jacksonville Humane Society,  
Committee Member

Society for Human Resource  
Management, national and  
Jacksonville Chapter member

## THOUGHT LEADERSHIP

### Case Law Update for TPD/TTD

Jacksonville  
Workers' Compensation  
October 23, 2020

### Special Alert—COVID-19 and Workers' Compensation Litigation Update for Florida

Workers' Compensation  
COVID-19 Task Force  
June 11, 2020

Many businesses in Florida have now reopened with social distancing guidelines in effect What's Hot in Workers' Comp

### Managing Litigated Workers' Compensation Claims Through Advocacy & Empathy

Jacksonville  
Workers' Compensation  
June 1, 2020

### COVID-19 and Workers' Compensation Claims

Jacksonville  
Workers' Compensation  
COVID-19 Task Force  
May 7, 2020

### COVID-19 AND THE LAW: Workers' Compensation Compensability in Delaware, Florida, New Jersey and Pennsylvania

COVID-19 Task Force  
Workers' Compensation  
April 1, 2020

The material in this newsletter has been prepared for our readers by Marshall Dennehey Warner Coleman & Goggin.

## CLASSES/SEMINARS TAUGHT

*Average Weekly Wage and Indemnity Benefits (Other than PTD)*, Florida Bar Workers' Compensation Forum, April 15, 2021

*Pre-Existing Conditions, Major Contributing Cause and Apportionment*, Marshall Dennehey webinar, December 3, 2020

*Ethical Requirements: Empathy and Ethics in Workers' Compensation*, WCCP Annual Holiday Conference, November 18, 2020

*How Medical Marijuana Is Impacting Workers' Compensation*, Marshall Dennehey Workers' Compensation Seminar, October 24, 2019

*Average Weekly Wage and Indemnity Benefits*, Florida Bar Workers' Compensation Forum, April 11, 2019

*Roundtable: Don't Just Roll the Dice - Hot Topics in Evaluating Personal Injury Claims*, Marshall Dennehey Florida Claims Symposium - Casino Royale, Tampa, FL, September

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## YEAR JOINED

2018

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## CERTIFICATION

Board Certified in Workers' Compensation Law, The Florida Bar

20, 2018

*Average Weekly Wage and Indemnity Benefits (Other than PTD)*, 2018 Florida Bar Workers' Compensation Forum, April 13, 2018

*Stop Work Orders*, Association of Builders and Contractors, Jacksonville, FL, August 2017

*Specialty Drugs in Workers' Compensation*, The CLM Business and Insurance Workers' Compensation Conference, Chicago, IL, May 2017

*Average Weekly Wage and Indemnity Benefits (Other Than PTD)*, The Florida Bar Workers' Compensation Forum, Orlando, FL, April 2016, April 2017

*Recent Changes to Florida Workers' Compensation Law*, The CLM, Jacksonville, FL, November 2016

*Workers' Compensation Overview*, Fidelity National Financial Conference, April 2014

*Workers' Compensation In Florida*, guest instructor for Florida Coastal School of Law, Construction Law Class, 2012, 2014

*Social Security Disability Appeals*, Jacksonville Area Legal Aid, Jacksonville, FL, November 2014

*Fundamentals of Workers' Compensation*, Sterling Education Seminar, Jacksonville, FL, April 2013

*The Medicare Super Lien and Other Liens Simplified*, National Business Institute Seminar, Jacksonville, FL, 2013

*Case Law Update*, IARP, Select Medical Workers' Compensation Roundtable, Florida State College of Jacksonville, April 2012

*Credit Abuse Resistance Education*, Jacksonville Area Legal Aid Seminar, July 2010

## PUBLISHED WORKS

"Case Law Update for TPD/TTD," The Florida Bar Workers' Compensation Section, *NEWS & 440 Report*, Fall 2020

"Be Kind and Keep It Simple: Managing Litigated Workers' Compensation Claims Through Advocacy and Empathy," *CLM Magazine*, June 2020

"COVID-19 and Workers' Compensation Claims: How Can a Person Prove They Contracted the Illness on the Job?," *Jacksonville Daily Record*, May 7, 2020

"First Responder Benefits In, Attorney Fees Out," *Insurance Journal*, March 6, 2018

"Average Weekly Wage and Indemnity Benefits (Other Than PTD)," *The Florida Bar Workers' Compensation Forum*, 2016, 2017

"The Florida Workers' Compensation Tight Rope Challenged," *ABA/Tort Trial and Insurance Practice Committee Newsletter*, 2008

## RESULTS

# **Successful defense of motion for summary judgment filed by another carrier in a disputed employer/employee issue.**

## **Workers' Compensation**

**March 1, 2020**

The issue involved whether the injured employee was the statutory employee of our client, or of the subcontractor who actually hired him. The injured worker was hired by a subcontractor during the aftermath of the Category 5 storm, Hurricane Michael, that hit near Panama City, Florida on October 10, 2018.