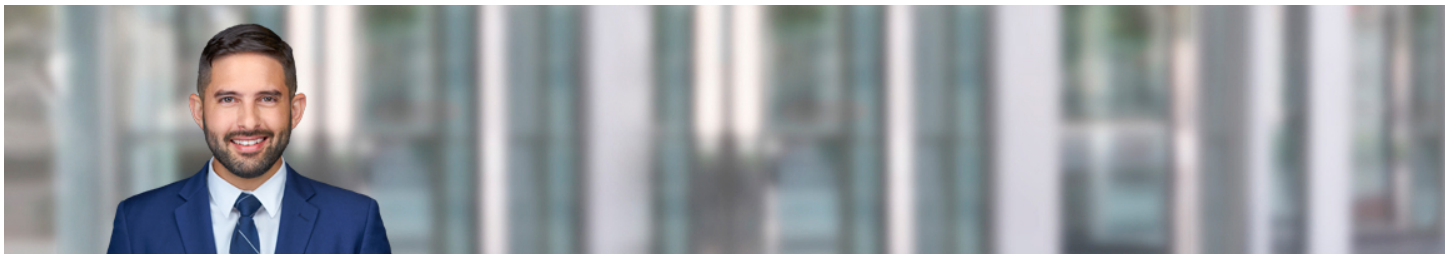


Paul Crucet



Shareholder

Miami Office

Fort Lauderdale Office

pcrucet@stearnsweaver.com

Phone: 305-789-3246

PRACTICE AREAS

Labor & Employment

Government & Administrative

Healthcare

LANGUAGES

Spanish

OVERVIEW

Paul Crucet specializes in defending employers from discrimination, retaliation, and wrongful termination claims, wage and hour claims, and charges of unfair labor practices before the NLRB. He advises employers on structuring and properly classifying their workforce, assists in the preparation of independent contractor and employee agreements, and negotiates collective bargaining 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.

RECOGNITION

Best Lawyers: Ones to Watch, 2023-Present

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

PUBLICATIONS & PRESENTATIONS

Events: Ethical Issues Surrounding the Role of Independent Contractors in ABA
Florida Association for Behavior Analysis | | March 2024

Events: Take Your Old Documents Off the Shelf
Stearns Weaver Miller Labor & Employment Law Breakfast Series (Part 1) | | June 2023

Events: The Unleashed Whistleblower: An Agent of Workplace Whiplash
Stearns Weaver Miller Labor & Employment Law Breakfast Series (Part 1) | | June 2023

Events: [Rocked By A Hurricane and The NLRB On Steroids](#)
Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar | | October 2022

Publications: [Avoiding Unfair Labor Practices \(ULPs\)](#)
BeLabor The Point Blog | August 2022

Publications: [Think Twice Before Paying Employee Wages in Bitcoin](#)
BeLabor the Point Blog | November 2021

Events: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)
Stearns Weaver Miller News Program Special | | June 2021

Publications: [Pre-Season Predictions: Labor and Employment Under the Incoming Biden Administration](#)
BeLabor the Point Blog | January 2021

Publications: [Nothing is Wrong with Remote Employees Buying Their Own Office Supplies – Right?](#)
BeLabor the Point Blog | November 2020

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

BeLabor The Point Blog | May 2020

Publications: [Automation and the ADA](#)

BeLabor the Point Blog | September 2019

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

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

BeLabor the Point Blog | March 2019

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

BeLabor The Point Blog | August 2018

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

BeLabor The Point Blog | April 2018

NEWSROOM

In the Media: [Stearns Weaver Names 11 New Shareholders Across Fla.](#)

| October 2022

Firm Announcements: [Stearns Weaver Miller Names 11 New Shareholders](#)

| October 2022

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

Miami Herald | | June 2021

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

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

Daily Business Review | | May 2019

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

Dean's List

ADMISSIONS

Florida

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