

HEATHER BYRER CARBONE

SHAREHOLDER



AREAS OF PRACTICE

Workers' Compensation

CONTACT INFO

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ADMISSIONS

Florida
2001

U.S. District Court Middle District
of Florida
2009

EDUCATION

Indiana University Maurer School
of Law (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 a 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.

HONORS & AWARDS

AV® Preeminent™ by Martindale-Hubbell®

Florida Trend Legal Elite
NOTABLE Women Leaders in Law
2024

John J. Schickel Professionalism
and Excellence Award, E. Robert
Williams Inn of Court
2024

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

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

YEAR JOINED

2018

THOUGHT LEADERSHIP

Marshall Dennehey Shareholders Recognized as Florida Trend Legal Elite NOTABLE Women Leaders in Law

Premises & Retail Liability
Product Liability
Workers' Compensation
December 2, 2024

Marshall Dennehey is pleased to announce that two of its Florida shareholders, Peggy Smith Bush and Heathe
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Viewpoint: Florida's New Heat Exposure Law May Impact Workers' Comp

Jacksonville
Workers' Compensation
September 13, 2024

Attorneys Behaving Badly: Sanctions, Attorney's Fees and Costs in Florida Workers' Compensation Claims

Jacksonville
Workers' Compensation
September 1, 2023

Key Points: Defense Digest, Vol. 29, No.

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
June 11, 2020

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

CERTIFICATION

Board Certified Specialist,
Workers' Compensation, The
Florida Bar

CLASSES/SEMINARS TAUGHT

Florida's New Rules of Civil Procedure and Impact on Workers' Compensation Claims, The Florida Bar Workers' Compensation Section webinar, September 10, 2025

Legal Updates/Changes Impacting Florida, 2024 Northeast Florida Disability Management Forum, October 4, 2024

Motions to Dismiss and Motions for Summary Final Order, webinar, Florida Bar Workers' Compensation Section, May 8, 2024

Hot Topics for Attorneys, WCI Annual Conference, Orlando, FL, August 22, 2023

Talking About Generations, 2023 International Association of Rehabilitation Professionals Annual Southeast Florida Workers' Compensation Claims Conference, Sunrise, FL, March 10, 2023

Workers' Compensation Law and Ethics Update, Marshall Dennehey webinar, May 13, 2022

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 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

"Viewpoint: Florida's New Heat Exposure Law May Impact Workers' Comp," *Jacksonville Business Journal*, September 13, 2024

"Attorneys Behaving Badly: Sanctions, Attorney's Fees and Costs in Florida Workers' Compensation Claims," *Defense Digest*, Vol. 29, No. 3, September 2023

"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

Settlement Agreements Upheld in Florida Workers' Compensation Cases

Workers' Compensation

January 31, 2024

We successfully argued that a settlement agreement, based upon a binding and enforceable agreement reached via email between the parties, is enforced. The claimant had given her attorney authority to settle, but subsequently changed her mind. Based upon case law, there was unequivocal authority to settle and it was too late for the claimant to negate the agreement previously reached. The judge of compensation claims agreed and upheld the settlement.

Judge doesn't buy that chemical exposure was major contributing cause for claimant's complaints.

Workers' Compensation

February 16, 2022

We won a total controvert on a workers' compensation exposure claim and successfully defended a denial. The claimant alleged exposure to a toxic airplane paint thinner at a plant in Kentucky in December of 2019. He was a subcontractor of the airplane manufacturer, but a Florida employee. The claimant complained of breathing issues and skin rashes. He sought treatment at an emergency room in Kentucky on the date of alleged exposure ,and again approximately 10 months later for skin rashes. However, the claimant was able to continue working without any wage loss the entire time.

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.