



Ernest W. (“Will”) Klatte, III

Areas of Expertise

PAGA Claims, Employment Law

Will Klatte joined IVAMS as a full-time mediator after a 36 year career as one of the pre-eminent employment law attorneys in Southern California. Will was a partner in the Employment Law Department at Rutan & Tucker for much of that time, before he left in 2012 to start his own boutique Employment Law firm, Klatte, Budensiek & Young-Agriesti (“KBY”).

While his employment law practice has been almost entirely on the defense side, Will has sought to have one or two plaintiff’s cases in the office at any particular point in time while at KBY. “A good lawyer needs to be able to see both sides of a case. It’s hard to do that if you spend your career only sitting on one side of the courtroom. Besides, a good case is a good case.”

During his career as a practicing attorney, Will has tried cases throughout California. As a wage and hour specialist, he handled over 100 class and representative actions. He has argued cases on employment law issues before the Ninth Circuit and the Second, Third, Fourth, and Sixth Districts of the California Courts of Appeal. He has twice had cases taken up on review before the California Supreme Court (grant and hold) on cutting edge issues in wage and hour and employment law.

Giving back to the community is in his nature. While practicing law Will regularly took on *pro bono* matters, most of them outside his specialty practice area. Early in his career, he was one of a group of Orange County attorneys who were awarded the California State Bar’s President’s Award for their defense of a group of homeless individuals. As a mediator, Will continues to volunteer his time for the Los Angeles, Orange, and San Bernardino Superior Courts on small claims matters. Recently, he was one of a small number of mediators tapped by the Los Angeles County Department of Consumer and Business Affairs to participate in its Landlord/Tenant conciliation program during the COVID crisis.

Will doesn’t do anything halfway, so when he decided to transition to mediation, he enrolled in the LLM Program for Dispute Resolution at the world-renowned Straus Institute at Pepperdine University School of Law where he expects to receive his LLM degree in Dispute Resolution in the Fall of 2020.

Will is married to his wife of 41 years. They have 3 children, and 1 grandchild (so far). Will is fluent in French and conversant in Spanish. In his spare time, he likes to tend to his vegetable garden when he is not playing around on his tractor and building stuff on his ranch property in Northern California.

Will is available for mediation both nationally and throughout California.